

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE REDLANDS UNIFIED SCHOOL DISTRICT

AND

THE REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

This Memorandum of Understanding (“MOU”) is entered into by and between the Redlands Unified School District (“District”) and the Redlands Education Support Professionals Association/CTA/NEA (“Association”).

Whereas, the District and the Association (collectively, “the Parties”) enter into this Memorandum of Understanding regarding the 2020-21 school year and the impact of State Preschool (Preschool) instructional unit members as well as classified bargaining unit members who support Preschool students working in a return to school, in-person instructional model; and

Whereas, the District and the Association have been notified of *California’s Safe Schools for All Plan* promoting the need to resume in-person instruction for State Preschool (Preschool) students; and

Whereas, the District has engaged with the Association regarding the reopening of school for State Preschool (Preschool) as proposed by the *COVID-19 and Reopening In-Person Instruction Framework* and *Public Health Guidance for K-12 Schools in California, 2020 –2021 School Year*; and

Whereas, the District and Association have agreed State Preschool (Preschool) students will return to school in a form of “in-person instruction” under the following agreed to negotiations language.

Now, therefore, it is agreed by and between the Parties as follows:

Return to School: In-Person Instructional Model

State Preschool (Preschool); In-Person (Hybrid) Instructional Model

1. In-person Preschool classes will follow the California Department of Education, San Bernardino County Superintendent of Schools, and Community Care Licensing in assigning students to in-person learning, but will have no more than thirteen (13) students and three (3) adults (1 instructor, 2 instructional paraprofessionals) in a single cohort. The distance learning caseload/ratio for Preschool instructors will not exceed 48 students per one (1) instructor. Per the California Department of Public Health (CDPH) guidelines, specialized support personnel are not counted in this ratio. Every effort will be made to equally distribute students from the same special education class into evenly balanced cohorts. One-to-one specialized services can be provided to a child by a support service provider that is not part of the child or cohort. Specialized services include, but are not limited to, occupational therapy services, speech and language services, and other medical, behavioral services, or educational support services as part of a targeted intervention strategy.
2. If assigned to an In-Person learning model, classified bargaining unit members may not bring their own children to their work sites, unless the child is enrolled as a Preschool – 5th grade student at their school site in the in-person instructional model or is participating in a Learning Hub at their work site. Preschool classified bargaining unit members may not have their own child/children in their classroom unless the child/children is/are enrolled in the Preschool

classified bargaining unit member's class. School-age (TK-5) children of Preschool classified bargaining unit members will be provided with a Learning Hub located at every District elementary school site.

3. Parent, Intervention Support Team (IST), 504, and Individualized Education Plan (IEP) or any other individual parent meetings will be held via a virtual/online platform, unless both parties (parties refers to the parent/guardian and all Preschool classified bargaining unit members present at the meeting) agree to an in-person format. When meetings, screenings, and instructional testing are conducted in-person, California Department of Public Health (CDPH) guidelines will be followed. If it is an in-person meeting, a Preschool classified bargaining unit member may elect to attend the meeting virtually.
4. Preschool classified bargaining unit members are expected to follow the California Preschool Curriculum Framework in order to ensure alignment and continuity of instruction between in-person and distance learning instructional models.
5. Preschool classified bargaining unit members must be prepared to transition back to the distance learning format if a quarantine is ordered. Said quarantine would be under the direction of the District as guided by the County Health Department.

Working Day and Professional Duties

1. Preschool classified bargaining unit members shall check their Redlands USD email frequently throughout the day, near the beginning, midpoint, and end of their duty day, as information during this pandemic changes frequently.
2. Preschool staff meetings may be held in-person or virtually so long as social distancing protocols and other public health guidelines are followed. In-person meetings at the school site will be limited to one-on-one (2 persons maximum). If it is an in-person meeting, a classified bargaining unit member may elect to attend the meeting virtually.
3. The District shall provide Preschool classified bargaining unit members with student attendance protocols which they shall employ daily.
4. Preschool classified bargaining unit members shall follow the San Bernardino County Superintendent of Schools for all documentation related to State Preschool, such as, but not limited to, parent/guardian sign-in/out, attendance, required assessments, etc. to ensure that the Redlands USD State Preschools remain in compliance with all requirements.

