

Memorandum of Understanding  
Between the  
Poway Federation of Teachers  
And the  
Poway Unified School District

**Extension of Supplemental Paid Sick Leave (SPSL)**  
**for the 2021-22 School Year**

Senate Bill 95 (SB 95) and CA Labor Code section 248.2 provided employees with up to 80 hours of Supplemental Paid Sick Leave (SPSL) through September 30, 2021. This agreement provides an extension of those benefits for PFT unit members who may need additional paid leave days beyond September 30, 2021, due to the ongoing pandemic. The parties agree to continue the provisions of Senate Bill 95 (“SB 95”) through June 30, 2022, unless otherwise specified below.

**Reasons for Leave**

Employees may use this leave if they are unable to work or telework and meet one of the reasons listed below. When testing is required per the SDCOE decision tree, test results or a doctor’s note must be submitted to access this leave. Employees are encouraged to use Phamatech for COVID-19 testing due to the availability of appointments and the speed of results.

**Caring for Yourself**

- The employee is subject to a federal, state, or local quarantine or isolation period related to COVID-19, as defined by an order or guidelines of the State Department of Public Health, the federal CDC, or a local health officer who has jurisdiction over the workplace.
- The employee is advised by a health care provider or by PUSD to self-quarantine due to concerns related to COVID-19.
- The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.

**Caring for a Family Member**

- The employee is caring for a family member who is subject to a federal, state, or local quarantine or isolation order or guidelines related to COVID-19, or who has been advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19.
- The employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises (i.e. child’s school is closed due to an outbreak).

Vaccine-Related:

- The employee is experiencing symptoms related to a COVID-19 vaccine that prevent them from working or teleworking.
- Since vaccination appointments have become readily available, the extended supplemental paid sick leave days provided by this MOU may not be used for vaccination appointments after September 30, 2021.

**Paid Leave Amounts from July 1, 2021 - June 30, 2022**

If an employee meets the criteria listed under the Reasons for Leave section above, they will be entitled to no more than 10 Supplemental Paid Sick Leave days (up to 80 hours), including any hours or days utilized under SPSL from July 1, 2021 - September 30, 2021. This means if an employee accessed any SPSL from July 1, 2021 - September 30, 2021, these days will be subtracted from the 10 SPSL days provided under this MOU.

- For full-time employees (e.g., work 40 hours per week), they are entitled to 80 hours of SPSL.
- For part-time employees with a regular weekly schedule, they are entitled to the number of SPSL hours equal to the number of hours the employee is normally scheduled to work over two weeks.
- For part-time employees with variable schedules, they are entitled to the number of SPSL hours equal to 14 times the average number of hours worked per day over the past 6 months.
- SPSL leave shall not exceed \$511 per day and \$5,110 in total.

If new state or federal legislation is enacted during the term of this agreement to provide paid leave days to take leaves for the purposes described in this agreement, the paid leave days provided in this agreement shall be subsumed within the number of paid leave days provided in such legislation.

This is a non-precedent setting agreement and shall expire automatically on June 30, 2022.

For PUSD



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Date: 11/17/2021

For the Federation



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Date: 11/17/21