

**KNOW YOUR
RIGHTS!**

COVID LEAVE

NEW, EXPANDED PAID COVID LEAVE RIGHTS!

[Under a new agreement that SDEA members bargained with SDUSD](#), members have the right to up to 80 hours of paid Covid-19 leave for the period January 1, 2021—June 30, 2021. The leave is available before you have to tap into your own accumulated sick leave.

UP TO 80 HOURS OF PAID COVID LEAVE

Members have the right to up to 80 hours of paid Covid leave if you meet these two criteria:

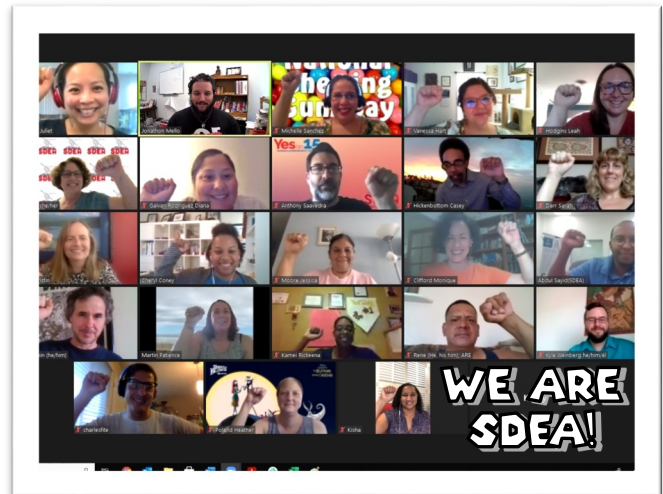
1. You cannot perform the essential functions of your job, and
2. SDUSD cannot accommodate your limitations.

You might find yourself meeting these criteria if you:

- Have a disability
- Are a caregiver to a family member in a [high-risk category](#)
- Tested positive for Covid-19
- Have symptoms of Covid-19
- Are medically quarantined
- Are self-quarantined due to potential Covid-19 exposure
- Are in a [high-risk category](#), including being over age 65
- Are caring for a family or household member with Covid-19
- Are caring for children due to school or child-care closure

COVID LEAVE FOR VACCINE SIDE EFFECTS

Up to 5 days of the 80 hours of Covid leave may be used by members (including Visiting Teachers) who experience side effects from the Covid-19 vaccine that make you unable to work. This is for the period February 27—June 30, 2021 only. To use leave in this circumstance, you must provide proof of vaccination.



COVID LEAVE FOR VISITING TEACHERS

Visiting Teacher members have the right to up to 80 hours of paid Covid leave if you test positive for Covid-19 or are experiencing symptoms, are medically quarantined, or are self-quarantined due to exposure, if you meet these criteria:

1. You worked for SDUSD at least 10 days since January 1, 2021, and
2. It was an in-person assignment; or
3. You had a confirmed work-related Covid-19 exposure while working for SDUSD.

IS PAID COVID LEAVE RETROACTIVE?

Yes, if you qualified for paid Covid leave during the period January 1, 2021—June 30, 2021, but instead were compelled to use your accumulated sick leave, unpaid leave, or any other type of leave, you are entitled to restoration of that leave, and to have Covid leave instead applied.

GOOD RESOURCES FOR FURTHER LEARNING

- [Equal Employment Opportunity Commission answers: How are essential functions determined?](#)