MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE VALLEJO CITY UNIFIED SCHOOL DISTRICT (VCUSD)
AND
THE VALLEJO EDUCATION ASSOCIATION (VEA)
2020-2021 IN-PERSON SCHOOL REOPENING DURING COVID-19 PANDEMIC

The Vallejo City Unified School District ("District") and the Vallejo Education Association ("VEA"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding in-person and hybrid instruction during the coronavirus COVID-19 pandemic during the 2020-2021 school year.

The Parties recognize that the COVID-19 pandemic necessitates significant modifications to the operation of schools to minimize the health risks associated with COVID-19 infection for all students, staff, and their families while also providing equitable access to education for students.

1. Leave, Accommodations, and Alternative Assignments

1.1 Upon expiration of the self-isolation order, and after schools have reopened, unit members who may have been or who were potentially exposed to the coronavirus and are required to be quarantined or who self-quarantine shall first utilize Emergency Paid Sick Leave (EPSL) for no more than 2 weeks (District paid leave), which shall not be deducted from the member's accrued leave.

1.2 Unit members who have a doctor's note indicating a higher risk for serious illness from coronavirus because of age, a serious long-term health problem, or otherwise, for the unit member or a member of his/her household, shall not be required to report to a worksite if a remote assignment is available. Members with a healthcare professional recommendation to work from home will be given priority for remote assignments, including distance learning.

1.3 The District and VEA leadership shall address and resolve unique circumstances and challenges which may arise that impact a unit member's ability to render service during the period of school closure through the interactive process and Reasonable Accommodations shall be fully implemented.

1.4 In the event a unit member is unable to return to in-person instruction because either they or someone in their household is at high risk for illness or infection associated with COVID-19 as verified with a note from a healthcare provider, and an alternative or remote assignment is unavailable to them, such bargaining unit member shall be entitled to any applicable leaves as outlined in Article 7 of the collective bargaining agreement.

1.5 Upon notification that an employee or student has been infected with COVID-19, the District shall initiate contact tracing in conjunction with local health department officials. All persons who may have come in contact with the infected individual shall be notified. The District shall notify the Association of the location(s) where the infected individual was present on the school premises during the suspected incubation/active infection period.

1.6 Unit members who may have been or who were potentially exposed to the coronavirus while performing their duties at work as confirmed by Public Health Department or directed by District Office and are required to be quarantined shall remain in paid status per Ed Code 44964. The unit member shall continue to work remotely during the period of quarantine. If the unit member continues to be absent due to coronavirus, then they shall be entitled to Illness & Industrial Leave (Workers Compensation)/EPSL and/or any applicable leaves as outlined in Article 7 of the collective bargaining agreement

1.7 Unit members who are eligible for leave pursuant to the Emergency Paid Sick Leave (EPSL) through June 30, 2021, shall receive EPSL – regular rate of pay, prorated for FTE, up to $511 per day, for up to 10 days (cap: $5,110 total) for the following reasons:

Reason 1: Advised by healthcare provider or directed by District Office to self-quarantine
Reason 2: Experiencing symptoms and seeking medical diagnosis
Reason 3: Experiencing symptoms from the COVID 19 Vaccine
Reason 4: Caring for a child or family member experiencing symptoms from COVID 19 and seeking medical diagnosis

2. Health and Safety (See District CPP)
The District shall adhere to the California Department of Public Health's Industry Guidance for Schools and School-Based Programs, dated January 14, 2021 and as amended during the term of this MOU. The District shall also adhere to other applicable 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 Solano County Health Department.

2.1 The following conditions shall be met prior to resuming in-person instruction:

a. The county shall be in the Orange Tier for at least two (2) weeks **OR** at least two (2) weeks have passed since all unit members have had the opportunity to receive the first and second dose of an FDA-approved COVID-19 vaccine. If the county moves from the orange tier back into the red tier, and all unit members have not had the opportunity to be vaccinated, then classes shall revert back to 100% distance learning.
b. All safety measures are in place as described in this agreement.
c. Health screening, testing, notification, and quarantine protocols and procedures will be in place as required by the CDPH. (See District CPP)

Given the condition of 2.1 a. projected to be met by April 12, 2021, the parties agree that the targeted reopening date for preschool, grades TK-6, and all special day classes shall be April 12, 2021, and the targeted reopening date for grades 7-12 shall be April 19. Vallejo Regional Education Center (Adult School) will remain in Distance Learning for the remainder of the school year.

