

**TENTATIVE AGREEMENT  
BETWEEN  
SAN DIEGO UNIFIED SCHOOL DISTRICT  
AND  
ADMINISTRATORS ASSOCIATION SAN DIEGO (AASD)  
CERTIFICATED AND CLASSIFIED BARGAINING UNITS**

**February 11, 2021**

**COVID-19 Testing Program**

The San Diego Unified School District ("District") and the Administrators Association San Diego and its Certificated and Classified Bargaining Units ("AASD"), collectively referred to as the "Parties," have reached Tentative Agreement on the impacts and effects of the Comprehensive COVID-19 Testing Plan (attached as Exhibit A) as follows:

1. The following revisions to Exhibit A shall be permissible:
  - a. Item 1.a.i and 1.a.ii:
    - i. Non-exempt unit members utilizing their personal healthcare provider or a San Diego County facility provider may utilize 2-hour Personal Business leave.
    - ii. Exempt unit members may utilize Partial Day Absence to cover any time away from work.
  - b. Item 1.c: When a unit member receives a positive test result, the unit member will notify their site nurse or assigned cluster nurse immediately and email [sdusdnursing@sandi.net](mailto:sdusdnursing@sandi.net).
2. In alignment with sections 2.a.i through 2.a.vii, AASD unit members shall not be responsible for administration and implementation of COVID-19 testing as these responsibilities shall be conducted by UCSD.
3. This Agreement is non-precedent setting.
4. Given the fast-changing nature of this pandemic, the Parties may amend, delete, or add to this Agreement with mutual consent.
5. This Agreement shall expire in full without precedent on the last day of the 2020-2021 traditional school year, unless extended by mutual written agreement.



FOR THE DISTRICT:

DocuSigned by:

*Jessica Falk Michelli*

February 16, 2021

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Jessica Falk Michelli

Date

Executive Director, Labor Relations

DocuSigned by:

*Acacia Thede*

February 16, 2021

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Acacia Thede

Date

Chief Human Resources Officer

FOR AASD:

DocuSigned by:

*Donis Coronel*

February 17, 2021

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Donis Coronel

Date

Executive Director, AASD

DocuSigned by:

*William Cheney*

February 18, 2021

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William Cheney

Date

Classified Bargaining Chair, AASD

DocuSigned by:

*Scott Thomason*

February 18, 2021

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Scott Thomason

Date

Certificated Bargaining Chair, AASD





## **Comprehensive COVID-19 Testing Plan**

The health and safety of our students, staff, families and community is at the forefront of a return to onsite instruction. Our District has developed a robust comprehensive COVID-19 testing plan to maintain safety of students and staff returning to onsite instruction.

### 1. Comprehensive Testing Plan

- a. Phase One. During Phase One Appointment Based Onsite Learning and subsequent phases of the return to onsite instruction, employees will have various options to acquire a PCR COVID-19 test (the type of test may change based on scientific advancements) by utilizing any of the following:
  - i. Personal health care provider: Unit members can use 2-hour Personal Business Leave if choosing this option. Any applicable co-pays may apply. The employee will provide test results to the District via the District identified application in order to track and prevent COVID-19 spread.
  - ii. San Diego County facility provider: County of San Diego has more than 43 testing sites available at no cost to District employees. The employee will provide test results to the District via the District identified application in order to track and prevent COVID-19 spread.
  - iii. District provided COVID-19 testing: Once available, at selected District locations at no cost. Results from a test administered at a District provided COVID-19 testing site will be automatically uploaded to the District identified application.
    1. Testing at school sites will phase in at the pace of the capacity of the UCSD testing team and will begin as early as December 7, 2020 at the following sites: Benchley/Weinberger, Dingeman, Foster, Gage, Hearst, Jerabek, Mason, Penn, Rolando Park, and Vista Grande.
- b. Phases Two-Four. Effective with Phase Two of the return to onsite instruction, and continuing through the remaining phases of onsite instruction, employees physically reporting to work will be required to receive a PCR COVID-19 test every two (2) weeks at any of the above listed options. The type of test and frequency of testing may change based on scientific advancements.
  - i. Employees shall sign up for the District identified application in order to track testing results, which shall remain confidential.
  - ii. Results from a test administered at a District provided COVID-19 testing site will be automatically uploaded to the District identified application.
  - iii. If an employee takes a test from their personal health care provider or San Diego County facility provider, the employee shall submit testing results via the District identified application.
  - iv. Employees with underlying medical conditions that prevent them from being tested must provide a physician's statement.
  - v. Employees who do not participate in testing must use their applicable leave balances.





## Comprehensive COVID-19 Testing Plan

- c. When an employee receives a positive test result, the employee will notify their site or assigned cluster nurse immediately and email [sdusdnursing@sandi.net](mailto:sdusdnursing@sandi.net).
- d. All COVID-19 test results remain confidential and are not part of the employee's personnel file.
- e. Students will have access to no cost COVID-19 testing every two weeks. Students are highly encouraged to participate in COVID-19 testing every two weeks.

## 2. Testing Preparation (UCSD Responsibilities)

- a. A COVID-19 testing plan will be implemented in collaboration with UCSD to provide robust testing services for staff. Educators, including nurses, shall not be responsible for administration and implementation of COVID-19 testing. UCSD will be responsible for the following:
  - i. Assistance and personnel for all testing parameters at testing sites;
  - ii. Assistance in completion of the MyChart application to register students/staff into UCSD health system;
  - iii. Integrate District staff and student data into the MyChart application;
  - iv. Provide all COVID-19 testing equipment, supplies, personnel and software to identify samples;
  - v. Notify staff and parents/students of test results;
  - vi. Notify school personnel, as permitted by consent forms, of number/names of those tested and test results;
  - vii. Provide translation services, where needed, to families to understand testing results and follow-up instructions.

## 3. Health Office Staff (SDUSD Responsibilities)

- a. Health Office Staff will be notified at least one week prior to the start of testing at their assigned site(s). During Phase One of onsite instruction, Health Office Staff may volunteer to participate in the Testing Program at their assigned site(s). Staff volunteering to participate will physically report to their assigned site(s) on their assigned day at least one workday prior to the start of testing to conduct the setup process, which may include but is not limited to, conducting a site walk-through, identifying the location for testing to take place, ingress and egress to the testing area, and coordination of sanitation with the site BSS/POS. On the day of testing, Health Office Staff volunteering to participate will be the point of contact for the testing process and will report physically to their assigned site(s) prior to the arrival of UCSD testing staff to ensure the location is set up and ready for testing that day and will remain onsite during the testing process.
- b. Health Office Staff will have Personal Protective Equipment (PPE) available as needed to support all health office functions and follow current health and safety guidelines.
- c. In the event of an absence of Health Office Staff on testing days, central office support will be provided.
- d. Health Office Staff will support with the planning and preparation of testing at site testing locations, responsibilities will include, but shall not be limited to:

