Santee School District
And
Santee Teacher's Association

Side Letter Agreement
District COVID Leave

The Santee Teacher's Association ("STA") and the Santee School District ("DISTRICT"), collectively referred to as "the PARTIES", hereby agree as follows:

- RECITALS:
  - The DISTRICT and STA wish to provide employees impacted by the COVID-19 virus continued leave specific to their own (employee) health or quarantine restrictions placed on them by the DISTRICT or other governmental agencies.

- TERMS:

  - Employees may submit for District COVID Leave (DCL) using a DISTRICT form for the following reasons:

    1. Employee is unable to work due to a government-issued quarantine or isolation order.
    2. Employee is unable to work due to direction to self-quarantine by a healthcare provider.
    3. Employee is unable to work due to symptoms of COVID-19 and is seeking diagnosis by a healthcare provider, including testing for COVID-19.

  - When the DISTRICT determines it is appropriate, employees experiencing mild, or no symptoms will work from home in lieu of taking this leave.
  - Employees will adhere to the Return-to-Work criteria in the Safe at School Reopening Plan.
  - As a condition of using this leave employee will provide evidence of a COVID test in accordance with the Safe at School Reopening Plan.
  - The DISTRICT will require medical documentation regarding the reason for the leave request. Documentation is not required for an employee when the quarantine, or isolation order, is made by the DISTRICT.
  - Employees will receive full compensation while out for the COVID related reasons listed above.
  - The DISTRICT will provide COVID leave related to caregiver or childcare issues arising from COVID when required by state or federal law.
  - If Federal or State COVID related leave is made available, it shall be used prior to using DCL.
  - This agreement shall begin on July 1, 2021 and expire June 30, 2022. The parties agree to meet and discuss an extension 30 days prior to the agreement's expiration or upon request by either party.

STA		SANTEE SCHOOL DISTRICT	
Melanie Athan	8/25/21		8/23/21
STA President	Date	District Representative	Date