

**Memorandum of Understanding
between the
Davis Joint Unified School District
and the
Davis Teachers Association**

Memorandum of Understanding Duration

The Memorandum of Understanding will sunset June 30, 2021 unless subsequently otherwise agreed.

Descriptions of Activities

A variety of small in-person cohorts are needed to provide students with urgent needs for whom Distance Learning does not work well. Small cohorts will not exceed 16 individuals total (staff and students) in size and will be created to meet the needs of students. As a result, a variety of staff may be involved in the implementation of small cohorts and may be conducted by DTA-represented employees consistent with their job and duty descriptions and as necessary.

Health and Safety

The District shall adhere to the COVID-19 guidelines issued by the Centers for Disease Control and Prevention ("CDC"), California Department of Public Health ("CDPH"), California Department of Education ("CDE"), the California Department of Industrial Relations Division of Occupational Safety and Health ("Cal/OSHA"), and the Yolo County Department of Public Health and any other guidance or orders issued by these entities during the term of this Agreement.

Personal Protective Equipment (PPE), including face coverings, face shield (with neck drape), gloves and hand sanitizer will be provided by the District for staff and students if needed. An N-95 mask(s) will be provided to staff at their request.

A School Nurse will conduct a health screening and training of students and staff on the first day of a small cohort opening. The purpose of this screening and subsequent first day training is to educate students, staff, family and household members on the health screening protocol, which will be self-administered each day. Family and household members will receive health and safety training virtually. Students or staff with family/household members reporting or exhibiting symptoms, will be required to remain at home for at least three (3) days after they are symptom free, or consistent with the most current public health guidance. Campus Supervisors, nurses and/or administrators will conduct daily temperature checks and health screenings for students in small cohorts and supervision of ill students awaiting parent pick-up for students in the small cohorts.

Red pop-up tents will be put up at each site daily to house symptomatic students. The tents will be supervised by a campus supervisor, administrator and/or nurse. Any

student who becomes ill and/or presents COVID-19 like symptoms during the day will be sent to the tent where they will be evaluated for illness by a nurse and/or an administrator and, if needed, sent home.

The District will provide training and disinfecting materials for any staff who needs to disinfect supplies to disinfect any materials or surfaces during the time when the small cohort is in session.

Cleaning and disinfection of common areas (office, restrooms, workrooms, et.) will be done daily by custodial staff. Classrooms will be cleaned and disinfected by custodial staff if occupied during the day.

Students and staff participating in small cohorts, in accordance with Health Department guidelines, will be seated 6-feet from one another. Small cohorts will be prioritized for larger spaces (MPR, gym, library) when available and as practicable.

The District will provide COVID-19 testing to staff working directly with small cohorts, through the UC Davis Healthy Davis Together partnership at least once per week. Should the partnership be unable to meet the DJUSD demand for testing the parties will meet and negotiate.

Working Conditions

Staff will wear a face covering at a minimum, and some may decide to wear a face covering and a face shield (with neck drape). Service providers may take off their face covering for a brief period in order to provide necessary instruction. If the face covering is removed a face shield must be worn. Staff may elect to wear a gown and/or gloves if they choose. Students, ages preschool through grade 12, participating in the small cohort will wear a face covering unless directed otherwise by staff in order to complete the service or activity or in cases of a documented medical condition which prohibit the use of face coverings. Students with a documented medical condition that prevents them from wearing a face covering will be strongly encouraged to wear a face shield with neck drape.

If a student will not comply with health and safety regulations and directions, such as the wearing of face coverings or other behaviors, which may compromise the health and safety of other students or staff, the staff member shall immediately consult with their administrator, who will determine if the student will continue in the small cohort.

For small cohort assignments appropriately credentialed staff volunteers will be solicited for small cohort assignments, first from the site where the small cohort assignment is needed then from across the District. If the number of staff volunteers is fewer than the number of needed staff members, administratively-initiated reassignments and/or transfers will be implemented following Article 9.5 of the DTA-DJUSD Collective Bargaining Agreement. Every effort will be made to return staff back to their original positions and sites for the 2021-22 school year.

Should a unit member be unable to complete their assigned District duties for any reason, the Director of Personnel Services or designee shall meet with the member to determine if accommodations can be made. A doctor's note may be required to provide certain accommodations. If there are more employees requesting a modified assignment than the District can accommodate, the District will grant accommodations based first on a Doctor's note for the employee, second based on a Doctor's note regarding an individual(s) living in the member's household, and third based on seniority date.

If applicable, unit members, by classification, shall meet and confer with their supervisor to ensure an equitable distribution of workload.

Should an employee request and/or be asked to serve in an assignment which requires both in-person and Distance Learning responsibilities, the District and the Association President and/or Lead Negotiator will meet and confer regarding the assignment and discuss possible workload mitigations.

Staff will receive notice of no fewer than five (5) working days before being asked to report to in-person duties.

Staff may be directed back to Distance Learning at any time. Decisions to move from in-person learning back to Distance Learning will be primarily guided by health and safety considerations and local and state health department orders.

Only staff assigned to oversee small cohorts will be expected to instruct and supervise students in those cohorts.

With administrator approval, certificated staff who wish to provide in-person support to students in a small cohort, during their preparation period or at another time, which causes them to lengthen their work day, will be compensated at their hourly rate.

Classroom teachers who instruct and/or supervise small cohorts will not provide concurrent distance learning instruction during the hours of small cohort supervision and/or instruction.

Students, grades preschool through grade 12, participating in small cohorts will comply with behavioral expectations outlined in [DJUSD Policy #37](#)

The District will provide childcare through the Davis Kids Klub at no cost for the children (grades TK-6) of certificated staff supervising or substantially supporting small cohorts.

Cohort Schedule

The Elementary small cohorts will be open Monday, Tuesday, Thursday, and Friday from 8:10 A.M. to 3:05 P.M. and Secondary small cohorts will be open from 8:30 A.M. to 3:15 P.M.. The Elementary small cohorts will be open Wednesday from 8:10 A.M. to 1:30 P.M. and Secondary small cohorts will be open from 8:30 A.M. to 1:30 P.M.

Grievances

The District and DTA agree that during the pandemic and while small cohorts are operating, any grievance concerning health and safety should be handled as expeditiously as possible. The District shall appoint one lead administrator and one back up administrator to deal directly with all health and safety grievances. Acknowledgment of health and safety grievance and communication of next steps shall occur within one work day.

DocuSigned by:

Victor Lagunes

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Victor Lagunes,
DTA Lead Negotiator

11/25/2020

Date

DocuSigned by:

Matt Best

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Matt Best,
Deputy Superintendent

11/25/2020

Date