2.2 Functioning sinks with running water will be accessible to unit members at all sites and work locations. Washing areas will be stocked with hand soap and paper towels. The District will provide hand sanitizer to unit members who do not have sinks in their classroom and to unit members who do not have a traditional classroom.

2.3 Upon the reopening of school, the District will ensure that every classroom has been cleaned and sanitized and is cleaned and sanitized daily thereafter during the coronavirus outbreak.

a. All cleaning and disinfection procedures must follow public health guidelines and staff will be trained on new protocols, products, and safe handling.
b. Thorough cleaning and disinfection of all campus spaces such as classrooms, libraries, laboratories, locker rooms, cafeterias, gyms, restrooms, playground structures, and buses will be required on a regular basis.
c. Thorough cleaning and disinfection of surfaces such as doorknobs, railings, light switches, classroom sink handles, copy machines, countertops, computers and tablets, and other shared equipment should be done regularly.
d. There will be frequent and routine cleaning and disinfecting classrooms and non-classroom areas.

2.4 The District will comply with Cal-OSHA guidelines:
https://www.dir.ca.gov/dosh/coronavirus/Health-Care-General-Industry.html

2.5 If possible, in a non-emergency situation, the District will notify the VEA President prior to taking any action related to coronavirus that would impact unit members.

2.6 **Exposure Prevention and Health Promotion:**
Limiting exposure to the virus is of utmost importance, thus Management shall implement the following safety protocols:

a. Physical Distancing
The District shall ensure minimum physical distancing of six (6) feet between all student workspaces except where that is not possible after a good faith effort has been made and demonstrated, then physical distancing between student chairs shall be no less than (4) feet. The District shall require physical distancing of six (6) feet between all educator and student workspaces and between all employee workspaces. The District shall calculate the maximum capacity of all workspaces while maintaining physical distance requirements. The capacity for each classroom space shall be posted prior to the start of in-person learning.

Define physical distancing capacity and determine a usage plan for other spaces such as hallways, cafeteria, bathrooms, locker rooms, playgrounds, and multi-purpose rooms. Such determination must provide for physical distancing in accordance with CDC and CDPH guidelines.

b. Provide space, staffing, and schedule modifications to safely promote greater outdoor time, including preserving and enhancing physical education instructional time taught by unit members.
c. Establish a protocol for addressing situations if physical distance measures are violated.
d. Provide adequate classroom materials in order to limit sharing of classroom equipment/supplies.
e. Identify space that can be used at each site to isolate students and staff with symptoms.

f. Create smaller class sizes or stable cohorts of students and staff, where possible/appropriate.
g. Limit visitors on campus.
h. Establish a protocol for student use of bathrooms that will respect health guidelines including physical distancing.
i. Implement a protocol for how to safely assist and isolate a student or staff member who becomes ill at school.
j. Provide training to staff in and the equipment to use standard and transmission-based PPE precautions when caring for someone sick with COVID-like symptoms.

2.7 **Health Screening**

2.7.1 VCUSD shall implement requirements that all students, employees, and visitors engage in daily self-checks, for symptoms associated with COVID-19 infection prior to entering school following CDPH and Solano County Department of Health guidance.

2.7.2 Self-screening criteria will be communicated to students, employees, and visitors daily prior to entering school. VCUSD shall require all parents/guardians to screen their children for symptoms daily before entering a school campus.

2.7.3 Unit members shall be trained on how to do visual checks of students for symptoms. VCUSD shall provide written protocols to each unit member for how to report a student's symptoms. All staff will be trained on these protocols and procedures.

2.7.4 Students with any symptoms consistent with COVID-19 or who have had close contact with a person with COVID-19 shall be sent home or sent to an isolation room on site pending travel home or to a medical facility.

2.8 **Face Coverings**

Face coverings (cloth, masks, or shields) for staff, students, and visitors shall be required while on campus, and provided by the District. Face coverings shall not be required for students or staff if there is a medical or behavioral contraindication verified in writing from a medical professional or behavioral specialist.

2.9 **Air Ventilation and Filtration**

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 be encouraged to keep them open depending on weather, temperature, or air quality conditions.

