

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

The Davis Teachers Association and the Davis Joint Unified School District agree to the following modifications to the Hybrid Memorandum of Understanding dated March 4, 2021:

1. Establishing operational conditions (meaning those under DJUSD control) that include the following:
 - a. Asymptomatic testing in place on or near each campus; and
 - b. Classrooms set up with Physical Distancing according to current State and County Public Health guidelines ~~for 6-foot or greater distancing for students, teachers, and staff~~ and equipped with MERV-13 filters and air purifiers; and
 - c. Safety protocols in place per Cal OSHA COVID-19 requirements; and
 - d. Processes for notification, quarantine, and contact tracing, and
2. Meeting the following external conditions (meaning those outside of DJUSD control) of:
 - a. Yolo County in the Red Tier for two weeks (or a lower tier), and
 - b. Teachers and staff who are being asked to return have had access to the required doses of a COVID-19 vaccine and are provided with up to two weeks following the completion of the vaccine regimen.
3. If the conditions listed above are not met by May 10, 2021, the District will remain in Distance Learning for the remainder of the 2020-2021 school year and this MOU is nullified.

Receiving the COVID-19 vaccination is highly encouraged, but voluntary on the part of the employee, and not a condition of employment.

~~The District and DTA leadership will confer weekly to review vaccine distribution and discuss progress toward providing all staff access to the vaccine~~

Secondary Hybrid Model

DJUSD secondary schools will use the following Hybrid reopening model.

Grades 7-12 Schedule, Quarter 3						
Time	Monday	Tuesday	Wednesday		Thursday	Friday
	Cohort A: In-person Cohort B: At-home	Cohort A: In-person Cohort B: At-home	Distance Learning (Synchronous Instruction)		Cohort B: In-person Cohort A: At-home	Cohort B: In-person Cohort A: At-home
8:45- 9:45	Period 2	Period 2	8:45- 9:30	Period 2	Period 2	Period 2
9:45- 9:55	Break		9:30- 9:40	Break	Break	

9:55-10:55	Period 4	Period 4	9:40-10:25	Period 4	Period 4	Period 4
10:55-11:05	Break		10:25-10:45	Advisory	Break	
11:05-12:05	Period 6	Period 6			Period 6	Period 6
12:05-12:50	Grab and Go Lunch		10:45-10:55	Break	Grab and Go Lunch	
12:50-1:50	Intervention Block		10:55-11:40	Period 6	Intervention Block	
1:50-2:50	Small Group Instruction, Student work time, Period 2	Small Group Instruction, Student work time, Period 4	11:40-12:25	Lunch	Small Group Instruction, Student work time, Period 6	Individual Work Time
2:35-3:15	Individual Work Time	Individual Work Time	12:25-1:00	SpEd/EL and Gen-Ed Collab	Individual Work Time	Individual Work Time
			1:30-3:15	Teacher collaboration, Staff Meeting		

Grades 7-12 Schedule, Quarter 4						
Time	Monday	Tuesday	Wednesday		Thursday	Friday
	Cohort A: In-person Cohort B: At-home	Cohort A: In-person Cohort B: At-home	Distance Learning (Synchronous Instruction)		Cohort B: In-person Cohort A: At-home	Cohort B: In-person Cohort A: At-home
8:45-9:45	Period 1	Period 1	8:45-9:30	Period 1	Period 1	Period 1
9:45-9:55	Break		9:30-9:40	Break	Break	
9:55-10:55	Period 3	Period 3	9:40-10:25	Period 3	Period 3	Period 3

10:55-11:05	Break		10:25-10:45	Advisory	Break	
11:05-12:05	Period 5	Period 5			Period 5	Period 5
12:05-12:50	Lunch		10:45-10:55	Break	Lunch	
12:50-1:50	Period 7	Period 7	10:55-11:40	Period 5	Period 7	Period 7
1:50-2:50	Intervention Block		11:40-11:50	Break	Intervention Block	
2:50-3:15	Small Group Instruction, Student work time, Period 1	Small Group Instruction, Student work time, Period 3	11:50-12:35	Period 7	Small Group Instruction, Student work time, Period 5	Small Group Instruction, Student work time, Period 7
			12:35-1:20	Lunch		
			1:20-3:15	Teacher Collaboration Staff meeting		

Definitions:

In-person instruction—Students participate in in-person instruction two (2) days a week, following the Quarter block schedule in Hybrid In-person Groups. Students are released home for lunch and participate in the afternoon periods virtually. Students who participated in a small cohort during DJUSD Phase 2 may remain on campus daily (Monday through Friday). Off days, afternoons, and Wednesdays will be facilitated by cohort leads.

