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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
AND THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
FACULTY ASSOCIATION, CTA/NEA**

December 14, 2021

**ADDENDUM
COVID-19 Vaccine Mandate**

13 This Memorandum of Understanding (MOU) is entered into between the South Orange County
14 Community College District and the South Orange County Community College District Faculty
15 Association, CTA/NEA (hereinafter referred to as the "Association"), and is expressly made
16 pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement
17 between the parties.

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19 The South Orange County Community College District ("District") and the Faculty Association,
20 CTA/NEA ("Association") (collectively "Parties") agree to this addendum to the MOU for the
21 COVID-19 Vaccine Mandate for academic employees dated December 3, 2021.

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23 **V. Extension of Supplemental Leave**

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25 The District will be voluntarily extending the 80 hours of supplemental paid sick leave that
26 was initially guaranteed through SB 95 and has since expired. This 80 hours of
27 supplemental sick leave has been voluntarily extended by the District for faculty members
28 through January 31, 2022, with specific terms and conditions. To be eligible for this
29 additional 80 hours of consecutive leave, a faculty member must not have exhausted this
30 leave previously AND must meet one of the following conditions for use:


- 31
32 a. Has tested positive for COVID-19 and/or exposed to COVID-19 and is required
33 to quarantine (evidence required);
34
35 b. Has a child or dependent who tested positive for COVID-19 or has been exposed
36 to COVID-19 and is required to quarantine by a local school or agency (evidence
37 required).
38
39 c. Has experienced side effects from the COVID-19 vaccine. Side effects lasting
40 longer than three days will require a note from a medical provider.

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42 This MOU is intended to address and settle the impacts and effects of the District's COVID-19
43 vaccination mandate, as described herein. Execution of this MOU does not create a precedent for
44 any purpose except as described herein, nor establish any past practice.

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47 **South Orange County Community College
48 College District**

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54 Dr. Cindy Vyskocil
Chief Negotiator, SOCCCD

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57 **South Orange County Community
58 District Faculty Association, CTA/NEA**

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64 Claire Cesareo
Chief Negotiator, SOCCCD FA

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12.14.21
Date

12/14/21
Date
