

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

March 4, 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 2021-22 academic year in a COVID-19 environment based on California Department of Public Health (CDPH) and Los Angeles County Department of Public Health (LACDPH) guidelines released on February 28, 2022.

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 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.

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 its 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

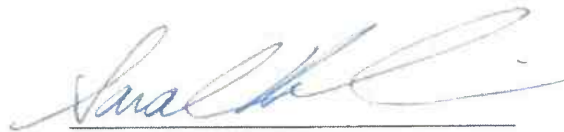
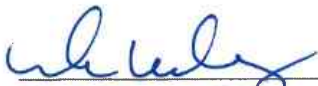
The District shall notify bargaining unit members who may have been exposed to COVID-19 at work. Each school site shall have communication and safety protocols in case of a positive test by a student or staff member. The District will continue to utilize and update the COVID-19 dashboard on the District's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

Independent Study Class Size

The class size for each Independent Study Teacher shall not exceed 120 students total.

FOR THE DISTRICT

FOR RBTA



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

Sarah Robinson
President
Redondo Beach Teachers Association