2.9.1 The District shall ensure all HVAC systems operate on the mode which delivers the most fresh air changes per hour, including disabling demand-controlled ventilation, and open outdoor air dampers to 100% as indoor and outdoor conditions safely permit.

2.9.2 HVAC air filters shall be equipped with HEPA or MERV-13 or 14 filters and changed at the recommended intervals.

2.9.3 Portable classrooms and/or other classroom spaces or workspaces without adequate central HVAC shall be equipped with low noise HEPA air filters with a large enough capacity and flow rate for the square footage of the room.

2.10 **COVID Prevention Program (CPP)**

The District will have a written COVID safety plan that complies with Cal/OSHA standards and identifies who is responsible for the plan's implementation. The plan will be easily accessible to educators, parents, guardians, and other stakeholders. The district's COVID safety plan will be added to the district's Injury and Illness Prevention Program (IIPP). The IIPP is a workplace safety program required under Title 8 of the California Code of Regulations (Section 3203) and is enforced by Cal/OSHA.

2.11 **COVID Testing for Staff**

All unit members will be provided the opportunity for free, onsite COVID-19 testing at no charge as often as required by the CDC and CDPH. Testing schedules shall be arranged to minimize delays and results shall be delivered to each unit member promptly, with all relevant privacy rights preserved.

VCUSD employees will be notified on a regular basis of how and where they may obtain testing, and that information will be posted online. In the event of a workplace exposure, VCUSD will inform employees how they may obtain no cost testing during work hours. In such an event, VCUSD will communicate the plan for providing testing and inform affected employees of the reason for the testing and the possible consequences of a positive test.

2.11.1 Unit members may schedule their test during their workday without having to take leave. Unit members shall make an effort to schedule the test during non-instructional time.

2.12 As a result of the orders and guidance issued by federal, state, and local public health officers, any in-person learning offered by the District during the pandemic shall be offered consistent with all of the safety recommendations. If the District is unable to maintain provisions recommended by federal, state, and local public health officers to minimize health and safety risks associated with COVID-19 infection and illness, then the District will offer a Distance Learning educational program (as outlined in the previous MOU).

2.13 **Vaccinations**

2.13.1 All unit members shall be provided the opportunity for COVID-19 vaccination prior to returning in-person.

2.13.2 Unit members may schedule their vaccination appointment(s) during their workday without having to take leave. Unit members shall make an effort to schedule the vaccination appointment(s) during non-instructional time.

3. Training, Preparation, Staff Meetings

3.1 In-person meetings shall be eliminated during the pandemic (including but not limited to, staff meetings, 504s, IEPs, SSTs, professional development, committee meetings, district meetings, staff gatherings, parent meetings, and parent-teacher conferences).

3.2 The District shall not require in-person staff meetings or professional development if the District cannot ensure a minimum of six (6) feet of physical distance between all employees for the duration of the meeting.

4. Hybrid Model:

Consistent with *Education Code Section 43503* as amended by SB98, if as a result of the orders and guidelines issued by federal, state, or local public health officers, the District is unable to provide a safe and healthy in-person learning environment for all students as required in section 2, distance learning may be offered for students on either a hybrid model, combining in-person learning and distance learning, or a total distance learning mode of instruction.

4.1 Unit members will provide live/synchronous instruction for the duration of each learning period (both in-person and virtual). The remainder of the required instructional minutes for in-person and virtual students will be met through asynchronous instruction.

For the purposes of hybrid learning, the total minutes (live/synchronous and asynchronous) shall meet the instructional requirements as follows:

(a) 180 instructional minutes in TK/kindergarten.
(b) 230 instructional minutes in grades 1 to 3.
(c) 240 instructional minutes in grades 4 to 12.
(d) 180 instructional minutes for pupils in grades 11 and 12 that are also enrolled part time in classes of the California State University or the University of California for which academic credit will be provided upon satisfactory completion of enrolled courses.

4.1a: For Secondary Grades (6th-12th) who are following the adopted Secondary Schedules, a "separate" model of instruction is being used (except at Leadership Academy). This means that for each 40 minute class period with students, 40 minutes of asynchronous learning will be provided for each class period on Monday, Tuesday, Thursday and Friday. Each 40 minute class period will be 100% synchronous (live/interactive instruction).

