

TENTATIVE AGREEMENT
ADDENDUM No. 4
TO MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN FRANCISCO UNIFIED SCHOOL DISTRICT AND
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 1021
REGARDING HEALTH AND SAFETY STANDARDS
MARCH 3, 2022

This Addendum No. 4 to the Health and Safety Agreement is entered into between the San Francisco Unified School District (District) and Service Employees International Union, Local 1021 (Union).

The District and the Union listed above are collectively referred to as the Parties.

1. Group COVID Tracing

The Parties agree that, effective March 24, 2022, SFUSD will implement the group tracing method of COVID contact tracing, according to the CDPH K-12 Schools Reopening Framework and Guidance and as described in the California Department of Public Health's January 12, 2022 memo titled "Group Tracing Approach to Students Exposed to COVID-19 in a K-12 Setting" and the San Francisco Department of Public Health's Guidance for TK-12 Schools for School Year 2021-2022.

To support group tracing, the District agrees to implement the following:

- a) Clear communication through text message, email and autodialer in the appropriate languages to all staff and student families explaining group tracing (including the changes to quarantining, notification, testing recommendations and availability, and relevant public health guidance) at least one week before implementation.

- b) Clear communication through text message, email and autodialer in the appropriate languages to all staff and student families at any site where a positive case is reported to the District, including the recommendation to test between days 3 and 5 of exposure, and information about testing availability, including the availability of on-site COVID testing.
- c) In the event of a positive COVID case at a school or work site, the District will make every effort to make available upon request from the site administrator in-person on-site assistance for staff and families to access testing, as well as backup assistance (e.g. staffed telephone assistance in the appropriate languages for registering tests).
- d) Adequate supply of COVID tests at school and work sites for all staff and students to be able to test between days 3 and 5 of exposure.

2. Masking

- a) Starting March 12, 2022, masking will be strongly recommended but not required at middle and high schools and at central office worksites.
- b) Starting April 2, 2022, masking will be strongly recommended but not required at all district schools and worksites (including Pre-K, TK, elementary and K-8 schools).
- c) The District shall communicate to all SFUSD students, families, and staff, regardless of whether they are symptomatic or where their work location is, that students and staff are expected to use the rapid tests distributed to them by SFUSD immediately prior to returning from spring break.
- d) The District shall direct school site and central office leaders to post at the entrances of all schools and worksites signage that says “masks are strongly recommended” for all staff, students, and visitors.

In the event of a change to public health guidance regarding masking, contact tracing and/or group tracing, or in the event that the COVID-19 Community Level according to the CDC

reaches the "High" category in San Francisco County, the Parties agree to meet and confer upon request from either party.

San Francisco Unified School District

**Service Employees International Union,
Local 1021**

Daniel Menezes
Acting Chief of Labor Relations



Hari Subramanian

Date: _____



Rafael Picazo

Date: _____