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**ADDENDUM TO MEMORANDUM OF UNDERSTANDING  
BETWEEN ROCKLIN UNIFIED SCHOOL DISTRICT  
AND ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION/CTA/NEA  
Re Safe Reopening of Schools with Social Distancing Education Program  
Related to Coronavirus-19**

**AM/PM and Fully Open with Mitigations**

The Rocklin Unified School District ("District") and Rocklin Teachers Professional Association/CTA/NEA ("RTPA") enter into this Addendum to the Parties' Memorandum of Understanding regarding *Safe Reopening of Schools with Social Distancing Education Program Related to Coronavirus-19* ("MOU") dated August 6, 2020.

The Parties agree that all of the provisions contained in the Parties' Collectively Bargained Agreement and the Parties' August 6, 2020, MOU, shall remain in full force and effect, except for the amendments below. These amendments contained in this Addendum to the MOU shall be effective, and incorporated into the August 6, 2020, MOU, upon ratification by the Parties.

The Parties agree to adhere to the Parties' Collectively Bargained Agreement, memorandums of understanding, and/or addendums to memorandums of understanding. In the event of any new guidance or changes in state or federal law, the District will notify RTPA within forty-eight (48) hours so that RTPA may demand to bargain. If RTPA makes a demand to bargain, the Parties agree to commence negotiations within three (3) to five (5) business days to negotiate changes which impact bargaining unit members per the Educational Employment Relations Act (EERA).

~~In the event that the state or county provides new guidance, the Parties agree to meet to negotiate the impacts/effects within 10 business days of receiving the updated guidance. Unless required by executive order or state or federal law, the District shall agree to meet and bargain potential impacts/effects with RTPA within 10 days of the new guidance, not implement new guidance without prior agreement between RTPA and RUSD.~~

~~Regardless of any new guidance or changes in state or federal law, The Parties agree to adhere to the Parties Collectively Bargained Agreement, memorandums of understanding, and/or addendums to memorandums of understanding, until the Parties have properly negotiated changes and/or the impact of changes per the Educational Employment Relations Act (EERA) In the event that the state (CDPH) or~~

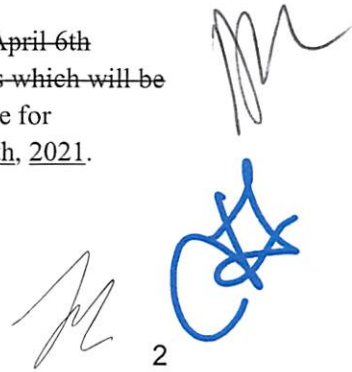
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county (PCHD) provides new written guidance, the Parties agree to meet to negotiate changes and/or the impact of changes per the Educational Employment Relations Act (EERA) within 10 business days of receiving the updated guidance.

The District shall provide unit members with two full work days on 4/6 and 4/7 to allow staff to transition from the AM/PM model to the full open model. This time will be used at the unit member's discretion to prepare and plan for the full open model. Per the Parties' MOU dated August 6, 2020, unit members will be informed of the transition date from Social Distancing (Hybrid) Model to Fully Open with two (2) weeks notice, based on County Public Health guidelines. The District shall provide unit members 1 full work day on April 6th to allow staff to transition from the AM/PM model to the full open model. The time will be used at the unit members discretion to prepare and plan for the full open model. Unit members will provide asynchronous learning for students on April 6th to account for instructional minutes. In addition, the District shall notify unit members of furniture changes prior to Friday, March 19th. The plan will be for District M/O Maintenance and Operations staff to remove/rearrange classroom furniture during the Spring Break. Other arrangements may be made at individual sites based upon administration and unit member mutual agreement. Furniture will be arranged in a traditional front to back row arrangement in order to maximize academic learning space unless a different structure is mutually agreed upon by the unit member and their administrator. However, an agreeable plan for how to arrange the structure of furniture in the classroom will be established no later than Friday March 19th unless mutually agreed upon by both administration and the specific unit member. Unit members shall remove all of their personal furniture in their classrooms and take home to store prior to March 27, 2021. In recognition of the time commitment required to make changes to the classroom environment, curriculum, and instruction as a result of the move to the Fully Open with Mitigation schedule, all unit members shall will receive one (1) additional day of pay at their per diem rate for the additional time required outside of contracted hours, unit members shall be provided 1 full work day on April 6th.

By March 17th, 2021, the final staff meeting scheduled prior to the implementation of the April 6th transition, the District shall provide members with safety protocols and cleaning procedures which will be sustained once RUSD transitions to the full open model. Principals shall will be responsible for communicating general reopening plans with staff and families prior to March 26, 2021 19th, 2021.