4.1b: Student Support Time is embedded into each Secondary Schedule with the goal of providing targeted outreach to struggling students. Teachers will reach out to struggling students and invite them to attend these sessions. Sites will develop a monitoring process to ensure that students are taking advantage of this time.

4.2 The District shall establish classroom cohorts. A "cohort" is a group of students and a primary teacher that maintains social isolation and physical distancing. Cohorts are designed to remain stable and intact in order to prevent the spread of infection and illness arising from COVID-19. Systems shall be in place at the school site to prevent the mixing of classroom cohorts. Student cohort sizes shall not exceed 55% of the maximum allowable class size for the grade level with the physical distancing capacity permitted in the classroom. Smaller cohort size maximums shall exist if the physical distancing requirements cannot be maintained given the classroom size limitations.

4.3 When unit members provide in-person instruction in the classroom, they shall not be required to simultaneously broadcast live video.

4.4 Unit members shall be permitted to work remotely when they are not assigned to students in-person on the designated virtual day (Wednesday). Unit members may work from their school site or from home after in-person student dismissal. Unit members who are working from home should be available during their contracted work hours.

4.5 One day per week shall be designated as a virtual student day, where instructional minutes shall be met through distance learning (synchronous & asynchronous instruction), and the remainder of the day shall be for preparation, planning, and collaboration.

4.6 Small groups of students may be brought back for in-person targeted, structured support consistent with the CDPH Guidance for Small Cohorts/Groups. Instruction for these students will be provided by teachers on a voluntary basis.

4.7 When we are able to return in-person or hybrid instruction, the District will seek input from unit members prior to changing staffing assignments as necessary to accommodate families that opt to continue with Distance Learning. The District shall prioritize unit members requiring an accommodation to work remotely (per provision 1.2 above) and first seek volunteers before making assignment changes. Reassignments shall be made according to the existing provisions of the CBA. Unit members who must change assignments shall be granted three (3) days of release time or per diem pay in order to prepare for the transition.

4.8 Unit members will attend weekly ninety (90) minutes of Professional Development and/or collaboration as defined by the site administrator within the workday according to the established contractual schedule.

4.9 Non-essential adjunct duties shall be suspended during the hybrid model, except for safety monitoring during arrival and dismissal (i.e. supervised transition during the start and the end of the school day.)

4.10 The District shall provide notice to parents regarding any changes in special education student services during transitions between models (distance learning, hybrid, and traditional).

Hybrid Schedule: All Elementary and K-8 Schools (except Solano-Widenmann 6-8)

<table>
<tr><th>Time</th><th>Monday</th><th>Tuesday</th><th>Wednesday</th><th>Thursday</th><th>Friday</th></tr>
<tr><td>8:15</td><td colspan="2">Duty day begins/Teachers on campus</td><td rowspan="4">8:15-9:00
Teacher Preparation

9:00-12:00
Engaging with ALL Students (Both Groups) Virtually

(Approx. 50% will be live)

Includes SEL/Small Groups/PE/Art/ ELD/etc.</td><td colspan="2">Duty day begins/Teachers on campus</td></tr>
<tr><td>8:30-10:00</td><td>Virtual Group</td><td>Virtual Group</td><td>Virtual Group</td><td>Virtual Group</td></tr>
<tr><td>10:00-10:15</td><td colspan="2">Transition/Break</td><td colspan="2">Transition/Break</td></tr>
<tr><td>10:15 -12:15</td><td>In-person/ On-campus Group</td><td>In-person/ On-campus Group</td><td>In-person/ On-campus Group</td><td>In-person/ On-campus Group</td></tr>
<tr><td>12:15-12:30</td><td colspan="5">Transition (Help clear campus)</td></tr>
<tr><td>12:30-1:00</td><td colspan="5">Lunch</td></tr>
<tr><td>1:00-1:30</td><td colspan="5">Office Hours (Available for students and parents)/ Instructional Planning & Preparation</td></tr>
<tr><td>1:30-3:15</td><td colspan="2">Time for:
Lesson Development
Collaboration
Prep
IEPs/SSTs
Independent Professional Learning
Data Analysis
Posting assignments
Creating content
Responding to emails</td><td>Every Weds - Staff PD/ Collaboration)
(As scheduled by site admin)</td><td colspan="2">Time for:
Lesson Development
Collaboration
Prep
IEPs/SSTs
Independent Professional Learning
Data analysis
Posting assignments
Creating content
Responding to email</td></tr>
</table>

Students will complete asynchronous assignments when they are not with the teacher.

