

MEMORANDUM OF UNDERSTANDING BETWEEN REDONDO BEACH UNIFIED SCHOOL DISTRICT AND
REDONDO BEACH TEACHERS ASSOCIATION
2022-23 MANAGING IMPACTS OF COVID-19

August 11, 2022

This Memorandum of Understanding (MOU) between the Redondo Beach Unified School District ("District") and the Redondo Beach Teachers Association ("RBTA") updates the parties' agreed upon negotiated effects of District decisions regarding the 2022-23 academic year in a COVID-19 environment based on Los Angeles County Department of Public Health (LACDPH) guidelines released on August 10, 2022. This MOU expires on June 30, 2023 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 2022-2023 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 and work environment that supports the continuity of learning while mitigating the spread of COVID-19 by following the guidelines established by the Los Angeles County Department of Public Health and Cal-OSHA. The health and safety guidelines put into practice at individual sites and districtwide 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 have the option of wearing masks indoors or outdoors, as per the LACDPH guidelines. No bargaining unit member shall be disciplined, coerced, or harassed based on their decision to wear a mask or not by district staff. Should the district become aware that such activity is occurring; immediate action to correct it will be taken. The District shall intervene, if necessary or upon the bargaining unit member's request, when a parent or community member exhibits harassment toward a bargaining unit member regarding their choice to wear a mask. The District shall continue to provide disposable masks if a staff member or student does not have a face covering but would like to wear one. 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.

COVID Supplemental Leave: Bargaining unit members will continue to have access to COVID-19 Supplemental Paid Sick Leave through September 30, 2022, provided that they meet one of the qualifying reasons described in SB114.

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.

FOR THE DISTRICT

Nicole Wesley

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

FOR RBTA



Sarah Robinson
President
Redondo Beach Teachers Association