**The following language shall replace Section 2 paragraph a:**



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**2. Health and Safety :**

- a. Provided PPE: The District shall provide appropriate PPE to all unit members. “Appropriate” PPE may include, but is not limited to, face shields, face coverings, and gloves, and shall comply with CDPH/CDC guidelines. Unit members may bring their own PPE so long as the PPE complies with public health guidelines and provides equivalent protection to the PPE provided by the District. Unit members shall not be required to bring their own PPE and no unit member shall be disciplined or evaluated negatively for not bringing their own PPE. In no cases shall a unit member be required to work without appropriate PPE. If the District or Administration directs a unit member to work without appropriate PPE, that member may refuse that assignment with no loss of wages, benefits or leave balances. Additionally, the member shall not be disciplined or evaluated negatively as a result of the refusal of that assignment.
- i. Upon request, the District shall provide face coverings consistent with the list of recommended masks outlined by the Center for Disease Control and Prevention (CDC).
- ii. Staff who refuse to wear the required personal protective equipment in accordance with CDPH guidelines are subject to progressive discipline as outlined in Article XX: Progressive Discipline of the Collective Bargaining Agreement.

**The following language shall replace Section 2 paragraph c:**

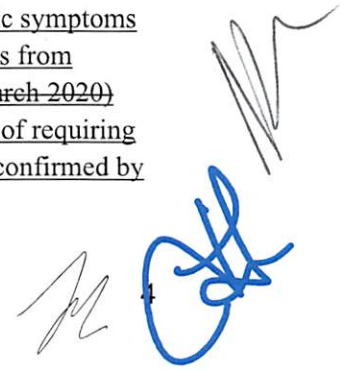
- c. Active Screening: Teachers, administrators and school staff shall monitor staff and students throughout the day for signs of illness. The District shall implement screening and other procedures for all staff and students entering the facility. School staff shall conduct visual wellness checks of all students or establish procedures for parents to monitor at home. If checking temperatures, appropriately trained staff shall use a no-touch thermometer. Students or staff exhibiting symptoms of COVID-19 at school (fever of 100.4 degrees or higher, cough, difficulty breathing, or other COVID-19 symptoms) must be immediately isolated in a private area until they can leave school or be picked up by a parent or guardian. All students and staff shall ~~should~~ be recommended to be tested for COVID-19 as soon as possible. If a student is exhibiting one or more symptoms of COVID-19, staff shall ~~should~~

  
  
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communicate with the parent/caregiver and refer to the student's health history form and/or emergency card.

- i. Symptoms Related to COVID:
  1. Fever or chills
  2. Cough
  3. Shortness of breath or difficulty breathing
  4. Fatigue
  5. Muscle or body aches
  6. Headache
  7. New loss of taste or smell
  8. Sore throat
  9. Congestion or runny nose
  10. Nausea or vomiting
  11. Diarrhea
  
- ii. Each site will identify a specific isolation area for students and/or staff who are exhibiting symptoms related to a possible COVID-19 illness.
  
- iii. If any student exhibits the aforementioned symptoms, staff shall refer the student to the health office for screening and examination. The District shall follow the CDPH guidelines and or Placer County Public Health protocols, whichever is more stringent, whichever is more stringent, The health office shall for checking for signs, symptoms, and exposures, as well as underlying health conditions, so that students are not unnecessarily excluded from school due to underlying health conditions with symptoms as outlined in paragraph 1 below: similar to that of COVID-19. If the CDPH guidelines and Placer County Public Health protocols are in conflict, either party may request to meet with the other party to address the conflict within the District.
  1. If a student or staff member has chronic allergic or asthmatic symptoms (e.g., cough or runny nose), then a change in their symptoms from baseline (baseline health condition documented prior to March 2020) would shall be considered a positive symptom for purposes of requiring isolation and exclusion. The change from baseline shall be confirmed by



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a current doctor's note, based on the day/time of absence/symptoms increased.

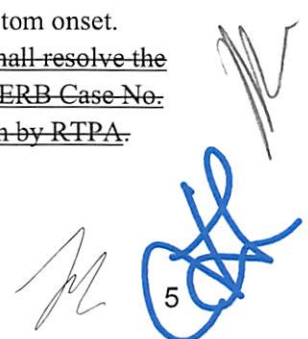
iv. Symptom and Exposure Screening

1. ~~If a student or staff member has chronic allergic or asthmatic symptoms (e.g., cough or runny nose), then a change in their symptoms from baseline (baseline health condition documented prior to March 2020) would be considered a positive symptom for purposes of requiring isolation and exclusion. The change from baseline shall be confirmed by a current doctor's note, based on the day/time of absence/symptoms increased.~~