Engaging w/students in-person and virtually:

Daily live/synchronous instruction during learning blocks

Should include:

- *Direct instruction in standards aligned content*
- *Targeted small group instruction, daily ELD, 1-1 instruction as necessary*
- *Social-Emotional Learning*
- *Include art/PE weekly*

(Build in 10 min break and appropriate transition times for staff & students)

HYBRID SCHEDULE: Hogan Middle School and Solano-Widenmann 6-8

Monday	Tuesday	Wednesday	Thursday	Friday
1st Period On Campus Learners 8:30-9:10 (40)	4th Period On Campus Learners 8:30-9:10 (40)	1st Period All Distance Learning 8:30-9:10 (40)	1st Period On Campus Learners 8:30-9:10 (40)	4th Period On Campus Learners 8:30-9:10 (40)
2nd Period On Campus Learners 9:20-10:00 (40)	5th Period On Campus Learners 9:20-10:00 (40)	2nd Period All Distance Learning 9:20-10:00 (40)	2nd Period On Campus Learners 9:20-10:00 (40)	5th Period On Campus Learners 9:20-10:00 (40)
3rd Period On Campus Learners 10:10-10:50 (40)	6th Period On Campus Learners 10:10-10:50 (40)	Break 10:00-10:10	3rd Period On Campus Learners 10:10-10:50 (40)	6th Period On Campus Learners 10:10-10:50 (40)
Student Support Time On Campus Learners 11:00-11:40 (40)	Student Support Time On Campus Learners 11:00-11:40 (40)	3rd Period All Distance Learning 10:10-10:50 (40)	Student Support Time On Campus Learners 11:00-11:40 (40)	Student Support Time On Campus Learners 11:00-11:40 (40)
Lunch 11:40-12:20 (40)	Lunch 11:40-12:20 (40)	4th Period All Distance Learning 11:00-11:40 (40)	Lunch 11:40-12:20 (40)	Lunch 11:40-12:20 (40)
1st Period Distance Learners 12:20-1:00 (40)	4th Period Distance Learners 12:20-1:00 (40)	Lunch 11:40-12:20 (40)	1st Period Distance Learners 12:20-1:00 (40)	4th Period Distance Learners 12:20-1:00 (40)
2nd Period Distance Learners 1:10-1:50 (40)	5th Period Distance Learners 1:10-1:50 (40)	5th Period All Distance Learning 12:20-1:00 (40)	2nd Period Distance Learners 1:10-1:50 (40)	5th Period Distance Learners 1:10-1:50 (40)
3rd Period Distance Learners 2:00-2:40 (40)	6th Period Distance Learners 2:00-2:40 (40)	6th Period All Distance Learning 1:10-1:50 (40)	3rd Period Distance Learners 2:00-2:40 (40)	6th Period Distance Learners 2:00-2:40 (40)
Student Support Time Distance Learners 2:50-3:30 (40)	Student Support Time Distance Learners 2:50-3:30 (40)	Professional Development Meeting Time Collaboration Time	Student Support Time Distance Learners 2:50-3:30 (40)	Student Support Time Distance Learners 2:50-3:30 (40)
		2:00-3:30 (90)		

