

**MEMORANDUM OF UNDERSTANDING BETWEEN  
REDONDO BEACH UNIFIED SCHOOL DISTRICT  
AND  
REDONDO BEACH TEACHERS ASSOCIATION  
2021-2022  
RETURNING TO SCHOOLS IN A COVID-19 ENVIRONMENT  
July 19, 2021**

This Memorandum of Understanding (MOU) between the Redondo Beach Unified School District ("District") and the Redondo Beach Teachers Association ("RBTA") sets forth the parties' agreed upon negotiated effects of District decisions regarding the 2021-22 academic year in a COVID-19 environment.

This MOU expires on June 30, 2022, but may be extended or terminated by mutual written agreement. Upon expiration of this MOU and/or if schools are released from all COVID-19 safety protocols and policies, all terms and conditions in the collective bargaining agreement ("CBA") shall be returned to the 2021-2022 status, prior to the enactment of this agreement, unless otherwise agreed to by the parties. This is a non-precedent setting agreement.

**INTRODUCTION**

The Parties have a shared commitment in providing an educational program that supports the continuity of learning while mitigating the spread of COVID-19 by following the guidelines established by both state and county health departments.

The health and safety guidelines put into practice at individual sites and district-wide shall be triggered based on direction and guidance from the State of California, Los Angeles County Department of Health, the Los Angeles County Office of Education, and the RBUSD Board of Education.

Masking guidelines: All staff and students shall wear face coverings, as per the LACDPH guidelines. Any student, other than those who have a valid accommodation, who refuses to wear a mask shall be referred to school-site administration. The District shall provide disposable masks if a staff member or student does not have a face covering. The District will also provide other protective equipment, as outlined by the LACDPH, for work assignments, such as nurses, SDC teachers, and other service providers, which may include gloves, eye protection, and disposable gowns. If unit members need personal protective equipment for use in their classroom, in addition to the face covering, they may request it from their site administrator.

Daily Cleaning and Disinfecting: The District shall ensure that all classrooms, restrooms, and workspaces are cleaned and disinfected prior to the start of each school day, including but not limited to desks, doorknobs, light switches, faucets, and other high touch fixtures, using the safest and most effective disinfectant necessary, as recommended by federal, state, and/or

local health officials. The District will also provide sanitizing materials in staff restrooms, faculty lounges, and other common areas for staff use.

The District will ensure sufficient access to handwashing and sanitizer supplies. All classroom and bathroom sinks shall be stocked with soap and paper towels. All other supplies needed to sanitize classrooms shall be provided by the District. It shall not be bargaining members' responsibility to purchase or provide any materials necessary for handwashing or sanitizing.

Unit members may assist as needed with sanitizing their classroom, office, or work location after each class, break, and/or staff or student visitor. Sanitizing is defined as spraying District approved and supplied disinfectant without wiping, on classroom surfaces, such as desks, tables, chairs, shared materials and supplies between student groups, and leaving to dry for no less than 10 minutes.

Daily Self-Screening


Daily, unit members shall self-screen at home prior to 7:30 a.m. (30 minutes prior to zero period): 1) check temperature to ensure it's below 100.4 degrees Fahrenheit and 2) check for COVID-19 symptoms outlined by public health officials. Unit members shall stay home if they have symptoms consistent with COVID-19, or are unvaccinated and have been exposed by a person diagnosed with COVID-19. Members who decline to state vaccination status will be assumed to be unvaccinated. Absence verification as outlined in Article 10 shall remain in effect.

If the daily self-screen results in the need to stay home and/or quarantine for other qualifying reasons, the unit member shall adhere to the following steps: 1) notify immediately the supervisor or designee, 2) request a substitute on Frontline, 3) email sub plans to the site supervisor or designee.


COVID Contact Notification

The District shall notify bargaining unit members who may have been exposed to COVID-19 at work. Each school site shall have communication and safety protocols in case of a positive test by a student or staff member. The District will continue to utilize and update the COVID-19 dashboard on the District's website until the termination of the 2021-22 school year.

FOR THE DISTRICT

  
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Nicole Wesley, Ed.D.  
Assistant Superintendent  
Redondo Beach  
Unified School District

FOR RBTA

  
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Sarah Robinson  
President  
Redondo Beach Teachers Association