

## **Memorandum of Understanding Between**

### **Enterprise Elementary School District and the Enterprise Elementary Teachers' Association**

**August 4, 2020**

The Enterprise Elementary School District and the Enterprise Elementary Teachers' Association agree as follows:

1. Each unit member shall receive an additional \$500 above and beyond their regular school site budget.
2. Unit members that voluntarily accept the responsibilities of a substitute for an additional class in times of Distance Learning shall be paid an additional \$150 a day for K-5 and pro-rated per period for 6-8 (up to a maximum of \$150 per day).
3. All eligible unit members shall have access to Federal COVID related leaves. In addition, all eligible unit members will have access to all applicable state and federal leaves for qualifying reasons.
4. The District will go to a reduced day schedule at all sites which may include grade level staggered starting and ending times that meet at least the minimum required instructional minutes as outlined by SB 98. The reduced day will reflect a reduction of daily required instructional minutes by a minimum of 45 minutes and up to a maximum of 65 minutes. Unit members will receive no loss in pay associated with reduced instructional minutes. The district will provide specific start and end times at least one week before the first day of school.
5. Extended-Day Kindergarten classroom aide support shall be 3 hours which includes, classroom time, morning recess and 30 minute lunch coverage in order to support staggered lunch schedules. This modifies Article 10 for the 2020/21 school year only.
6. Unit members will open their classrooms and provide supervision 15 minutes before the school start time.
7. All unit members shall report to their work site, in person, unless the county is under a shelter in place order and unit members are not permitted to return to work. Unit members that are in an at-risk category as defined by California Department of Public Health or have a household family member in an at-risk category defined by California Department of Public Health (documentation may be required) shall be able to facilitate Distance Learning from home as long as they have stable internet connection to facilitate the requirements of the Distance Learning model at no cost to the District.
8. The District will at its discretion, determine criteria for disseminating alternative assignments. If reasonable accommodations are requested the District will participate in the interactive process and follow all applicable laws.
9. Any unit member that performs Distance Learning by request will return to their school site prior to going on a Distance Learning Assignment based on staffing needs. Classroom and Distance Learning changes during the 2020/21 school year shall not constitute a change in assignment or transfer for the purposes of Article 16. District or site administration may observe Distance Learning instruction to ensure that

rigorous instruction is being provided by unit members as required by the Governor and contemplated under SB 98.

10. All unit members must attend staff meetings and/or collaboration as per CBA section Article 9, Section 2. Staff meetings and collaboration will be held with a minimum of 6 feet of distance between unit members with a virtual attendance option. Unit members must meet the professional responsibilities in Article 14 of the collective bargaining agreement which may occur outside the instructional day.
11. The attached Reopening Plan and Four Phases of Instruction Plan are attached hereto for informational purposes, the District will implement the plan(s) and continue to negotiate the impact. Any changes to the plan(s) shall be communicated to EETA and any changes that result in changes to the terms and conditions of employment shall be negotiated with EETA.
12. The District will follow California Department of Public Health and Shasta County Public Health guidelines for schools.
13. The District will provide two reusable face coverings and one face shield to all unit members. Additionally, the District will order two additional reusable face coverings and drapes for all unit members. Additional supplies will be distributed once received.
14. All provisions of the collective bargaining agreement shall remain in effect except as provided in this MOU.

This MOU does not constitute a complete resolution of bargaining regarding the safe reopening of schools. The Parties will continue to bargain on this topic.

The parties will continue to bargain compensation and language for the 2020/21 school year. Additionally, parties agree to continue sick leave discussions.

This MOU is a one-time agreement for the 2020/21 school year only and shall expire June 30, 2021, or until normal school operations resume, whichever is earlier. Any continuance of this agreement would require a new agreement.

For EESD:

For EETA:



08/04/2020



8/4/2020