At home Instruction—During at home instruction, students are following their schedule by “Simulcast” instruction from their classroom teacher. This instruction is live instruction that is accessible to students in-person and at home. Wednesdays are entirely Distance Learning with instruction provided synchronously and asynchronously.

Distance Learning (Synchronous Instruction)—On Wednesdays all classes will meet virtually and teachers will determine the balance of synchronous and asynchronous teaching and learning happening in that class period.

Grab and Go Lunch—Students who participated in a small cohort during DJUSD Phase 2 may be on campus on off days for lunch. All other students will take a Grab and Go lunch and leave campus during Quarter 3. During Quarter 4, students with a 7th period class will stay on campus for lunch.

Intervention Block—Time that will be used to support students who require extra support, which includes English Learner (EL) and Special Education support. This time may be in-person and/or virtual. Students who participated in a small cohort during DJUSD Phase 2 may remain on campus daily. Off days, afternoons, and Wednesdays will be facilitated by cohort leads.

Small Group Instruction and Student Work Time—No new content is presented during small group instructional time. All students report to small group instruction periods (Tuesday, Thursday, and Friday)

and can be released by their teacher after check in.

Teacher Collaboration, Preparation and Staff Meetings – Teachers will hold classes on Wednesdays from 8:45 a.m. to 12:00 p.m. The afternoon is designated for teacher collaboration, preparation time and staff meetings, while students engage in asynchronous work at home.

Hybrid In-person Group Assignments

Students will be assigned to an A or B In-person Hybrid Group, will be assigned by household, and an effort will be made to prioritize assignments for siblings attending secondary schools to avoid competing schedules. Staff will work to maintain balanced groups, including the considerations of student strengths, needs and services.

Special Education and Interventions

Special Education and EL services will be delivered during the in-person instruction, through push-in and pull-out models, as well as during support classes, as scheduled. This support will also be provided during asynchronous time. Students receiving intervention support may stay on campus for intervention support during the afternoon blocks as well.

Distance Learning Only Option

Instruction for students who opt out of in-person instruction will be provided instruction by “Simulcast,” following students’ established schedule and support through the small group instruction block. This means, students opting for Simulcast remain in their same classes, but will be Zooming into each class everyday. If a student desires to transition from Distance Only to to in-person Hybrid model, families will be offered flexibility following an articulated process to allow for a shift into in-person learning if space is available.

Elementary Hybrid Model

DJUSD elementary schools will use the following Hybrid reopening model:

Grades TK-6 Hybrid Schedule						
Group A: In-person Monday and Tuesday afternoons, Group B: In-person Thursday and Friday afternoons, Group C: Distance Learners						
Time	Monday	Tuesday	Wednesday	Time	Thursday	Friday
8:30-12:00	Groups A,B,C: Distance Learning	Groups A,B,C: Distance Learning	8:30 – 9:00: Morning meeting (Zoom)	8:30-12:00	Groups A,B,C: Distance Learning	Groups A,B,C: Distance Learning
	Group C: Virtual Instruction, Intervention, and Work Time	Group C: Virtual Instruction, Intervention, and Work Time	9:00 – 3:00: Groups A,B,C: Asynchronous Teacher		Group C: Virtual Instruction, Intervention, and Work Time	Group C: Virtual Instruction, Intervention, and Work Time

12:00-1:00	Lunch	Lunch	collaboration, staff meeting, and preparation time (240 minutes per week)	12:00-1:00	Lunch	Lunch
1:00-3:00	Group A: In-person Instruction, Intervention, and Work Time Group B: Asynchronous Group C: Asynchronous	Group A: In-person Instruction, Intervention, and Work Time Group B: Asynchronous Group C: Asynchronous		1:00-3:00	Group B: In-person Instruction, Intervention, and Work Time Group A: Asynchronous Group C: Asynchronous	Group B: In-person Instruction, Intervention, and Work Time Group A: Asynchronous Group C: Asynchronous

