

The following are Articles in the contract and other misc. issues that the District and the Association agree to. They are included as an addendum to the MOU and have the same binding effect as if they were in the text of the primary MOU. They have been included as an Addendum as they are situations that both parties wanted to be sure to capture, but were not necessarily significant changes to the CBA itself.

5.1.1 Includes Association access to District's virtual communications platforms, (Google Meet, Zoom, Google Classroom, etc.).

5.3.1 Usage by the Association shall include adhering to safety protocols.

5.4.1 Access by the Association shall include adhering to safety protocols.

5.8.1 The 10 minutes of UTA time shall still apply during virtual staff/faculty/department meetings.

5.11 New Employee Orientation shall still include the Association time even in a virtual setting.

9.3.1 Any new/changed policies related to COVID circumstances need to be clearly communicated to all unit members before discipline can occur due to any violations of said new/changed policies.

9.9.6 Digital signatures shall be used if a unit member cannot sign in-person.

10.3.3 Site Shared Decision Making Committees need to be operating virtually if they cannot meet in person.

12.2.3 Section 40a of the main MOU applies to unit members teaching in preschool as well.

12.3.1 &

12.3.2 Parent conferences, including IEPs shall be held virtually and the early release/minimum day requirements shall still apply. Section 17 of the main MOU applies to Article 12 preschool unit members.

12.3.3 &

12.3.4 Preschool teachers shall be provided subs, as necessary, in order to provide virtual or in-person conferences and/or IEP meetings.

12.4.2 The preschool orientation shall be provided virtually.

12.4.3 The viability of holding an in-person Open House shall be determined in early spring.

- 13.1.2 Back to School Night(s) shall be delivered virtually and the minimum day requirement shall still apply. The viability of holding an in-person Open House shall be determined in early spring.
- 13.1.5 Sites shall limit duties to those that are absolutely necessary during distance and blended learning. Duties should be determined through each site's shared decision making committee.
- 13.1.7 "Travelling teachers" shall be scheduled into their classes taking into consideration the need for travel time should we move from a distance learning to a blended learning model.
- 13.3.1 The length of the 7-12 conference period shall be 1 hour, instead of the length of the regular class period.
- 13.9 Parent conferences shall be held virtually and the early release/minimum day requirements shall still apply.
- 15.2.1 A process for teacher suspension of a student for 1-2 days shall be shared for Distance Learning.
- 16 Articles 16.6.4.2, 16.6.4.2.1, 16.6.5, 16.6.6 & 16.6.7.1 shall apply in conjunction with Section 47bv of the MOU.
- 17.2 Grievance meetings may be held in-person or virtually based on the circumstances of the individuals involved.
- 18.2.3 Conferences shall be held virtually unless the District is operating in a blended learning model and the unit member is working in a blended setting. If the unit member is working in a blended setting, the conferences may be held in person or virtually.
- 18.2.4 Conferences shall be held virtually unless the District is operating in a blended learning model and the unit member is working in a blended setting. If the unit member is working in a blended setting, the conferences may be held in person or virtually.
- App. F Administrators and Job Share Teachers at each site shall work out a plan for how to address the Monday expectations in a job share assignment, within the parameters of the current CBA.

Misc Issues:

TB testing notices shall include information regarding unit members choosing to be tested through their primary care physician, at the unit member's cost, in lieu of going to the assigned urgent care clinic at the District's cost.

In blended learning and in distance learning, teachers shall have access to faculty work rooms, meeting rooms, copy rooms, restrooms, lounges and other common areas and they shall be cleaned each day.

Every effort shall be made to reduce the number of TK-6 combination classes.

A plan shall be developed to provide elementary teachers with bathroom breaks during blended learning.

Prior to schools opening in a blended model, a plan shall be developed to provide unit members with additional support to manage the unique challenges regarding physical distancing and the wearing of masks and other PPE equipment in Mod/Severe & ED classes.

Intervention classes and hours shall be posted for all qualified unit members to apply.

Plexiglass barrier stands shall be provided for small group work in elementary and secondary classes as needed.

The District shall determine a process for sites to provide students with supplies and materials needed for distance learning.

The District shall determine a process for sites to provide teachers with additional/replacement supplies and materials needed for blended learning so that students do not have to share common supplies and materials.

Unit members shall be provided the necessary equipment in order to provide live instruction through a virtual platform (i.e. laptops with working cameras, or similar resource/equipment).

The District shall ascertain the need/desire for cameras for use in classrooms while on distance learning and provide them as possible.

All unit members shall be provided with language to share with students and families regarding the recording of lessons by viewers, including the appropriate ed.code and penal code sections.

A process shall be developed to determine how to decide which co-curricular/extra-curricular duties shall be in place for the 2020-2021 school year.

Clear expectations shall be established that differentiate an intervention class from intervention hours.

MOUs from 2019-2020

MOU Special Education/Case Management Period: Case management period structure for 2020-2021 (carried over with an addition)

MOU Preschool: 12.1.2, 12.1.3, 12.1.5, 12.1.6, 12.2.4, 12.2.5 (carried over with an addition)

MOU Foothill Knolls: (carried over with an addition)

MOU Faculty Meetings 13.4.2 UHS: (carried over with an addition)

MOU Elementary PE Class Size: (carried over with an addition)

MOU Department Chair: (carried over with an addition)

MOU Health Benefit Savings Fund Side Letter: (carried over)

MOU Release time in grades 1-3: (carried over)

MOU 14.1.1 – TK-3 Class Size Average: (carried over)

MOU Faculty Meetings 13.4.1 Citrus: (carried over)

MOU Health and Welfare: TBD