



San Benito County Office of Education

Krystal Lomanto, County Superintendent of Schools

• 460 Fifth Street • Hollister, California 95023 • (831) 637-5393 • FAX (831) 637-0140

TEACHER/EMPLOYEE WAIVER FORM

OWN CHILDREN IN CLASSROOM

The San Benito County Office of Education (“SBCOE”) and _____
(Employee)

agree as follows:

When the SBCOE is in a distance learning instructional model without students generally receiving in-person instruction and Employee is working at Employee’s own assigned school site, Employee may bring Employee’s own children to the assigned work site under the following conditions:

1. Employee’s workspace or classroom is isolated from others, accessible from outdoors, and not shared with any other co-workers.
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 SBCOE 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 for supervising Employee’s own children at all times.
5. At no time, while on the school site, shall the Employee place Employee’s children in the care of another SBCOE employee.
6. 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.
7. Employee is expected to perform all job duties required by Employee’s job description, the SBCOE collective bargaining agreement, policies, handbooks and other relevant SBCOE documents, as well as any direction provided by site administrators.
8. Employee and Employee’s children shall use only designated restrooms.



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9. Employee has voluntarily chosen to bring Employee's own children to the work site while performing daily job duties. The SBCOE does not take any responsibility for Employee's children.
10. Employee agrees to indemnify, defend and hold the SBCOE 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.
11. This Agreement shall automatically end without notice to Employee on the date that SBCOE implements hybrid or in-person instruction.
12. The SBCOE 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 Employee has read, understands, and agrees to abide by these conditions at all times.

Name: _____

Signature: _____ Date: _____