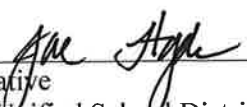
Safety Conditions

1. The District will provide necessary Personal Protective Equipment (PPE) to all classified bargaining unit members prior to in-person instruction occurring.
2. State Preschool facilities will be disinfected after school every day. State Preschool facilities will be disinfected after each in-person class session; however, disinfectant wipes and/or spray will be provided to wipe down desks and table surfaces during the instructional day, as needed. All disinfectant supplies will be provided by the District as well as appropriate training on how to use the products.
3. Preschool instructors will have discretion to allow students to snack in the classroom. Additional trash cans will be provided for the purpose of disposing meal trash after breakfast and lunch, if provided. Cleaning and disinfecting will occur on a daily basis to ensure a sanitary learning environment.


4. Students will be required to wear face coverings in the classroom or learning space. Students will be situated three (3) feet apart in distance in their classrooms or learning spaces.
5. The school site will provide necessary Personal Protective Equipment (PPE) including disposable face coverings to all students and will provide face shields, upon request.
6. Protective barriers will be placed on each student desk/table in classrooms at the discretion of the state preschool instructor. Learning activities will ensure, to the extent possible, there will be a minimum space of six (6) feet between students and the State Preschool instructor's and State Preschool paraprofessional's area for delivery of instruction and support.
7. All State Preschool students will be health screened each morning prior to entering school, which will include the use of a non-contact thermometer to check for fever (100.4°F or higher), and a verbal pre-screening for symptoms related to COVID-19 (i.e., coughing, sneezing, sore throat, shortness of breath). Preschool classified bargaining unit members will administer daily health screenings.
8. Any student with a temperature of 100.4°F or higher, or any answers of "Yes" to any of the questions on the verbal pre-screening, will not be permitted to attend school that day.
9. All designs/pictures/decals on face coverings must be professional and adhere to all Board Policies.

General Provisions

1. The first day of in-person instruction is scheduled for April 19, 2021.
2. Any Preschool instructor that is required to prepare a classroom or work location for in-person learning will receive a \$1,200 stipend.
3. The Parties emphasize the intent and importance of working together to support the community and students throughout the COVID-19 crisis. Aside from the provisions of this MOU, the Parties recognize that all collective bargaining laws in the MOUs dated April 13, 2021, January 6, 2021, November 13, 2020, September 15, 2020, August 4, 2020, and the current Collective Bargaining Agreement are still in effect. This agreement is non-precedent setting.
4. This MOU shall expire upon the return of a comprehensive traditional model of school or June 30, 2021, whichever comes first, unless terminated or extended by mutual agreement if issues related to COVID-19 in public schools persist or new laws or regulations require changes.


 Representative
 Redlands Unified School District

APRIL 30, 2021
 Date


 Representative
 Redlands Education Support Professionals
 Association/CTA/NEA

4/30/2021
 Date

Exhibit – State Preschool Instructional Schedule Sample

**State Preschool
In-Person SAMPLE Hybrid Schedules #1 or #2
Franklin
AM/PM/DL**

Monday	Tuesday	Wednesday	Thursday	Friday
Arrival and Screening	Arrival and Screening	Asynchronous Learning Day		
7:30 - 10:30 AM In Class Instruction	7:30 - 10:30 AM In Class Instruction	Student/Family Check-ins	7:30 - 10:30 AM Distance Learning* Check-Ins	7:30 - 10:30 AM Distance Learning* Check-Ins
			Arrival and Screening	Arrival and Screening
11:15 AM - 2:15 PM Distance Learning* Check-Ins	11:15 AM - 2:15 PM Distance Learning* Check-Ins	Student/Family Check-ins	11:15 AM - 2:15 PM In Class Instruction	11:15 AM - 2:15 PM In Class Instruction

OR

Monday	Tuesday	Wednesday	Thursday	Friday
		Asynchronous Learning Day	Arrival and Screening	Arrival and Screening
7:30 - 10:30 AM Distance Learning* Check-Ins	7:30 - 10:30 AM Distance Learning* Check-Ins	Student/Family Check-ins	7:30 - 10:30 AM In Class Instruction	7:30 - 10:30 AM In Class Instruction
Arrival and Screening	Arrival and Screening			
11:15 AM - 2:15 PM In Class Instruction	11:15 AM - 2:15 PM In Class Instruction	Student/Family Check-ins	11:15 AM - 2:15 PM Distance Learning* Check-Ins	11:15 AM - 2:15 PM Distance Learning* Check-Ins

*DL Check-Ins: ONE time per week via phone, e-mail, zoom, or Class DOJO

ONE Activity - Student book pack, Footsteps 2 Brilliance website, videos, activity packets, etc..