



**Lake Elsinore Teachers Association**



**Lake Elsinore Unified School District**

**January 19, 2022**

**MEMORANDUM OF UNDERSTANDING BETWEEN  
LAKE ELSINORE UNIFIED SCHOOL DISTRICT  
AND  
LAKE ELSINORE TEACHERS ASSOCIATION**

**District Paid COVID-19 Leave for 2021-22 MOU**

This Memorandum of Understanding ("MOU") is entered into by and between the Lake Elsinore Unified School District ("District") and the Lake Elsinore Teachers Association ("Association").

Whereas, the District and the Association (collectively, "The Parties") agree that issues related to the COVID-19 pandemic have persisted; and

Whereas, the Parties recognize that the 2021 COVID-19 Supplemental Paid Sick Leave (SB 95) expired on September 30, 2021, and

Whereas, the Parties recognize Protocols for School Students in K-12 School Settings have been modified and due align to CDPH School Guidance K-12 Guidance 2021-22 School Year.

Now, therefore, it is agreed by and between the parties as follows:

**District Paid 21-22 COVID-19 Leave**

1. Effective October 1, 2021, through June 30, 2022, so long as the 2021 COVID-19 Supplemental Paid Sick Leave (SB 95) or any new applicable paid leave law is not in effect, bargaining unit members will be afforded a onetime allotment District COVID-19 leave for a total of five (5) days. District paid 21-22 COVID-19 leave would not run concurrent with a new supplemental leave legislation. Covid-19 related absence will be utilized per the following guidelines:

- Between October 1, 2021 and January 19, 2022 prior to this MOU providing District COVID-19 leave, if a unit member was required to take leave for a **COVID-19 related reason**, reported on Parent Square, verified through district contact tracing and coded as E5, any leave (personal leave, sick leave, etc.) that was utilized shall be restored up to a maximum of five (5) days total.
- Effective January 19, 2022 through June 30, 2022, any certificated employee required to take leave for a **COVID-19 related reason**, reports on Parent Square and/or is verified by district contact tracing team shall be able to utilize District COVID – 19 Leave for a maximum of five (5) days

**Bargaining Teams**

For the Association: Janet Timm (Chair), Mario Montano, Valinda Nabonne, Sonia Jimenez, Olubunmi Adeleke, Christy Hetland, Denee Selman, Yolanda Diaz

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo

## District Paid COVID-19 Leave for 2021-22 MOU (continued)

### COVID-19 Related Reasons

- a) Is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
  - b) Is subject to a quarantine or isolation period related to COVID-19 (though a general stay-at home order does not count for this purpose);
  - c) Has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19;
2. Any employee that suffers from side effects from having received their vaccination/s and/or booster shot, shall be covered under the District Covid- 19 leave up to two days and will not need to utilize their sick leave. These two days are in addition to the five (5) days of District Covid-19 leave.
  3. As a district response and appreciation for all certificated staff following District COVID-19 Protocols during the 2021/2022 school year and acknowledging the challenges all certificated employees have faced, all certificated employees shall receive a 2% stipend based on the 2021/2022 salary schedule to be paid 1% by February 28, 2022 and 1% by May 31, 2022

The Parties agree to meet in the event there are any additional material changes to the California Department of Public Health order or guidelines. At the latest, the district COVID-19 leave will expire on June 30, 2022, or upon enactment of another federal or state provided law that provides Supplemental Paid Sick Leave. At the time of implementation of new federal or state provided leave, days reinstated by the district shall not be rescinded.

### FOR THE ASSOCIATION:

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### FOR THE DISTRICT:

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Julie Edmunds  
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