

Del Mar California Teachers Association
and the
Del Mar Union School District

MOU Related to COVID-19 - related absences
after December 31, 2020

DMUSD and DMCTA mutually agree that members should not lose pay or days from their leave balance for COVID-19 related reasons that were previously covered under HR 6201.

Therefore, for *COVID-19 related** absences:

- Staff will have the option to *work remotely from home*** while a substitute teacher is in their classroom.
- For staff who opt to work from home, there will be no deduction from the employee's sick leave balance.
- If a staff member is unable to work after testing positive for COVID-19 due to the illness they will not be required to work from home in order to avoid a deduction from their sick leave balance.
- For Fiscal Year 2020-2021 (July 1, 2020 – June 30, 2021) COVID-19 related absences will not exceed 10 days.

As part of this MOU, DMUSD has also agreed to increase the maximum daily rate required under the provisions of HR 6201, to match the employees actual per diem and will return any leave time that was used by staff members to make up the difference from the \$511/day maximum previously covered under HR 6201. DMUSD will also return any leave time that was used by staff members for COVID-19 related absences since the December 31, 2020 expiration of HR 6201.

* An absence will be considered COVID-19 related for the following reasons:

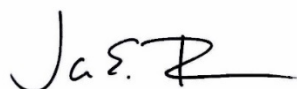
- To self-isolate because of a diagnosis of COVID-19, or to comply with a recommendation or order to quarantine due to exposure or exhibition of symptoms;
- To obtain a medical diagnosis or care if the employee is experiencing symptoms of the coronavirus;
- To care for a family member who is self-isolating due to a diagnosis of coronavirus, experiencing symptoms of coronavirus and needs to obtain medical diagnosis or care, or quaranting due to exposure or exhibition of symptom

** Teaching remotely from home will include interacting with students via Zoom for a minimum of 2.5 hours a day.

DEL MAR CALIFORNIA TEACHERS ASSOCIATION DEL MAR UNION SCHOOL DISTRICT



Kevin Cunha, President



Jason Romero, Assistant Superintendent

Dated: January 25, 2021

Dated: January 25, 2021