

**MEMORANDUM OF UNDERSTANDING BETWEEN
TWIN RIVERS UNIFIED SCHOOL DISTRICT AND
TWIN RIVERS UNITED EDUCATORS
2021 - 2022**

Pandemic Support
Tentative Agreement 12/7/2021

This Memorandum of Understanding (MOU) between the Twin Rivers Unified School District and the Twin Rivers United Educators sets forth the parties' agreed upon negotiated effects of District decisions regarding COVID 19 in the 2021-2022 academic school year. This MOU expires on June 30, 2022, but may be extended by mutual written agreement. This is a non-precedent setting agreement.

To recognize the continued impact of the COVID-19 pandemic in an in-person model of learning, the Parties agree that each bargaining member shall receive a one-time compensation of \$1500.00 prorated by FTE for those active on board approval. Payment shall be made as soon as practicable.

COVID-19 STATE TESTING MANDATE:

1. The District Covid testing schedule for non-vaccinated employees was developed to provide testing during the employee's work day. This testing may occur during prep period; however, all attempts will be made to avoid this. If prep time is missed, it will be made up or compensated at the rate of \$20 for the time missed.
2. Should an employee be absent on the day scheduled, the employee shall test at a facility of their preference, including identified district testing sites, and then provide verification to the District.
3. District will follow State testing requirements in regards to type of test and frequency.
4. The Association shall be notified at least 2 days prior to the issuance of dismissal charges.

Short Term Independent Study:

1. To support individual students with continuity of instruction during the students quarantine, teachers may elect to provide short-term independent study in compliance with State and District current practice.
2. In accordance with our Collective Bargaining Agreement, teachers will be paid the \$40 hourly rate per current district practice for the Short-Term Independent Study assignment and management.

LEAVES:

1. Employee is entitled to all leaves they are entitled to under the Collective Bargaining Agreement and that afforded through enacted laws.
2. In addition, all vaccinated employees and those with medically documented medical exemptions to COVID-19 vaccinations shall receive a total of five (5) days of COVID leave for the 2021- 2022 contract year as a result of mandatory quarantine as required by our District Health Services Department, and if symptomatic with verification by employee's medical provider, with use beginning on the effective date of this agreement.
3. Should another law or order be enacted that provides any additional COVID leave beyond that which expires September 30, 2021, that newly enacted law/order shall replace Leaves part 2.



SANITATION:

Every classroom shall continue to be provided with:

1. CDC approved hand sanitizer and/or soap, water, and paper towels for hand washing.
2. Disinfectant spray or virus-killing cleaning wipes.
3. These cleaning supplies shall not replace routine cleaning by custodial staff.
4. HEPA portable air filters upon request and when available.

COVID CONTACT TRACING:

The District and the Association shall comply with all requirements establish by the State and County in regards to contact tracing and exposure. Nurses who perform services beyond their regular workday will be compensated at the current hourly rate in Article 13.7 (instructional rate of pay).

MASK/FACE COVERINGS, PROTECTIVE EQUIPMENT, OTHER PPE, AND SOCIAL DISTANCING:

The District and the Association shall continue to follow all requirements established by Federal, State, and County mandates in regards to masks/face coverings, protective equipment, quarantining, social distancing, and all other safety precautions established.

SUBSTITUTING:

Non-classroom certificated employees who substitute shall be compensated, per current district practice, with up to two hours of additional hours to complete regular assigned duties. Payment will be in accordance with our current Collective Bargaining Agreement at the rate of \$30/hour.

Following consultation between the administrator and the teacher, secondary teachers who cover for split classes will be compensated an additional hour of instructional rate of pay for planning purposes after the instructional day.

ONGOING COMMUNICATION:

Upon either party's request, the District and TRUE shall meet as quickly as possible to problem-solve concerns related to this agreement and COVID-19.

MISCELLANEOUS:

This MOU shall be signed upon negotiation team agreement, effective upon ratification and Board approval and shall remain in effect through June 30, 2022.

This agreement is non-precedent setting.

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



Rebecca LeDoux

Rebecca LeDoux, TRUE President

12/10/2021

Date

Gina Carreon, Associate Superintendent HR

12/13/2021

Date