v. Return to school after exclusion

1. Staff will ensure that students, ~~including students with disabilities,~~ have access to ~~curriculum~~ instruction ~~curriculum~~ when ~~out of class~~ quarantined.
2. Staff members and students with symptoms of COVID-19 infection, including those with underlying chronic conditions, shall not return for in-person instruction until they have met CDPH criteria to discontinue home isolation for those with symptoms:
  - a. At least 24 hours have passed since resolution of fever without the use of fever-reducing medications; and
  - b. Other symptoms have ~~improved~~ started improving ~~improved~~; and
  - c. They have a negative test for SARS-CoV-2, or a healthcare provider has provided current documentation that the symptoms are typical of their underlying chronic conditions (e.g., allergies or asthma) or a healthcare provider has confirmed an alternative named diagnosis (e.g., Streptococcal pharyngitis, Coxsackie virus), or at least 10 days have passed since symptom onset.
  - d. ~~This process in compliance with CDPH criteria shall resolve the unfair labor practice charge filed with PERB in PERB Case No. SA CE 3017 E and the charge shall be withdrawn by RTPA.~~

vi. Testing and Tracing:

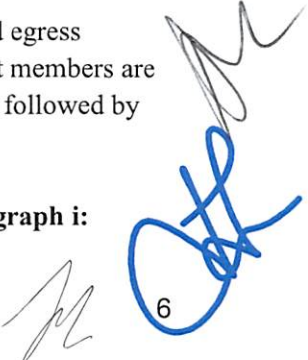


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1. The District shall follow the California Department of Public Health or Placer County Public Health protocols/guidelines regarding testing and contact tracing regarding exposure and/or confirmed positive test(s) for COVID-19.
  
- vii. District and Site Administration shall, in a timely manner, inform the Association and all unit members at the site should it learn of a confirmed COVID-19 infection or exposure of district employees, students, or community members utilizing district facilities.
  
- viii. In the event a school/classroom requires closure based upon County Public Health recommendation and/or a confirmed COVID-19 infection or exposure has occurred, the District will await County Public Health guidance regarding cleaning/sanitization procedure. However, at a minimum, the District will perform a deep cleaning, as per District protocols.
  
- ix. The use of locker room facilities shall be limited. Students will not be required to dress-out daily, nor receive a grade deduction for not dressing out for Physical Education classes. A plan for the utilization of the locker rooms will be created in conjunction with Department Leads and Site Administration at each Secondary Site. At a minimum, these facilities will be sanitized daily.
  
- x. Ingress and Egress: Since students, parents/guardians, and staff tend to congregate in large groups at access points before and after school:
  1. School sites shall identify multiple access points to be used for student and parent ingress and egress before and after school as practicable.
  2. Where possible, staff, students, and parents/guardians will be assigned an ingress and egress point for use when coming to school for in-person learning.
  3. Unit members shall not be assigned to monitor ingress and egress locations unless physical distancing can be followed. Unit members are expected to take steps to ensure that physical distancing is followed by themselves and by students.

**The following language shall replace the language in Section 2, paragraph e, subparagraph i:**



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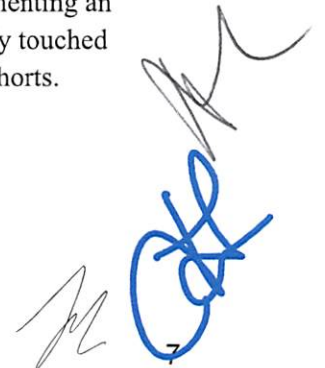
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e. Cleaning and Sanitizing :

- i. The District shall ensure that all classroom spaces, restrooms, common spaces, and workspaces are disinfected daily, including but not limited to desks, doorknobs, light switches, faucets, copy machines and other high touch fixtures, using the safest and most effective disinfectant necessary, as recommended by federal, state, and/or local health officials. A log of restroom cleaning times will be posted in each restroom.
  1. “Cleaning” involves water and soap or a detergent, does not use disinfecting agents, and significantly decreases germs on surfaces and decreases infectious risks.
  2. “Disinfection” kills germs on surfaces using specific agents. If a positive Covid-19 case has been identified, the spaces where the case spent a large proportion of their time (e.g., classroom, office, etc.) shall be disinfected daily by the night time custodial staff.
  3. Frequently touched surfaces shall be cleaned daily as outlined in this Addendum/MOU. Frequently touched surfaces in the school include, but are not limited to:
    - Sink handles.
    - Shared tables, desks, or chairs: if a school has AM and PM cohorts, the desks and tables are considered shared and should be cleaned before the next group arrives. Desks or chairs do not need daily cleaning if only used by one (1) individual during the day.
    - Door handles.
    - Shared technology and supplies.
    - Student desks that are shared by two (2) or more students will be cleaned after each class.
  4. During the periods of time in which the District is implementing an AM/PM model, ~~the District shall ensure that~~ all frequently touched surfaces ~~are~~ shall be cleaned between the AM and PM cohorts.