Grades TK-6 Hybrid Schedule						
Group A: In-person Monday and Tuesday afternoons, Group B: In-person Thursday and Friday afternoons, Group C: Distance Learners						
Time	Monday	Tuesday	Wednesday	Time	Thursday	Friday
8:30-12:00	Groups A,B,C: Distance Learning	Groups A,B,C: Distance Learning	8:30-9:00: Morning meeting (Zoom)	8:30-12:00	Groups A,B,C: Distance Learning	Groups A,B,C: Distance Learning
	Group C: Virtual Instruction, Intervention, and Work Time	Group C: Virtual Instruction, Intervention, and Work Time	9:00-3:00: Groups A,B,C: Asynchronous		Group C: Virtual Instruction, Intervention, and Work Time	Group C: Virtual Instruction, Intervention, and Work Time
12:00-1:00	Lunch	Lunch	Teacher collaboration, staff meeting, and preparation time (240 minutes per week)	12:00-1:00	Lunch	Lunch
1:00-3:00	Group A: In-person Instruction, Intervention, and Work Time Group B: Asynchronous Group C: Asynchronous	Group A: In-person Instruction, Intervention, and Work Time Group B: Asynchronous Group C: Asynchronous		1:00-3:00	Group B: In-person Instruction, Intervention, and Work Time Group A: Asynchronous Group C: Asynchronous	Group B: In-person Instruction, Intervention, and Work Time Group A: Asynchronous Group C: Asynchronous

siblings to have the same daily attendance schedule. Staff will also work to maintain balanced cohort groups using the same criteria currently used to make classroom assignments, including student

strengths, needs, and services.

Special Subjects

Special subjects (i.e., Library, Music, Intermediate Science) are scheduled during at-home hours and will be delivered primarily through virtual synchronous and asynchronous instruction and through in-person instruction, as practicable.

Special Education and Academic Supports

Special Education (SPED) and academic supports will be delivered throughout the day. Note: SPED intervention times need to be prioritized over other services to ensure needs are met. Schedules will vary by site.

English Learner Services and Interventions

English Language Development is a core subject and will be delivered in small groups throughout the day, according to student language proficiency. Interventions will be prioritized based on student need.

Preschool Hybrid Model

DJUSD preschool will use the following Hybrid reopening model.

DJUSD Children’s Center: State Preschool (CSPP): Red and Blue Cubbies						
Time	Monday	Tuesday	Wednesday	Time	Thursday	Friday
8:15-11:15	Group A: In-person Red and Blue Cubby AM Students	Group A: In-person Red and Blue Cubby AM Students	8:30–9:15: Morning Meeting (Zoom)	8:15-9:30	Group A: Distance Learning Red and Blue Cubby AM Students	Group A: Distance Learning Red and Blue Cubby AM Students
11:15-12:15	Clean and Disinfect Classrooms/Prep	Clean and Disinfect Classrooms/Prep	9:15–3:00: Groups A & B: Asynchronous Teacher Collaboration and Staff Meeting, Preparation Time (240 minutes per week)			
12:15-1:15	Teacher Lunch and Break	Teacher Lunch and Break		10:30-11:30	Teacher Lunch and Break	Teacher Lunch and Break
1:15-2:30	Group B: Distance Learning Red and Blue Cubby PM students	Group B: Distance learning Red and Blue Cubby PM students		11:30-2:30	Group B: In-person Red and Blue Cubby PM students	Group B: In-person Red and Blue Cubby PM students
				2:30–3:30	Clean and Disinfect Classrooms/Prep	Clean and Disinfect Classrooms/Prep

Definitions:

In-person Instruction – Students participate in person instruction two (2) days a week and engage in Distance learning three (3) days a week

Wednesday Zoom instruction: Wednesday Zoom sessions will be with both Groups A & B from 8:30 a.m. to 9:15 a.m. The focus of this time will be on building community and social emotional skills.

Distance Learning – During Distance Learning time, students will engage in Zoom activities with their classroom teacher and asynchronous learning activities

Grab and Go Snack/Room Disinfection – Students receive a snack or mail at the end of their session to eat at home.

Teacher Collaboration, Staff Meeting and Preparation Time – Teachers will hold a synchronous whole class morning meeting on Wednesdays from 8:30 a.m. to 9:15 a.m. The remainder of Wednesday, from 9:15 a.m. to 3:30 p.m. is designated for teacher preparation time, collaboration and staff meetings, while students engage in asynchronous work at home.

Classroom Cleaning and Disinfection – In addition to cleaning by custodial staff, classroom teachers will sanitize the many hands-on manipulatives and toys that are prevalent in a Preschool classroom.

