

MEMORANDUM OF UNDERSTANDING

BETWEEN DISTRICT AND ASSOCIATION

REGARDING THE COVID-19 PANDEMIC AND EMPLOYEE CHILD TO WORK DURING THE 2020-2021 SCHOOL YEAR.

OCTOBER 19, 2020

The Old Adobe Union School District ("District") and the Old Adobe Teachers' Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the coronavirus COVID-19 and the employee bringing their child(ren) to work during the 2020-2021 school year.

As of the date of this MOU, 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.

The Parties acknowledge that staff and students may need to self-quarantine, become quarantined, and/or the District may need to close a learning cohort or close school(s) on an emergency basis to slow the spread of infection and illness arising from COVID-19 during the 2020-2021 school year.

Unless otherwise noted below, the provisions of this MOU shall supersede any provisions of the Collective Bargaining Agreement between the Parties that are in conflict for the duration of this MOU, or until modified by mutual agreement of the District and the Association. The Parties affirm the obligation to comply with all provisions of the Collective Bargaining Agreement ("CBA") not in conflict with this MOU. Further, the Parties affirm that all provisions of the Educational Employment Relations Act ("EERA") California Government Codes 3540 et seq. apply and remain in effect.

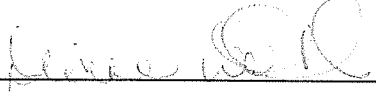
The Parties agree to the following:

1. Staff members are allowed to bring children to the worksite during open campus hours (operating hours vary by site).
2. Employees agree to abide by the current District safety protocol provisions (see attached).
3. Employees choosing to bring their own children to the work site agree to read, adhere, and sign the District Employee Child Support Care waiver (see attached).

4. The employee agrees to submit a basic information form in regards to their individual child(ren). This form will be submitted with the waiver to the COVID-19 coordinator.

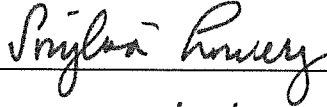
If the need for this MOU extends beyond June 30, 2021, the parties agree to renew this agreement for the 2021-2022 school year.

FOR THE ASSOCIATION:



Date: 10/22/2020

FOR THE DISTRICT:



Date: 10/21/20