**The following language shall replace Section 2 paragraph i:**

- i. Physical Distancing:



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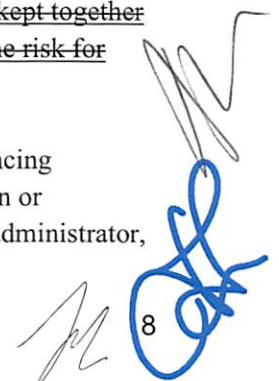
- i. ~~The District shall ensure minimum physical distancing of six (6) feet between all student workspaces if practicable. The District shall ensure minimum physical distancing of six (6) feet of open space between all educator and student workspaces, and between all employee workspaces.~~

~~i. The District shall maximize space between seating and desks. The District shall distance teacher and other staff desks at least 6 feet away from student and other staff desks. Maintaining a minimum of 3 feet between student chairs is strongly recommended. A range of physical distancing recommendations have been made nationally and internationally, from 3 feet to 6 feet. Considerations for schools implementing a shorter physical distancing policy between students: focus on high mask adherence — if there are doubts about mask adherence, consider more robust physical distancing practices; consider enhancing other mitigation layers, such as stable groups or ventilation; maintain 6 feet of distancing as much as possible during times when students or staff are not masked (e.g., due to eating or drinking).~~

The District shall continue to maintain a minimum of 4ft of open space, measured between the center of the back of one chair to the center of the back of the surrounding chairs. Only in specific situations where classroom and roster size would create the need for an “overflow” setting for students or when mutually agreed upon by the unit member and the site administrator for pedagogical reasons, the District may reduce student spacing to less than 4 ft. In no situation shall the District allow students to be less than 3 ft of open space between students.

~~Middle school students and high school students shall be at least 6 feet apart when transmission is high, as defined by the Centers for Disease Control, if cohorting is not possible. Cohorting is when groups of students are kept together with the same peers and staff throughout the school day to reduce the risk for spread throughout the school.~~

- ii. In rare situations in a classroom where the minimum physical distancing requirement is insufficient to provide necessary academic instruction or assessments as mutually agreed to by the unit member and the site administrator,



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alternative and effective safety devices shall be used such as plexiglass barriers or face shields with neck drapes for staff. No unit member shall be required to work in proximity of less than six (6) feet between individuals for more than 15 minutes daily. ~~or in accordance with CDPH guidance.~~

- iii. ~~The District shall maximize space between seating and desks. Distance between teacher and other staff desks shall be at least 6 feet away from student desks and at least 6 feet away from other staff desks. Distance between student chairs shall be at least 6 feet away from one another, except where 6 feet of distance is not possible after a good faith effort has been made. Upon request by the local health department and/or State Safe Schools Team, the superintendent should be prepared to demonstrate that good faith effort, including an effort to consider all outdoor/indoor space options and hybrid learning models. Under no circumstances shall the distance between students' chairs be less than 4 feet of open space measured between the students, side/edge of each seat, side/edge of each seat center of the back of one chair, to the center of the back of the surrounding chairs unless approved by CDPH.~~
- iv. ~~Additionally, CDPH has allowed for districts to apply for a, "COVID 19 Specific Safety Review Request." This process allows districts to request CDPH to allow less than 4 feet of spacing between desks with additional safety measures. It is the intent of the District to make this request to CDPH. If approved, the District would follow any additional safety measures approved by CDPH.~~
- v. IV. On March 20, 2021, the California Department of Education released new guidance in regards to distancing inside the classroom. The guidance states as follows:
- vi. Administration and staff shall develop instructions for maximizing spacing and ways to minimize movement in both indoor and outdoor spaces that are easy for students to understand and are developmentally appropriate.
- vii. Administration and staff shall minimize congregate movement through hallways as much as practicable. For example, establish more ways to enter and exit a campus, create staggered passing times when necessary or when students cannot stay in one room and create guidelines on the floor that students can follow to enable physical distancing while passing.
- viii. The use of locker room facilities shall be limited. Students will not be required to dress-out daily, nor receive a grade deduction for not dressing out for Physical

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Education classes. A plan for the utilization of the locker rooms will be created in conjunction with Department Leads and Site Administration at each Secondary Site. At a minimum, these facilities will be sanitized daily.

