

**MEMORANDUM OF UNDERSTANDING
BETWEEN
EL SEGUNDO UNIFIED SCHOOL DISTRICT
AND
THE EL SEGUNDO TEACHERS ASSOCIATION
April 30, 2021**

The El Segundo Unified School District (“District”) and the El Segundo Teachers Association (“Association”), jointly known as the Parties, enter into this Memorandum of Understanding (“MOU”) regarding issues specifically related to the return of teachers to a hybrid model of teaching.

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. Bargaining unit members will begin the attached new schedule on May 4th for secondary and May 5 for elementary. On May 4th, all elementary students on the hybrid schedule will attend the PM session as it is currently scheduled.
2. Open Houses for elementary schools are hereby canceled for spring 2021.
3. The TK/Kinder day will be 30 minutes less than grade levels 1-5.
4. ESUSD will adhere to the following COVID 19 prevention and management documents and protocols:
 - a. County of Los Angeles Department of Public Health’s Appendix T1: Reopening Protocols for K-12 Schools.
 - b. County of Los Angeles Department of Public Health’s Appendix T2: Protocol for COVID-19 Exposure Management Plan in K-12 Schools.
 - c. California Department of Public Health COVID-19 and Reopening In-Person Instruction Framework & Public Health Guidance for K-12 Schools in California, 2020-2021 School Year.
 - d. ESUSD COVID 19 Prevention Plan
5. Bargaining unit members shall be responsible for following all safety and health measures as identified in Appendix T1: Reopening Protocols for K-12 Schools.
6. ESUSD will adhere to the stable group and stable cohort guidance reflected in the LACDPH Health Orders.

7. ESUSD will follow the exposure management protocols as determined by the LACDPH.
8. The District and the Association agree to meet as soon as possible to negotiate the impact and effects of any revisions or updates to the guidelines set forth by LACDPH, CDPH, or other agency of authority.
9. Upon execution of the MOU, the District and the Association agree to continue to meet and negotiate the impacts and effects of the COVID-19 pandemic as it relates to the working conditions of bargaining unit members of the Association that are within the scope of representation.

For the District

For the Association