

NATOMAS UNIFIED SCHOOL DISTRICT

EMPLOYEE WAIVER FORM

OWN CHILDREN IN CLASSROOM

The Natomas Unified School District (“District”) and _____ (Employee) agree as follows:

When the District is in a transitional learning instructional model with students receiving in-person instruction and Employee is working at Employee’s own assigned school site, Employee may bring Employee’s own school-aged children to the assigned work site under the following conditions:

1. If there is space available in Employee’s workspace/classroom setting consistent with State and County orders regarding small cohort size, such Employee may bring their school-age child(ren) to work with them, regardless if the child(ren) is/are [a] student(s) in the District or another district.
2. Employee agrees to certify that Employee will, on a daily basis, conduct a wellness check of their children and ensure that their children do not have a temperature and are free of all symptoms of COVID-19, as set forth in Guidance issued by the California Department of Public Health.
3. While on District property, both Employee and Employee’s children shall follow all social/physical distancing protocols, shall wear a face covering at all times (unless alone in Employee’s own unshared workspace only with Employee’s children), and must abide by all other COVID-19 health and safety protocols in place at the school site.
4. Employee shall be responsible to ensure their own children are not disruptive to student instruction and/or other school business.
5. Employee shall be responsible for supervising Employee’s own children at all times.
6. At no time, while on the school site, shall the Employee place Employee’s children in the care of another District employee.
7. Employee shall keep Employee’s children with Employee in the workspace/classroom unless personally escorting them to and from the restroom or entering or exiting the school site.
8. Employee is expected to perform all job duties required by Employee’s job description, the collective bargaining agreement, board and school policies, handbooks and other relevant District documents, as well as any direction provided by site administrators.

9. Employee and Employee's children shall use only designated restrooms.
10. Employee has voluntarily chosen to bring Employee's own children to the work site while performing daily job duties. The District does not take any responsibility for Employee's children.
11. Employee releases District from all responsibility and liability for Employee's children while on campus and agrees hold the District harmless from any claims, causes of actions, actions, liabilities, and costs that may arise out of or result from Employee's children being present on Employee's worksite.
12. This Agreement shall automatically end without notice to the Employee on the date that District implements a return to all students attending school in-person.
13. Employee agrees if a specific workspace/classroom is at its determined maximum capacity, the employee may not bring their child.
14. The District has the right to immediately rescind this Agreement for any reason at any time upon notice to employee with the understanding that the revocation of this Agreement is not subject to the grievance article in the Collective Bargaining Agreement, nor is there any other form of appeal.

Employee's signature below indicates that the Employee has read, understands, and agrees to abide by these conditions at all times.

Natomas Unified School District Employee Name (Printed): _____

Employee Signature: _____ Date: _____

Supervisor/Administrator Signature: _____ Date: _____

Natomas Unified School District Site Location of Employment: _____