HYBRID SCHEDULE: Jesse Bethel HS and Vallejo HS

Monday	Tuesday	Wednesday	Thursday	Friday
Collaboration Time: 8:30-9:00 (30)	Collaboration Time: 8:30-9:00 (30)	District PD/ Dept Meeting: 8:30-9:10 (40)	Collaboration Time: 8:30-9:00 (30)	Collaboration Time: 8:30-9:00 (30)
1st: 9:00-9:40 (40) On Campus Learners	4th: 9:00-9:40 (40) On Campus Learners	1st: 9:10-9:50 (40) Distance Learning	1st: 9:00-9:40 (40) On Campus Learners	4th: 9:00-9:40 (40) On Campus
2nd: 9:50-10:30 (40) On Campus Learners	5th: 9:50-10:30 (40) On Campus Learners	2nd: 10:00-10:40 (40) Distance Learning	2nd: 9:50-10:30 (40) On Campus Learners	5th: 9:50-10:30 (40) On Campus
3rd: 10:40-11:20 (40) On Campus Learners	6th: 10:40-11:20 (40) On Campus Learners	3rd: 10:50-11:30 (40) Distance Learning	3rd: 10:40-11:20 (40) On Campus Learners	6th: 10:40-11:20 (40) On Campus Learners
Student Support Time: 11:20-11:55 (35) On Campus Learners	Student Support Time: 11:20-11:55 (35) On Campus Learners	4th: 11:40-12:20 (40) Distance Learning	Student Support Time: 11:20-11:55 (35) On Campus Learners	Student Support Time: 11:20-11:55 (35) On Campus Learners
Lunch: 11:55-12:35 (40)	Lunch: 11:55-12:35 (40)	Lunch:12:20-1:00 (40)	Lunch: 11:55-12:35 (40)	Lunch: 11:55-12:35 (40)
1st: 12:35-1:15 (40) Distance Learning	4th: 12:35-1:15 (40) Distance Learning	5th: 1:00-1:40 (40) Distance Learning	1st: 12:35-1:15 (40) Distance Learning	4th: 12:35-1:15 (40) Distance Learning
2nd: 1:25-2:05 (40) Distance Learning	5th: 1:25-2:05 (40) Distance Learning	6th: 1:50-2:30 (40) Distance Learning	2nd: 1:25-2:05 (40) Distance Learning	5th: 1:25-2:05 (40) Distance Learning
3rd: 2:15-2:55 (40) Distance Learning	6th: 2:15-2:55 (40) Distance Learning	Staff Meeting Collaboration Time	3rd: 2:15-2:55 (40) Distance Learning	6th: 2:15-2:55 (40) Distance Learning
Student Support Time 2:55-3:30 (35) Distance Learning	Student Support Time 2:55-3:30 (35) Distance Learning	Department Meeting: 2:40-3:30 (50)	Student Support Time 2:55-3:30 (35) Distance Learning	Student Support Time 2:55-3:30 (35) Distance Learning

HYBRID SCHEDULE: John Finney HS

Monday	Tuesday	Wednesday	Thursday	Friday
1st Period On Campus Learners 8:30-9:10 (40)	4th Period On Campus Learners 8:30-9:10 (40)	1st Period Cohort/Support All Distance Learning 8:30-9:10	1st Period On Campus Learners 8:30-9:10 (40)	4th Period On Campus Learners 8:30-9:10 (40)
2nd Period On Campus Learners 9:20-10:00 (40)	5th Period On Campus Learners 9:20-10:00 (40)	2nd Period Cohort/Support All Distance Learning 9:20-10:00	2nd Period On Campus Learners 9:20-10:00 (40)	5th Period On Campus Learners 9:20-10:00 (40)
3rd Period On Campus Learners 10:10-10:50 (40)	6th Period On Campus Learners 10:10-10:50 (40)	Break 10:00-10:10	3rd Period On Campus Learners 10:10-10:50 (40)	6th Period On Campus Learners 10:10-10:50 (40)
Student Support Time On Campus Learners 11:00-11:40 (40)	Student Support Time On Campus Learners 11:10-11:40 (40)	3rd Period Cohort/Support All Distance Learning 10:10-10:50	Student Support Time On Campus Learners 11:10-11:40 (40)	Student Support Time On Campus Learners 11:10-11:40 (40)
Lunch 11:40-12:20 (40)	Lunch 11:40-12:20 (40)	4th Period Cohort/Support All Distance Learning 11:00-11:40	Lunch 11:40-12:20 (40)	Lunch 11:40-12:20 (40)
1st Period Distance Learners 12:20-1:00 (40)	4th Period Distance Learners 12:20-1:00(40)	Lunch 11:50-12:20 (40)	1st Period Distance Learners 12:20-1:00 (40)	4th Period Distance Learners 12:20-1:00 (40)
2nd Period Distance Learners 1:10-1:50 (40)	5th Period Distance Learners 1:10-1:50 (40)	5th Period Cohort/Support All Distance Learning 12:20-1:00	2nd Period Distance Learners 1:10-1:50 (40)	5th Period Distance Learners 1:10-1:50 (40)
3rd Period Distance Learners 2:00-2:40 (40)	6th Period Distance Learners 2:00-2:40 (40)	6th Period Cohort/Support All Distance Learning 1:10-1:50	3rd Period Distance Learners 2:00-2:40 (40)	6th Period Distance Learners 2:00-2:40 (40)
Student Support Time Distance Learners 2:50-3:30 (40)	Student Support Time Distance Learners 2:50-3:30 (40)	Professional Development Meeting Time Collaboration Time	Student Support Time Distance Learners 2:50-3:30 (40)	Student Support Time Distance Learners 2:50-3:30 (40)
		2:00-3:30 (90)		