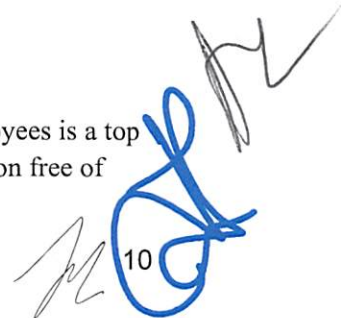
**The following language shall replace Section 2 paragraph k:**

k. Ventilation and Filtration :

- i. The Parties affirm that public health officials indicate that proper ventilation is necessary to minimize the transmission and infection from COVID-19 especially for individuals in a closed space for extended periods of time by reducing the airborne concentration of the virus and thus the risk of transmission and infection of COVID-19 through the air. All locations with functioning windows shall keep them open depending on weather, temperature, and/or air quality conditions.
- ii. The District shall maintain that all HVAC systems operate on the mode which delivers at least six (6) fresh air changes per hour, including disabling demand-controlled ventilation, and open outdoor air dampers to 100% as indoor and outdoor conditions safely permit and are functional and operating at California Building Code specification for room occupancy, approved by the Department of State Architects (DSA).
  1. All HVAC equipment shall be equipped with MERV13 filters and changed at the recommended intervals.
- iii. ~~The District shall ensure sufficient ventilation in all school classrooms and shared workspaces per American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE) guidance on ventilation.~~ The District shall ensure a daily flush of any school site area where unit members and/or students will be present prior to occupancy; Mechanical Systems shall be operated in occupied mode (including normal or peak outside air rate introduced to each space) for a minimum period of 2 hours prior to occupants re-entering buildings.

**The following language shall be added in Section 2 as a new paragraph l:**

- l. The Parties agree that providing vaccination opportunities for District employees is a top priority. The District shall ensure all unit members have access to vaccination free of



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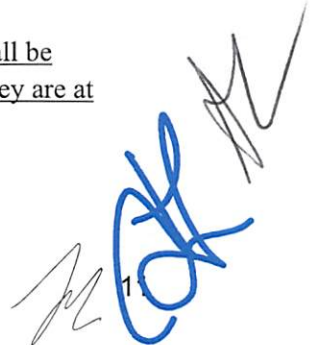
charge through either their Placer County or their health provider and may use their available District-provided COVID sick leave for these purposes. ~~The District shall provide paid district release time to unit members opting to be vaccinated during the workday.~~ Any unit member who suffers side effects as a result of receiving the vaccination such that they cannot work either in person or remotely shall be entitled to use any District-provided COVID leave, or other federal or state leave that may be allocated, that the unit member has available. ~~The unit member shall not be required to use any of their own personal leave if the unit member is unable to return to work and the unit member shall be placed on district paid release time.~~ Unit members who suffer side effects may choose to work remotely due to side effects or symptoms as a result of receiving the vaccination. Working remotely is an option, if the unit member chooses, during recovery from vaccination side effects.

**The following language shall be added in section 4 as a new paragraph d:**

d. As a result of the continuing COVID-19 pandemic, students are being quarantined or isolated at home when they display symptoms of, are exposed to, or test positive for COVID-19. In general, the following quarantine/isolation requirements are in place per the Framework:

- Students displaying symptoms of COVID-19 (are symptomatic) will be sent home to quarantine for 10 days unless they receive a negative COVID-19 test and are symptom free for 24 hours.
- Students exposed to a positive case of COVID-19 will be sent home to quarantine for a minimum of ten (10) to fourteen (14) days.
- Students who test positive for COVID-19 will be sent home to isolate for a minimum of 10 days.

Per the Framework, schools should “implement online/distance learning for student [quarantine/isolation] cases if they are well enough to participate.” Per Senate Bill 98 (SB98), students in distance learning require (1) “quality, challenging content aligned to grade level standards” and (2) “daily live interaction with certificated employees.” Therefore, Per Senate Bill (SB) 98, students who are quarantined/isolated due to COVID-19 shall be provided with both grade level content and daily live interaction during the period they are at home for each day that the student is absent from class.



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Schools/teachers should be able to: (1) take daily attendance and (2) provide evidence of student engagement. The unit members ~~classroom teacher~~ shall determine which instructional methodology is most appropriate for each individual lesson. Some subject areas may not be able to conduct class virtually. ~~These~~ Unit members shall determine the appropriate means of supporting and/or instructing students who are absent due to a COVID-19 health-related condition and/or quarantine. In addition, it is the expectation that students who are absent due to a COVID-19 health-related condition and/or quarantine receive regular and timely email communication as well as timely feedback as it relates to the grading and submission of assignments.

The District shall provide technology, tools and/or training to facilitate this compliance with SB 98.

