

**Memorandum of Understanding with Sweetwater Education Association
and Sweetwater Union High School District
Regarding Nurse Coverage During COVID Vaccine Process
January 26, 2021**

Whereas the widespread distribution of the COVID-19 vaccine in our community is the single most effective method for reopening schools in our community.

Whereas the County of San Diego has begun vaccine distribution in our communities, recently opening super stations in Imperial Beach, Chula Vista and National City.

Whereas there is a significant shortage of health professionals available to participate in vaccine distribution.

Whereas SUHSD school nurses, like other health professionals have been asked to volunteer to assist in the inoculation process.

Whereas SUHSD wants to encourage nurses to volunteer, even if it is during their work day, to participate in providing vaccinations, but still needs to ensure nursing coverage is available on campus to ensure safe operations of daily operations and small group cohorts.

Therefore, the parties have agreed that throughout the vaccination process through school re-openings that:

1. Vaccination Assistance

- a. School nurses may volunteer to participate in vaccine distribution for some or all of their workweek. Nurses will work to coordinate their days to volunteer, as opposed to reporting to the school site, with the site principal taking into consideration site based needs (such as small groups and health screenings). This will allow the principal to coordinate coverage on small group screening and other health screening that would occur.
 - i. Nurses will coordinate their hours assisting in the County vaccine facilities by sharing the information agreed to with their principal in the scheduling application provided by the County.
 - ii. Following working, on a bi-monthly basis nurses volunteering will submit a time sheet to the District nurse indicating for each day worked, what site they reported to and the hours worked each day.
 - iii. Should a nurse wish to work beyond her duty hours to assist in vaccine distribution, the nurse completing a timesheet will be paid the Hourly Teaching Extended Day (Appx C-4) rate (\$51.30) for any scheduled time that is worked.
 - iv. If the District nurse has to work extra hours coordinating the vaccine assistance work with the County office (entering or preparing invoices, etc.), she will receive the Hourly Teaching Extended Day (Appx C-4) rate (\$51.30) for time worked upon receipt of appropriate documentation.
 - v. Through working with the County, Nurses will be covered via the PREP Act coverage in the proper scope and performance of nursing work.

2. Site Based Coverage during Vaccination Assistance

- a. Whenever another school nurse working on site during their duty hours, is asked to provide coverage at another campus, they will be paid a minimum of an additional hour, paid at Hourly Teaching Extended Day (Appx C-4) rate (\$51.30), to cover travelling to/from the second site and preparing to assist the site.
- b. Should a nurse who had to leave their site to work on a different site on their duty day, and the second site has requested (and the nurse has agreed) to extend their duty day for coverage, nurse will be paid additional time at the rate set forth in 2(a). (For example if their duty day started at 7:25a.m. at Eastlake High School and finished at 2:40p.m., and they were called to report to Eastlake Middle to help in an emergency, which ends at 3:10p.m. and they stayed 3:40p.m., they would be paid 2.0 hours of Hourly Teaching Extended Day (Appx C-4) rate (\$51.30) (1 hour travel and prep plus time past duty day)

The parties agree this MOU will continue so long as the SD County Health and Human Services Department have a contract covering the matter. Parties agree to meet and discuss any concerns that arise.

For the Association:

Lourdes A. Renteria

Lourdes A.Renteria (Jan 28, 2021 13:51 PST)

Lourdes Renteria

Leo Hsu

Leo Hsu (Jan 28, 2021 14:14 PST)

Leo Hsu

John Cox

John Cox (Jan 28, 2021 13:44 PST)

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Tere Harris

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Chad Cooper

Chad Cooper (Jan 28, 2021 13:45 PST)

Chad Cooper

Executive Director STCU, CTA/NEA

For the District:

Scott Hendries 1-28-20

Scott Hendries 1-28-20 (Jan 28, 2021 14:07 PST)

Scott Hendries,
Director of Labor Relations

Eduardo Reyes

Dr. Eduardo Reyes,
Chief Human Resources Officer

Ana Maria Alvarez

Ana Maria Alvarez (Jan 28, 2021 16:15 PST)

Ana Maria Alvarez,
Asst. Superintendent, Teaching & Learning

Jenny Salkeld

Jenny Salkeld, CFO

Jennifer Carbuccia

Jennifer Carbuccia, General Counsel