*Colored Coded “Cubbies” are different class groups

Fee Based Full Day Preschool Program: Orange and Yellow Cubbies*

Time	Monday	Tuesday	Wednesday	Time	Thursday	Friday
7:30-11:00	Welcome students In-person Circle/Small Group Free-Play Outside Play	Welcome students In-person Circle/Small Group Free-Play Outside Play	8:30-9:15: Morning Meeting (Zoom) 9:15-3:00: Asynchronous Student	7:30-11:00	Welcome students In-person Circle/Small Group Free-Play Outside Play	Welcome students In-person Circle/Small Group Free-Play Outside Play
11:00-12:00	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Distance Learning Teacher Collaboration and Staff Meeting, Preparation Time (240 minutes per week)	11:00-11:30	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time
12:00-2:30	Rest Time/Teacher Break	Rest Time/Teacher Break		12:00-2:30	Rest Time/Teacher Break	Rest Time/Teacher Break
3:00	Pre-packaged Snack and Break/Recess	Pre-packaged Snack and Break/Recess		3:00	Pre-packaged Snack and Break/Recess	Pre-packaged Snack and Break/Recess
3:30	Dismissal and Pick-up Time	Dismissal and Pick-up Time		3:30	Dismissal and Pick-up Time	Dismissal and Pick-up Time

3:30-4:00	Clean and Disinfect Classrooms/Prep	Clean and Disinfect Classrooms/Prep		3:30-4:00	Clean and Disinfect Classrooms/Prep	Clean and Disinfect Classrooms/Prep
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Definitions:

In-person Instruction – Students participate in person instruction four (4) days a week and engage in Distance Learning one (1) day per week.

Asynchronous – During asynchronous time, students are assigned independent work by their classroom teacher.

Sack Lunches and Snacks – Students will eat a lunch and snacks brought from home or sack lunch provided by Student Nutrition Services. Students will eat outside as weather permits.

Rest Time/Teacher Breaks: Students in the full day program will rest in their classrooms. Blankets and sheets will need to be removed and taken home each day. Teachers and paraeducators will relieve each other during this time to allow for staff breaks.

Teacher Collaboration, Staff Meeting and Preparation Time – Teachers will hold a synchronous whole class morning meeting on Wednesdays from 8:30 a.m. to 9:15 a.m. Students will engage in Distance Learning the remainder of the day. Wednesdays from 9:15 a.m. to 3:30 p.m. is designated for contractual teacher preparation time, collaboration and staff meetings.

Classroom Cleaning and Disinfection – In addition to cleaning by custodial staff, classroom teachers will sanitize the many hands-on manipulatives and toys that are prevalent in a Preschool classroom.

*Colored Coded “Cubbies” are different class groups

Secondary Modified In-person Model

Quarter 4 - 5 Day All Periods In-person with Simulcast					
Time	Monday In-person/ Distance Learning	Tuesday In-person/ Distance Learning	Wednesday In-person/ Distance Learning	Thursday In-person/ Distance Learning	Friday In-person/ Distance Learning
8:30 - 9:25	Period 1	Period 1	Period 1	Period 1	Period 1
9:25 - 9:35	Break		Break	Break	
9:35 - 10:30	Period 3	Period 3	Period 3	Period 3	Period 3
10:30 - 10:40	Break		Break	Break	
10:40 - 11:35	Period 5	Period 5	Period 5	Period 5	Period 5
11:35 - 11:45	Break		Break	Break	
11:45 - 12:40	Period 7	Period 7	Period 7	Period 7	Period 7

12:40 - 1:25	Lunch (at home)		Lunch (at home)	Lunch (at home)	
1:25 - 2:15	Intervention Block		Teacher Collaboration, Staff Meeting	Intervention Block	
2:15 - 3:00	Virtual Small Group Instruction Period 1	Virtual Small Group Instruction Period 3		Virtual Small Group Instruction, Period 5	Virtual Small Group Instruction, Period 7
3:00-3:30	Teacher Prep	Teacher Prep	Teacher Prep	Teacher Prep	Teacher Prep

Elementary (grades 1-6) Modified In-person Model

Grades 1-6 - 5 Day and 14.5 Hours of In-Person Learning / 11 Hours, 10 minutes of Distance Learning						
Time	Monday	Tuesday	Time	Wednesday	Thursday	Friday
8:30 - 11:30	Class Meeting - Flexible Timing (All - 30 min)	Class Meeting - Flexible Timing (All - 30 min)	8:30 - 11:00	Class Meeting - Flexible Timing (All - 30 min)	Class Meeting - Flexible Timing (All - 30 min)	Class Meeting - Flexible Timing (All - 30 min)
	In-person Learning	In-person Learning		In-person Learning	In-person Learning	In-person Learning
11:30 - 12:15	Lunch (at home)	Lunch (at home)	11:00- 11:45	Lunch (at home)	Lunch (at home)	Lunch (at home)
12:15 - 2:15	Distance Learning	Distance Learning	11:45- 12:55	Distance Learning	Distance Learning	Distance Learning
			12:55- 2:25	Teacher Collaboration/ Staff Meeting		
2:15 - 3:30	Teacher Preparation	Teacher Preparation	2:25- 3:30	Teacher Preparation	Teacher Preparation	Teacher Preparation

