



San Marcos Unified School District
San Marcos Educators Association

Memorandum of Understanding
January 27, 2021

This Memorandum of Understanding ("MOU") is entered into by and between the San Marcos Unified School District ("District") and the San Marcos Educators Association ("Association").

The District and Association met in a collaborative manner and developed the terms of this MOU.

Families First Coronavirus Response Act ("FFCRA")

The United States Congress enacted the FFCRA, including a new category of leave entitlement specifically related to COVID-19, on April 2, 2020. The FFCRA expired on December 31, 2020. Congress did not extend the FFCRA, but authorized employers, including the District, to do so. The Parties entered into previous MOU's addressing the FFCRA on August 31, 2020 and October 13, 2020 and enter into this MOU to extend the FFCRA, as noted below.

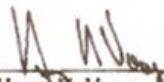
All components of the current Master Contract between the District and the Association and any current memoranda of understanding shall remain in full force and effect. The provisions of this MOU shall supersede any provisions in the Master Contract and any other current memoranda of understanding that conflict with the terms of this MOU.

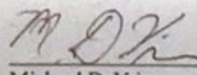
The District shall extend the FFCRA leave for eligible unit members through June 30, 2021. All terms and conditions associated with the FFCRA leave shall apply to the FFCRA leave provided pursuant to this MOU. This MOU does not create new leave, rather it only extends the time period during which unit members may access FFCRA leave. Unit members who exhausted their FFCRA leave are entitled to no additional leave under this MOU. Unit members who accessed part of their FFCRA leave prior to December 31, 2020, are eligible for the remaining portion of that leave through June 30, 2021. Unit members who accessed no leave under the FFCRA are entitled to the full amount of FFCRA leave that was available on December 31, 2020, through June 30, 2021.

This MOU is effective January 1, 2021, and shall remain in full force and effect through June 30, 2021, after which it will cease to have any force or effect absent an express written agreement between the Parties to the contrary. This MOU is non-precedential, will not bind the parties to any future action under similar conditions, is not evidence of past practice, intent of the parties, or meaning or application of the Master Contract, and shall not be considered the "status quo," unless the Parties agree otherwise.

San Marcos Unified School District

San Marcos Educators Association

 1-27-21
Henry Voros Date
Assistant Superintendent
Human Resources and Development

 1-27-21
Michael DeVries Date
President
SMEA