

**MEMORANDUM OF UNDERSTANDING BETWEEN PALO ALTO SCHOOL DISTRICT AND
PALO ALTO EDUCATORS ASSOCIATION
EMPLOYEE COVID-19 TESTING FOR THE
2021-2022 SCHOOL YEAR
(REVISED NOVEMBER 8, 2021)**

Palo Alto Unified School District ("District") and Palo Alto Educators Association ("Association" or "PAEA") enter into this Memorandum of Understanding ("MOU") regarding COVID-19 testing for employees for the 2021-22 school year.

The District and Association have agreed that employees represented by PAEA will be required to be tested twice-weekly for COVID-19 except when employees can provide verification that they have been fully vaccinated.

An employee is considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine

Vaccination verification or twice-weekly COVID-19 testing with negative results are required to work at any District facility. Employees in process of completing their vaccination are required to continue testing twice a week until reaching fully vaccinated status.

Failure of an employee to provide vaccination status, twice-weekly test results, or accurate information will result in suspension without pay. The testing will be provided by the District. No employee will be responsible for testing costs.


This MOU is a non-precedent setting document. The District and Association reserve the right to negotiate any additional negotiable impacts not already covered by the Collective Bargaining Agreement or this MOU or previous memoranda of understanding related to COVID-19.

This MOU shall be effective upon signature by both parties. This MOU will expire in full without precedent on June 30, 2022 (unless extended by mutual agreement).



For PAEA
Theresa (Teri) Baldwin
President

November 10, 2021
Date



For PAUSD
Trent Bahadursingh
Deputy Superintendent

November 10, 2021
Date