Elementary (grades TK/K) Modified In-person Model

Grades TK/K - 5 Day and 12.5 Hours of In-Person Learning - AM/PM Model					
Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:15- 10:45	Class Meeting- Flexible Timing (All AM Kinders)	Class Meeting- Flexible Timing (All AM Kinders)	Class Meeting- Flexible Timing (All AM/PM)	Class Meeting- Flexible Timing (All AM Kinders)	Class Meeting- Flexible Timing (All AM Kinders)
	In-person Learning AM Kinder	In-person Learning AM Kinder	In-person Learning AM and PM Kinder	In-person Learning AM Kinder	In-person Learning AM Kinder
	PM Kinder Distance Learning (90 min)	PM Kinder Distance Learning (90 min)		PM Kinder Distance Learning (90 min)	PM Kinder Distance Learning (90 min)
10:45 - 11:35	Cleaning and Teacher Prep	Cleaning and Teacher Prep	Distance Learning AM and PM Kinder	Cleaning and Teacher Prep	Cleaning and Teacher Prep
11:35 - 12:20	Lunch (at home)	Lunch (at home)	Lunch (at home)	Lunch (at home)	Lunch (at home)
12:20 - 2:50	Class Meeting- Flexible Timing (All PM Kinders)	Class Meeting- Flexible Timing (All PM Kinders)	Teacher collaboration, staff meeting	Class Meeting- Flexible Timing (All PM Kinders)	Class Meeting- Flexible Timing (All PM Kinders)
	In-person Learning PM Kinder	In-person Learning PM Kinder		In-person Learning PM Kinder	In-person Learning PM Kinder
	AM Kinder Distance Learning (90 min)	AM Kinder Distance Learning (90 min)		AM Kinder Distance Learning (90 min)	AM Kinder Distance Learning (90 min)
2:50-3:30	Teacher Prep	Teacher Prep		Teacher Prep	Teacher Prep

Elementary (Preschool) Modified In-person Model

CSPP Preschool - 5 Day and 12.5 Hours of In-person Learning - AM/PM					
Time	Monday	Tuesday	Wednesday	Thursday	Friday

8:30 - 11:00	In-person Learning Red/Blue cubbies - AM groups				
11:00 - 11:45	Cleaning and Teacher Prep				
11:45 - 12:30	Lunch (at home)				
12:30 - 3:00	In-person Learning Red/Blue cubbies - PM groups				
3:00 - 3:30	Prep	Prep	Prep	Prep	Prep

Fee-Based Full-Day Preschool Program: Orange and Yellow Cubbies - 5 day and 40 hours/week of In-person Learning					
Time	Monday	Tuesday	Wednesday	Thursday	Friday
7:30-11:00	In-person Welcome Circle/Small Group Free & Outside Play	In-person Welcome Circle/Small Group Free & Outside Play	In-person Welcome Circle/Small Group Free & Outside Play	In-person Welcome Circle/Small Group Free & Outside Play	In-person Welcome Circle/Small Group Free & Outside Play
11:00-12:00	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time	Sack Lunch Outside, Bathroom Break and Prepare for Rest Time
12:00-2:30	Rest Time/Teacher Break				
3:00-3:30	Pre-packaged Snack and Break/Recess				
3:30	Dismissal and Pick-up Time				

3:30-4:00	Clean and Disinfect Classrooms/Prep				
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Health And Safety

Students and staff, will be seated with physical distancing in accordance with current State and County Health Department guidelines, ~~will be seated six (6) feet from one another.~~

Telecommute

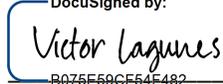
Unit members may telecommute and work remotely with advance permission from their supervisor. Unit members working remotely shall observe the following expectations of telecommuting and working remotely:

- Provide instruction and engagement using the District-provided online curriculum and resources
- Be available during work hours
- Have District-issued computer and/or device
- Have internet access that is personally provided
- Have a workspace that is safe and free of distraction

Professional Learning

In recognition of the time needed to develop individual professional practices to meet the needs of students during the transition to the Phase Four Instructional Model, the District will compensate unit members for 30 hours of self-directed professional learning at \$41 per hour. Members may be required to document when the days/time have been completed, consistent with any required state or federal reporting requirements. Payments will be made no later than June 30, 2021. These hours are in addition to the Professional Development hours noted in the March 4, 2021 Memorandum of Understanding.

This MOU will sunset on June 30, 2021.

DocuSigned by:

 B075E59CF54F482...
 Victor Lagunes,
 Davis Teachers Association

4/26/2021

Date

DocuSigned by:

 A6CB45B716A04CF...
 Matt Best, Davis Joint Unified
 School District

4/26/2021

Date