

**Agreement
Between
The San Diego Unified School District
And
The San Diego Education Association**

October 28, 2020

Phase One and/or Phase One Expansion Children in the Workplace Policy

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Agreement.

WHEREAS, the Parties reached an agreement on August 25, 2020 for Phase One Appointment Based Onsite Learning; and

WHEREAS, the Parties desire to support educators to participate in Phase One and/or Phase One Expansion; and

NOW THEREFORE, the Parties agree as follows:

1. Unit members participating in Phase One and/or Phase One Expansion appointments will have the opportunity to bring their child/children to the workplace in accordance with the District Children in the Workplace Policy attached (Attachment A).
2. Unit members shall complete an authorization included in the Children in the Workplace Policy and the Children in the Workplace Release (Attachment B) agreeing to meet the conditions and safeguards and accepting full responsibility for the health and safety of their own child/children while onsite.
3. The District reserves the right to revoke authorization for a unit member bringing their child/children to the workplace if the provisions of the Children in the Workplace Policy are not followed.
4. This agreement is non-precedent setting and shall expire in full on the last day of the 2020-2021 traditional school year, unless extended by mutual written agreement.

FOR THE DISTRICT:

FOR SDEA:

DocuSigned by:
Jessica Falk Michelli October 30, 2020
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 Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
Kisha Borden November 1, 2020
4619DD4E670B4FF...

 Kisha Borden Date
 President

DocuSigned by:
Acacia Thede November 2, 2020
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 Acacia Thede Date
 Chief Human Resources Officer

DocuSigned by:
Abdul Sayid November 2, 2020
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 Abdul Sayid Date
 Executive Director



SCHOOL AGE CHILDREN IN THE WORKPLACE POLICY

For Phase One and/or Phase One Expansion Appointment-Based Learning

Maintaining the Safety and Health of San Diego Unified students, staff and families relies upon the provision of working conditions that enhance the wellness of all members in a school campus while adhering to safety protocols to prevent unsafe behaviors. **A self-contained workspace/classroom is required in order to qualify for this policy.** A school site employee participating in Phase One and/or Phase One Expansion appointments and meeting this requirement will be permitted to bring their school age child or children under the following conditions:

1. Child/Children must be school age and authorized by the school site principal to be onsite. Children must be at least 4 years old and have experience in a structured school program.
 - a. Spaces used for staff/public interactions will not be approved.
 - b. Staff that may be required to move about the campus will not be approved.
 - c. Spaces used for confidential conversations will not be approved.
2. Health & Safety site protocols must be met by all children attending with school site employee.
3. Participating child/children must wear a mask at all times while on campus.
4. Supervision of own children must not interfere with supervision of educator's class, class assignments and assigned responsibilities and/or interfere with educator's work responsibilities in any way.
5. Must be able to supervise and be responsible for the safety of own child.
6. School site employee's own child/children must remain in self-contained workspace/classroom at all times for the duration they are on campus and must not be left unattended at any time.
7. Educator's own child/children will not be included in the number of students permitted to attend onsite appointments (6 students in grades TK-3 and 8 students in grades 4-5).

If a school site employee brings school-age child with him/her/they to school, the employee will:

- Secure approval from school administrator before bringing child into the workplace
- Provide school administrator with name, age, and schedule of participating child/children
- Ensure daily symptom checks are completed for children at home, verified daily once on site upon arrival, and that if students have any symptoms they are not brought to school
- Provide a classroom supervision plan that will keep own child and all students safe while onsite
- Ensure child adheres to classroom norms, routines and learning agreements
- Accept full responsibility for all aspects of child's behavior, including site property if damaged
- Be responsible for any injury to his/her/their child while at school
- Ensure the confidentiality of all students in class
- Supervise child as they use designated restroom facilities



I have completed and signed Attachment A of this policy.

School Site Employee: By signing this form, I understand and agree with the statements above, accepting full responsibility for the health and safety of my own child/children while they are with me onsite. I also understand that SDUSD reserves the right to revoke the authorization of bringing children to schools if the above provisions are not followed.

Employee's Name: _____ *Signature:* _____ *Date:* _____

Administration: I have reviewed Attachment A and agree with approving employee to bring their child/children onsite during Phase One and/or Phase One Expansion of Appointment Based Learning.

Administrator's Name: _____ *Signature:* _____ *Date:* _____

Attachment B



San Diego Unified
SCHOOL DISTRICT

CHILDREN IN THE WORKPLACE RELEASE

Appointment-Based Learning During Phase One and/or Phase One Expansion

Maintaining the Safety and Health of San Diego Unified students, staff and families relies upon the provision of working conditions that enhance the wellness of all members in a school campus while adhering to safety protocols to prevent unsafe behaviors.

In order to maintain the safety of all students and your child, please complete the following:

Describe the name, age and schedule of your school age child/children:

Child's Name: _____ Age: _____ Projected Schedule: M T W Th F ____:____

Child's Name: _____ Age: _____ Projected Schedule: M T W Th F ____:____

Child's Name: _____ Age: _____ Projected Schedule: M T W Th F ____:____

- I have discussed my plan to bring my child/children with me to work with my administrator.
- I will follow Health and Safety site protocols for my child/children while they are onsite.
- I understand that my child/children will wear a mask at all times while onsite.
- I will sign in my child daily in the front office as we come in to the site.
- I will supervise my child at all times and understand my child must not be unattended.
- I will ensure my child has symptoms checked at home prior to coming with me onsite.
- I have discussed a supervision plan for my children and all students in my classroom.
- I will ensure my child adheres to classroom norms, routines and learning agreements.
- I accept full responsibility for all aspects of child's behavior, including site property if damaged.
- I will be responsible for any injury to my child while they are at school.
- I will discuss with my child the importance of ensuring confidentiality of all students and staff.

By signing this form, I understand that it will be my responsibility to ensure my child's health and safety while supporting my child/children in understanding how to follow my workplace protocols while they are attending onsite learning with me. I hereby waive, release, and discharge San Diego Unified School District, officers, directors, agents, consultants, attorneys, employees, partners, joint venturers, trustees, and members of its Board from any and all liability for my child as a direct or indirect result bringing my child to work with me and as a result of any of my or my child's actions during my their participation in this program.

Educator's Name: _____ Signature: _____ Date: _____