HYBRID SCHEDULES: LEADERSHIP ACADEMY

Teacher	Subject	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6
Planning and Teacher Check-in							
Randolph	ELA	Cohort A	Prep	Advisory	Cohort B	Prep	Odysseyware
Lopez	Math	Prep	Cohort B		Labs	Cohort A	
Kelley-Santos	Credit Recovery/PE	Cohort B	Cohort A		Cohort A	Cohort B	Prep
Todd Smith	PE Support/ Student Support	PE/Support	PE/Support			PE/Support	Odysseyware

Period (Mon, Tues, Thurs, Fri).	Start Time	End Time
Collaboration and Student Support	8:30	9:00
1 (45 minutes)	9:00	9:45
2 (45 minutes)	9:50	10:35
10 minute Break	10:35	10:45
3 (45 minutes)	10:45	11:30
4 (45 minutes)	11:35	12:20
Lunch	12:20	12:50
5 (45 minutes)	12:50	1:35
6 (45 minutes)	1:40	2:25
Targeted Student Support Time (60 minutes)	2:30	3:30

Period (Wednesday).	Start Time	End Time
Collaboration and Student Support	8:30	9:00
1 (40 minutes)	9:00	9:40
2 (40 minutes)	9:45	10:25
10 minute Break	10:25	10:35
3 (40 minutes)	10:35	11:15
4 (40 minutes)	11:20	12:00
Lunch	12:00	12:30
5 (40 minutes)	12:30	1:10
6 (40 minutes)	1:15	1:55
PLC (90 minutes)	2:00	3:30

5. Substitute Coverage During In-Person Learning

In no event shall two (2) or more stable student cohorts be combined in order to provide instruction, nor shall a single cohort be parceled and separated into other cohort groups. In the event that there are no qualified certificated personnel to monitor the student cohort during instructional time, the cohort may be sent home for the remainder of the day.

6. Staff Not Assigned A Class Roster

6.1 All bargaining unit members not assigned as a classroom teacher (including but not limited to counselors, librarians, speech-language pathologists, teachers on special assignment, academic coaches, and nurses) shall maintain all physical distancing, PPE and safety requirements in this MOU.

6.2 In certain circumstances, bargaining unit members may provide their services virtually to the extent practicable with the approval of their supervisor in order to limit their total in-person daily contacts. Unit members are expected to work on campus, but may follow the provision in 4.4.

7. Hybrid Instruction Incentive

7.1 The Parties acknowledge that in-person instruction in a hybrid program is unique and unprecedented. In consideration of the complexities of providing simultaneous site and remote instruction, unit members required to be on site during in-person instruction during the implementation of the hybrid model shall receive a one-time $2,500 stipend. Compensation for stipend will be reflected on the June 30, 2021 pay.

7.2 Unit members continuing to teach in a distance learning model only, shall receive a one-time $500 stipend for technology and instructional costs associated with Distance Learning. Compensation for this stipend will be paid over 3months and will be reflect in May, June and July(by separate check)

Except as amended by this In-Person/Hybrid MOU and the Distance Learning MOU, it is the parties' intention to adhere to the terms of the current Collective Bargaining Agreement (CBA) between VEA and the District. Because the circumstances regarding the impact of the coronavirus on schools are rapidly changing, the parties are committed to the utmost communication and working together to address negotiable impacts, unanticipated negotiable impacts, and potential conflicts with the existing terms of the current CBA.

This MOU shall expire on June 30, 2021, unless revoked by mutual written agreement. All provisions of this MOU are subject to the negotiated grievance procedure.

For VEA:

Marnee' McKenzie 3/16/2021

Marnee' McKenzie,
VEA Bargaining Chair

For VCUSD:

3/16/2021

Dr. Gigi Patrick,
VCUSD Assistant Superintendent HR