**The following language shall be added in section 4 as a new paragraph e:**

- e. In order to provide opportunities for TK-6 teachers for necessary comfort breaks, Principals shall provide the opportunity for a 10 minute break during both the AM and PM cohort time. Break times will be scheduled by the Principal, in collaboration with unit members, to ~~ensure make certain~~ that physical distancing can be followed on campus as practicable. Breaks shall be coordinated with teacher-teams to allow for effective supervision of students as well as the opportunity for teachers to utilize the necessary facilities.

**The following language shall be added in section 4 as a new paragraph f:**

**Unit members on leave as a result of accommodations**

- f. Should either Party determine ~~In the event~~ that there is a significant increase in the number of students and/or staff that require quarantine, the District and RTPA agree to reconvene to negotiate the impacts and effects ~~consider additional methods for meeting the needs of~~ students and/or staff on quarantine.  
~~Unit members requesting work accommodations to be able to work remotely with students shall be given the first opportunity to implement online/distance learning for students who are quarantined/isolated due to COVID-19 if students are well enough to participate. These unit members shall also be given the first opportunity to provide both~~

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~~grade level content and daily live interaction during the period students are at home for each day the student is absent from class.~~ The District shall provide all required technology, tools and/or training and ensure that all quarantined/isolated students have access to the following:

- A computer and/or internet hotspot (if needed).
- A hard or digital copy of instructional materials (textbooks, workbooks, magazines, handouts).

**The following language shall replace Section 7, paragraph b:**

- b. The Parties agree that the following ~~underlined~~ language in paragraph 7,b,i was in effect as 7, b. from August 6, 2020, through the date this Addendum is signed by both parties:
- i. For unit members in an in-person teaching model during the 2020-2021 school year, the District shall provide 10 days of paid sick leave in the case of a documented COVID-19 health-related absence and/or required quarantine if the unit member is unable to be reasonably accommodated through the interactive process and unable to perform their assigned duties. These days will be available after the unit member has exhausted their FFCRA allotted leave as well as Workers' Compensation. If an absence is not COVID-19 health-related, accrued leave will be deducted.

The following language is added to Section 7, paragraph b:

- ii. ~~The Parties agree that the following language shall become effective January 4, 2021, at the time this agreement is signed by both parties of this signed MOU addendum, through the end of the 2020-2021 school year, the District shall provide a total of 14 days of paid COVID leave, in addition to any district provided leave used before this signed addendum agreement. Additional leave shall be available to all unit members to be utilized in the case of a documented COVID-19 health related absence and/or required quarantine absence if the unit member is unable to be reasonably accommodated through the interactive process and unable to perform their assigned duties. The Parties agree that this leave shall include unit members with Covid-related needs. These additional 14 leave days shall expire if not used, and shall not rollover or accumulate beyond June 4, 2021. For unit members who work an extended school year, these leave~~

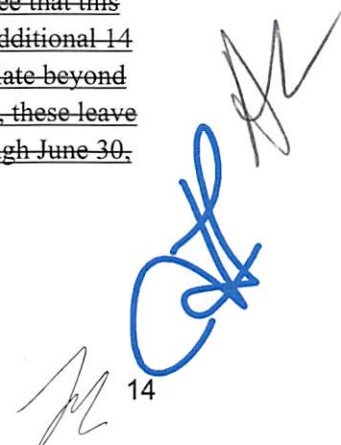
Handwritten signatures in black and blue ink. A blue circle contains the number 3.

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~~provisions shall apply from the date/time of this signed MOU, through June 30, 2021.~~

- i. On March 19, 2021, California Governor Gavin Newsom signed SB 95 providing 80 hours of supplemental COVID-19 leave for employees who are unable to work or telework due to COVID-19 reasons including quarantine. The Parties agree that the following language shall become effective retroactively beginning January 4 1, 2021, through the end of the 2020-2021 school year that the District shall provide a total of 14 days of paid COVID leave in the case of a documented COVID-19 health-related absence or required quarantine if the unit member is unable to be reasonably accommodated through the interactive process and unable to perform their assigned duties. These shall include the SB 95 allotted days. These days shall be available for use after the unit member has exhausted any and all federal or state COVID-19 leave that may be allocated as well as Workers' Compensation. If an absence is not COVID-19 health-related, the unit members' accrued leave shall be deducted. These additional 14 leave days shall expire if not used, and shall not rollover or accumulate beyond June 4, 2021. For unit members who work an extended school year, these leave provisions shall apply from January 1, 2021, through June 30, 2021.
- ii. The Parties agree that the following language shall become effective January 4, 2021, at the time this agreement is signed by both parties of this signed MOU addendum, through the end of the 2020-2021 school year, the District shall provide a total of 14 days of paid COVID leave, in addition to any district provided leave used before this signed addendum agreement. Additional leave shall be available to all unit members to be utilized in the case of a documented COVID-19 health related absence and/or required quarantine absence if the unit member is unable to be reasonably accommodated through the interactive process and unable to perform their assigned duties. The Parties agree that this leave shall include unit members with Covid related needs. These additional 14 leave days shall expire if not used, and shall not rollover or accumulate beyond June 4, 2021. For unit members who work an extended school year, these leave provisions shall apply from the date/time of this signed MOU, through June 30, 2021.

