

**Memorandum of Understanding
between the
Davis Joint Unified School District
and the
Davis Teachers Association**

Memorandum of Understanding Duration

The Memorandum of Understanding will sunset June 30, 2021 unless subsequently otherwise agreed.

Descriptions of Activities

A variety of one-on-one in-person services and activities are required to fulfill Individualized Education Plans (IEP) and will involve different staff. Some of these activities and services can only be provided in-person, due to the type of activity and/or the student's needs. Service providers will confer with their supervisor to determine which students will be offered in-person services. For example, a speech language pathologist may provide one-on-one in-person speech services for students unable to access Distance Learning and other special education in-person services will be conducted by other DTA-represented employees consistent with their job and duty descriptions and as necessary.

Health and Safety

The District shall adhere to the COVID-19 guidelines issued by the Centers for Disease Control and Prevention ("CDC"), California Department of Public Health ("CDPH"), California Department of Education ("CDE"), the California Department of Industrial Relations Division of Occupational Safety and Health ("Cal/OSHA"), and the Yolo County Department of Public Health and any other guidance or orders issued by these entities during the term of this Agreement.

Personal Protective Equipment (PPE), including face coverings, face shield (with neck drape), gloves and hand sanitizer will be provided by the District for the service provider and student if needed. An N-95 mask(s) will be provided to staff at their request.

A School Nurse will conduct a health screening of students, staff and parents participating in in-person services. The health check will include a phone call the day before the service is to be provided to complete a health screening questionnaire for the student and household. Prior to the service, the School Nurse will complete an in-person health screening and temperature check of the student and the parent if the parent is accompanying the student into the building. Students or parents reporting or exhibiting symptoms, will be required to reschedule the service for a date that is at least three days after they are symptom free, consistent with current public health guidance.

The District will provide training and disinfecting materials for any staff who needs to disinfect supplies to disinfect any materials for the service in-between uses.

Cleaning and disinfection of common areas (office, restrooms, workrooms, etc) will be done daily by custodial staff. Classrooms will be cleaned and disinfected by custodial staff if occupied during the day.

Working Conditions

Staff will wear a face covering at a minimum, and some may decide to wear a face covering and a face shield (with neck drape). Service providers may take off their face covering for a brief period in order to provide necessary instruction. If the face covering is removed a face shield must be worn. Staff may elect to wear a gown and/or gloves if they choose. Students, third grade and above, participating in the in-person services or activities, will wear a face covering unless directed otherwise by the service provider in order to complete the service or activity or in cases of medical conditions which prohibit the use of face coverings. Students in preschool through grade two are encouraged to wear a face covering.

If the service provider believes that a student is unable to complete the scheduled service(s), either before the service begins or during the service, the service provider will use their best judgment to determine when to terminate a service session. The service provider may contact their supervisor to assist in rescheduling the service session.

The service provider will be responsible for disinfecting any materials for the service sessions in-between students.

Should a unit member be unable to complete their assigned District duties for any reason, the Director of Personnel Services or designee shall meet with the member to determine if accommodations can be made. A doctor's note may be required to provide certain accommodations. If there are more employees requesting a modified assignment than the District can accommodate, the District will grant accommodations based first on a Doctor's note for the employee, second based on a Doctor's note regarding an individual(s) living in the member's household, and third based on seniority date.

Unit members, by classification, shall confer with their supervisor to ensure an equitable distribution of workload.

Staff will receive notice of no fewer than five (5) working days before being asked to report to in-person duties.

Staff may be directed back to Distance Learning at any time. Decisions to move from in-person back to Distance Learning will be primarily guided by health and safety considerations and local and state health department orders.

DocuSigned by:

Victor Lagunes

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Victor Lagunes,
DTA Lead Negotiator

10/23/2020

Date

DocuSigned by:

Matt Best

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Matt Best,
Deputy Superintendent

10/22/2020

Date