MEMORANDUM OF UNDERSTANDING
Between Twin Rivers United Educators (TRUE) and Twin Rivers Unified School District (TRUSD)
Early Childhood Education Hybrid Model
2020-2021 IN A COVID-19 ENVIRONMENT
April 8, 2021

This Memorandum of Understanding (MOU) is made between Twin Rivers United Educators (TRUE) and the Twin Rivers Unified School District ("District").

The following items related to the Hybrid Model specifically apply to bargaining members who teach in the Early Childhood Education (ECE) program and is incorporated into the Hybrid Model in a COVID-19 Environment MOU dated March 2, 2021.

Sample Schedule: There may be flexibility with this schedule.

- In-person group: 8:00 – 11:00 A.M.
- Lunch: 11:30 – 12:00
- Prep/Plan/Clean: 12:00 – 1:00 P.M.
- Virtual Instruction: 1:00 – 1:30 P.M. (no less than 30 min; no more than 60 min)
- Additional Compliance/Clean/Set-up: 1:30 – 3:15 P.M. (or end of contract day)

Full Day programs operate 5 days per week 7am-5pm as dictated by the State and families' certified hours.

Cohort C will be served by the teacher in the afternoons along with A/B synchronous or by a Virtual-Only teacher.

Miscellaneous Provisions:

- Napping protocols and student cot placements will follow the ECE Guidelines.
- Pick-up/drop-off protocols will be adjusted either through staffing schedule modifications or physical proximity between room and drop-off location.
- Members will not be responsible for sheet laundering
- If needed based on location/space, staff and/or schedules will be adjusted to provide supervision of bathroom and symptom room, so that the staff who are supervising students will not be responsible to simultaneously monitor the symptom room and/or bathroom when appropriate proximity for supervision cannot be attained.
- Mask guidelines follow the State/County Guidelines.
- Cleaning/sanitizing/disinfecting will occur per normal process and in accordance with licensing requirements.
- Total enrollment for all cohorts combined (A,B and C) shall not exceed the maximum as indicated by licensing.
- When a substitute cannot be provided student cohort groups will not be split into other bargaining unit member classes.
• Modifications to Cohorts:
  a. New Students: Newly enrolled students shall not start in-person instruction until the first day of the following week to allow for orientation, proper safety protocol procedures, and maintain consistency.
  b. Change in Cohort Request:
     Cohort A to B or B to A: request will be accommodated one time;
     Cohort C to A/B:
     • Parent Request;
     • Dependent on spacing guidelines and class size;
     • Change effective next cohort rotation
     Cohort A/B to C:
     • Parent Request;
     • Dependent on Class Size

• With the exception of “transition week”, all State Part Day and Head Start/Early Head Start members have the option to work remotely from home after the in-person learning sessions are completed.

• With the exception of “Transition Week”, all State Part Day and Head Start/Early Head Start members have the option to work remotely from home on Wednesdays to allow for cleaning and sanitization. Bargaining unit members are still responsible for being on time to zoom meeting. The following process shall be used if an issue develops with the attendance for Zoom meetings.
  a. First Time: Administrator will notify member in writing of concern.
  b. Second Time: Member will be directed to report/remain on-site for the Zoom instruction. Q. Specialty Group Application of Miscellaneous Provisions A

This agreement is non-precedent setting and expires December 31, 2021, unless extended by both Parties, or when the regular Collective Bargaining Agreement becomes fully applicable.

By signing this Memorandum of Understanding the parties agree to be bound by the obligations and expectations set forth herein.

Rebecca LeDoux, TRUE President

Gina Carreón, Chief Human Resources Officer

4/13/21
Date