

**WASHINGTON UNIFIED SCHOOL DISTRICT**  
**AND**  
**WEST SACRAMENTO TEACHERS ASSOCIATION**  
**LEAVES SIDE LETTER AGREEMENT**

This Side-Letter of Agreement is by and between the Washington Unified School District (“District”) and the West Sacramento Teachers Association (“WSTA”), together the “Parties.” enter into this Side Letter Agreement.

**1. LEAVES**

1.1. Bargaining unit members continue to have all leave rights as provided in Article 11 - Leaves of the current CBA and any applicable laws.

1.2. Starting October 1, 2021, the District will provide up to 10 days of additional sick leave for fully vaccinated members who are subject to quarantine, or for a fully vaccinated member who is caring for a family member within the employee’s household who is subject to quarantine. The combination of these two additional sick leave reasons cannot exceed the allotted ten (10) days combined during the 2021-2022 school year. This leave shall not carry over into the following fiscal year. This leave may be drawn upon from any new federal or state COVID-19 leave made available after September 2021.

1.2.1. **Leave for Employee quarantine:** In order to access District sponsored COVID-19 leave for the employee’s quarantine, the unit members must submit an electronic statement or signed statement to HR within two (2) days during the requested leave.

- the employee’s name;
- the requested dates of leave;
- the COVID-19 qualifying reason for leave;
- and one of the following;
  - (where applicable) the name of the government entity that issued the quarantine or isolation order to which the individual is subject, or
  - the name of the health care provider who advised the individual to self-quarantine including if district contact tracing shows a unit member was exposed and reasonably assumed to have contracted COVID-19 from school related business.

1.2.2. **Leave for Employee’s Family Member:** To access District sponsored COVID-19 leave for a member who is caring for a family member within the employee’s household, the unit members must submit an electronic statement or signed statement to HR within two (2) days during the requested leave.

- the employee’s name;
- the requested dates of leave;
- the COVID-19 qualifying reason for leave related to a family member within the employee’s household;

- and one of the following;
  - (where applicable) the name of the government entity that issued the quarantine or isolation order to which the individual is subject, or
  - the name of the health care provider who advised the individual to self-quarantine including if district contact tracing shows a unit member was exposed and reasonably assumed to have contracted COVID-19 from school related business.


1.3 Bargaining unit members that receive COVID-19 vaccinations, including booster shots, after this MOU is ratified may take up to two (2) release days for COVID-19 vaccinations and recovery time for side effects. Bargaining unit members will notify their supervisor of vaccination appointments, and verification of appointments may be required. Appointment verification can include an appointment reminder.

**2. DURATION**

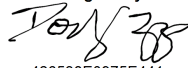
2.1. This shall expire on June 30, 2022.

All other components of the Collective Bargaining Agreement between the Association and the District not addressed with this side letter shall remain in full effect.

WASHINGTON UNIFIED SCHOOL DISTRICT

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 Kamaljit Pannu  
 Assistant Superintendent of Human Resources

WEST SACRAMENTO TEACHERS ASSOCIATION

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 Anne Chism  
 WSTA Bargaining Chair

Date: 10/4/2021

Date: 10/4/2021