The following language addition shall be added to section 7 as a new paragraph e:



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- e. Unit members required to quarantine and/or who are not permitted to access their work site shall be offered the option to work remotely during their period of quarantine and/or limited access to work. The purpose of working remotely is to ensure continuity in instruction for students and to provide individual unit members the opportunity to avoid leave deduction. Working remotely during periods of required quarantine shall be offered when ~~required~~ quarantine is required of the unit member, or the unit member's a minor child, ~~of the unit member~~ and has been verified by the District. Unit members working remotely during a period of quarantine shall be required to perform the same work during the same hours they would be performing if they were on campus. Unit members who work remotely under this provision shall not have leave balances reduced and shall remain in active ~~fully-paid~~ status.

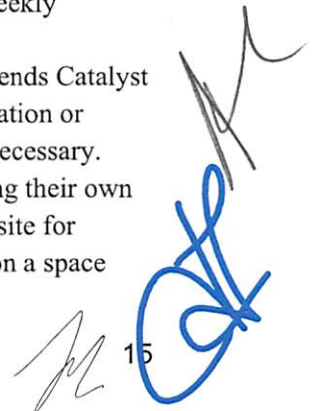
**The following language addition shall be added to a new section 19:**

**19. Employee Child Care**

- a. Should unit members require child care during the AM/PM schedule, the District and Catalyst Kids shall continue to offer childcare for children of unit members at all existing elementary school sites on a space allowed basis. The employee rate shall continue to be discounted and shall be no more than the following rates:

AM/PM Model TK-6	Half Day (4.0 hours)	\$108.00/weekly
	Extended Day (7.75 hours)	\$120.00/weekly
	Full Day (Unlimited 11 hours)	\$184.00/weekly
AM/PM Model Preschool)	Half Day (4.0 hours)	\$134.00/weekly
	Extended Day (7.75 hours)	\$166.00/weekly
	Full Day (Unlimited 11 hours)	\$200.00/weekly

- b. For teachers who work at one site where their child attends school and/or attends Catalyst Kids at another, Principals shall provide flexibility during a teacher's preparation or lunch time to allow a teacher to leave campus to transport their children, if necessary.
- c. Unit members may submit a request to their Principal to accommodate having their own child attend the AM or PM portion of the Hybrid model at a specific school site for Childcare purposes during the day. Principals shall accommodate requests on a space



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availability basis at the specific grade level. It may be necessary to change a child's teacher to accommodate the request. In the event a change in teacher would be necessary, a unit member shall have the option to transition their child to the AM program and the new teacher or remain in the PM program with their child's current teacher.

**The following language addition shall be added to a new section 20:**

**20. Part Time Unit Members**

- a. In the event split schedules occur due to implementation of an AM/PM Hybrid model, part-time unit members shall be prioritized for substitute teaching opportunities for sections at that site where no substitute is available during their non-teaching times during the duration of the AM/PM Hybrid model. In addition, for the duration of the AM/PM Hybrid model, part-time unit members shall be compensated at their per diem hourly rate for their substitute duties or any other work opportunities or duties offered assigned. For the duration of the AM/PM Hybrid model, part-time unit members with a split schedule are not required to remain on campus and shall not be required to provide substitute or other service between assigned classes when they are not providing direct instruction to students. The expectation is that they will be on campus before or after school for students pursuant to their assigned part-time work day.
- b. In the event a part-time unit member is absent from work, and a substitute is used to cover the unit member's classes, the unit member will be charged either the full day or half day substitute rate based upon the unit member's full-time equivalency (FTE). In alignment with past practice, a unit member with .5 FTE or less will be charged the half day substitute rate, and a unit member with .67 FTE or higher will be charged the full day substitute rate.

**The Elementary Hybrid Learning Schedules/Expectations portion of the MOU shall be amended as follows:**

VAPA and PE shall be provided during the AM/PM Hybrid Model and full preparation time shall be provided to elementary teachers per the Parties' existing Collective Bargaining Agreement. VAPA shall be provided exclusively during the AM and/or PM at a specific site. Mondays are the exception due to the shortened day schedule. One class might receive 1.5 hours one Monday and the other portion the



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following Monday. Teachers shall be provided with two 40-minute blocks of PE per week. Students shall only have one PE class during each week.

