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RTPA 9/16/21 1pm  
RUSD Counter 9/23/21 10:06am  
RUSD Counter 10/12/21 9:00 AM  
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RTPA Counter 10/12/21 3:00 PM  
RUSD Counter 10/15/21 300 PM  
RTPA Counter 10/18/21 10AM

**MEMORANDUM OF UNDERSTANDING  
BETWEEN ROCKLIN UNIFIED SCHOOL DISTRICT  
AND ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION/CTA/NEA  
Re Safe Reopening of Schools with Social Distancing Education Program  
Related to Coronavirus-19**

**Leaves:**

Beginning on October 1, 2021, for the remainder of the 2021-2022 school year, ~~For~~ all bargaining unit members ~~during the 2021-2022 school year~~, shall have access to a District ~~shall~~ provided a pool of ~~3,000~~ ~~637~~ 1,274 sick leave days to be used for ~~in the a~~ case of a documented COVID-19 health-related absence and/or required quarantine due to COVID-19 symptoms and/or a work/childcare related COVID-19 exposure/positive test. If an absence is not COVID-19 health-related, the appropriate accrued leave will be deducted. If the pool becomes depleted below 25% (~~160 days~~ 320 days), the District and RTPA will agree to return to bargaining and negotiate the possibility of adding additional days. In order for symptomatic employees to access the pool, they must make every effort to get tested as early as possible. Once the District's drive through testing is available, all employees must be tested ~~the first day~~ no later than the next available drive-up testing day. ~~in order to access this leave pool.~~ Additionally, employees may access the COVID pool of days if, of no fault of their own, there is an extended amount of time awaiting testing results for surveillance tests.

**Safety Measures**

The district shall provide 5 "high-quality masks," as defined by the [CDC guidance](#), (N95 or KN95 if requested) to each unit member. Additional masks shall be provided to unit members as requested. In addition, ONLY "high quality" masks will be provided to each school site to accommodate students' requests. The district shall communicate to site administration that only "high quality masks" are to be distributed to students and staff who request masks.

**Data and Transparency**

The district shall provide up-to-date, site specific COVID 19 numbers. [Information](#) shall include, but is not limited to, "stayed home with COVID symptoms", "sent home with COVID

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symptoms”, “~~exposed outside of school~~”, “~~exposed at school~~” and “positive cases (staff and student)”. Included on this document shall be links to Covid nurse phone line and email, exposure flowchart (see attached) and/or scenarios chart (similar to last year’s so teachers know what the isolation time is for symptomatic vaccinated versus symptomatic non-vaccinated, when can a negative Covid test clear a staff member to return to school, etc. ), surveillance testing weekly schedule and links for surveillance/ symptomatic testing registration for staff and children of staff.

**Substitute Teacher Shortage**

~~In recognition of the current substitute teacher shortage and in the impacts created by RTPA teachers required to cover classes, both the District and RTPA agree to a temporary increase to both short, long-term and RTPA coverage rates, upon Board approval. The temporary increases are as follows:~~

- ~~● Increase of hourly rate, exclusive for substitute coverage, from \$37.62 to \$50.00 \$70.00 per hour.~~
- ~~● The district shall make best efforts to protect programs by not refraining from pulling VAPA, PE (including PE aides), EL or Learning Loss teachers in the event a site does not have sufficient substitute teachers/aides.~~
- ~~● Elementary teachers who are or have been required to give up their preparation time due to a sub shortage will fill out a timesheet to receive compensation at the increased original substitute coverage rate for the missed preparation time if no alternative prep time was provided. These timesheets will be honored for any preps lost by elementary teachers during the 21-22 school year. Upon Board approval of the increased rate, teachers who lose preparation time without an alternate prep time established, will be paid at the new \$50/hour rate.~~
- ~~● Increase in the daily substitute rate from \$130 to \$150 per day. This change in the daily substitute rate shall not impact the income of members who are in, or may enter into, differential status during the time of this rate increase for a non COVID-19 related absence.~~
- ~~● Increase the long-term substitute rate for retirees from \$203 to a per diem rate based on the Rocklin Unified School District salary schedule with verified experience and units as well as specific subject matter credentialing in assigned classes. This change in the daily~~



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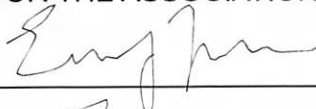
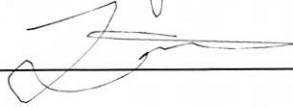
~~substitute rate shall not impact the income of members who are in, or may enter into, differential status during the time of this rate increase for a non COVID-19 related absence.~~

~~In addition, a monthly calendar will be created designating specific District Office personnel, from Instructional Coaches to the Superintendent, who will be assigned as, "on-call," to substitute in classes on an as needed basis.~~


**Duration**

This MOU is a temporary agreement to address the extraordinary circumstances created by the novel coronavirus (COVID-19) pandemic. It does not create any precedents, binding past practice nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until either the end of the day on June 30, 2022, or until the end of the COVID-19 pandemic, whichever comes first. The parties may mutually agree to extend or modify the provision of this MOU in writing.

FOR THE ASSOCIATION:

  
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FOR THE DISTRICT:

 10/19/21  
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