



Redlands Unified School District Human Resources

P.O. Box 3008 • Redlands, California 92373-1508 • (909) 307-5300

February 19, 2021

Ms. Gladys Kershall
President, RESPA

Dear Gladys:

This side letter is to memorialize the conversation we had on Wednesday, February 17, 2021, related to the COVID-19 pandemic, the recent FDA's emergency approval of COVID-19 vaccines, and the Memorandum of Understanding Revised Addendum between the District and RESPA dated, January 6, 2021.

The District and Association recognize that although the vaccine is not required of staff; many individuals may choose to get the COVID-19 vaccine. In addition, the District and Association recognize that in some instances, individuals may experience complications or symptoms consistent with COVID-19 as a result of receiving the vaccine. Therefore, the District and RESPA mutually agree to add an additional qualifying condition to the District Paid COVID leave provision outlined in the MOU Revised Addendum dated January 6, 2021, which will include:

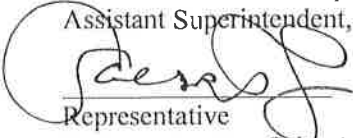
- Any classified bargaining unit member that is unable to report to work due to complications or symptoms of COVID-19 as a result of receiving the COVID-19 vaccine and provides the District with documentation showing proof of the vaccine and the date in which it was administered, shall be entitled to utilize the District Paid COVID leave which is outlined in the MOU Revised Addendum, dated January 6, 2021. Use of these days will count against the total of ten (10) days afforded to employees as outlined in the MOU Revised Addendum, dated January 6, 2021.
- Employees who have received the vaccine have reported that symptoms usually last 1-3 days. The District will require a doctor's note if there is good cause to suspect abuse of District Paid COVID leave related to the vaccine, as outlined in Article 8.1.4.
- All other recitals of the District Paid COVID leave provision as outlined in the MOU Revised Addendum, dated January 6, 2021, shall remain in effect until the sunset date outlined in this document.

This side letter with our signatures below constitute formal notification that the mutual agreement between the District and RESPA regarding the additional qualifying condition to the District Paid COVID leave provision as outlined above will be effective February 16, 2021, and shall expire no later than June 30, 2021, and shall only be extended upon mutual agreement if issues impacting schools related to the COVID-19 pandemic persist.

Thank you for working together to mutually agree to the contents of this side letter. Please do not hesitate to call me if you have any questions regarding any of the above information.

Sincerely,

Sabine Robertson-Phillips
Assistant Superintendent, Human Resources



Representative
Redlands Unified School District

2/19/21

Date



Representative
Redlands Education Support Professional
Association/CTA/NEA

2/19/2021

Date