The Parties recognize that this schedule shortens the amount of preparation time for elementary teachers by approximately 30 minutes every three weeks. Over the course of the 9 weeks (January 19, 2021, to April 2, 2021) this equates to 90 minutes of preparation time that teachers would need to recover. In order to comply with the requirements of preparation time per the Parties' Collective Bargaining Agreement, the Parties agreed and the District cancelled, the RUSD Learns on January 25, 2021 shall cancel the RUSD Learns on March 22, which is was set for 90 minutes, to make certain the appropriate preparation time is provided to each Elementary teacher. If the District remains in the AM/PM Hybrid Model beyond April 2, 2021, an additional RUSD Learns day shall be modified to provide an additional 10 minutes per week of preparation time for elementary teachers on the RUSD Learns day.

### **Open House**

~~Due to the restriction of large group gatherings, open house will be cancelled for spring 2021.~~

~~Both parties acknowledge that putting more students in classrooms will increase the number of close contacts that occur if and when a student attending class tests positive for Covid-19. Due to this increased risk, both parties agree that the number of students required to quarantine is likely to increase. Both parties agree that unit members are not expected to work beyond their contract day, regardless of how many students on any unit members' caseload are placed in isolation.~~

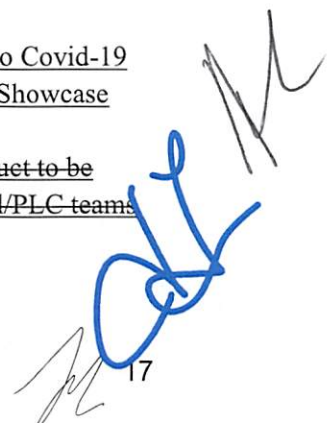
### **Open House/Showcase Night**

Elementary Open House/Showcase Night shall be cancelled for the 2020-21 school year and that scheduled minimum day shall revert to a regular instructional day schedule for those grade levels and sites.

Secondary unit members shall not be required to attend Open House/Showcase Night. Due to Covid-19 restrictions, this event shall be a virtual event. In place of the traditional Open House and/or Showcase Night site administration shall determine an option for showcasing the site.

The work requested of unit members shall not exceed a commitment of one grade level product to be shared to the site admin showcasing the grade level as the unit members sees fit. Grade level/PLC teams may choose one of the following options:

- Showcase video



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- ~~Showcase images of classroom activities and/or work samples~~

~~The Parties RTPA acknowledge that a minimum day on the day of the Showcase Night is not necessary as the event is not live and will not require unit members to return to work after hours. The Parties RTPA also acknowledge that unit members will need dedicated time to prepare their Showcase element and proposes that the RUSD Learns day scheduled for April 26th be dedicated to the completion of this work.~~

~~The Parties agree that the RUSD Learns day scheduled for April 26, 2021, shall be dedicated as time for unit members to prepare for their Showcase element.~~

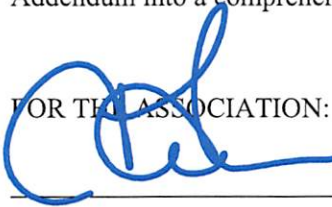
~~The Monday, April 26th, 2021 PLC time shall be dedicated to preparation for this event. In exchange, the minimum day scheduled for each grade level span for Open House/Showcase Night shall be utilized to replace the missed PLC work time from April 26th. The traditional minimum day schedule the day of open house for secondary schools will be utilized to prepare for the virtual Open House and/or Showcase Night virtual event.~~

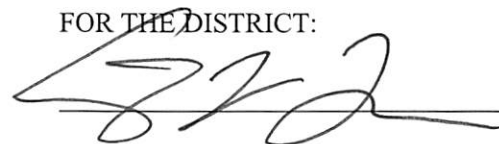
**The following articles shall be added as the final paragraphs in the Parties' MOU dated August 6, 2020.**

This Addendum is subject to the Parties' grievance process.



The Parties agree that all of the provisions contained in the Parties' Collectively Bargained Agreement and the Parties' Memorandum of Understanding on **Safe Reopening of Schools with Social Distancing Education Program Related to Coronavirus-19** dated August 6th, 2020, shall remain in full force and effect except as amended by this Addendum to the MOU. This Addendum to the MOU shall become effective upon ratification by the Parties.

Upon ratification, the Parties shall meet within 5 days to consolidate the August 6, 2020, MOU and this Addendum into a comprehensive MOU.

FOR THE ASSOCIATION:  
 3/26/21

FOR THE DISTRICT:  
 3/26/21

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