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MEMORANDUM OF UNDERSTANDING

Hybrid Learning Support

Memorandum of Understanding between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Chapter 94
and the
SAN LEANDRO UNIFIED SCHOOL DISTRICT

March 26, 2021

This memorandum between California Schools Employees Association Local San Leandro Chapter 94 (CSEA) and the San Leandro Unified School District is to recognize the attention to detail and extra responsibility and duties required in accommodating the current health and safety procedural requirements relevant to the COVID-19 Pandemic during hybrid learning. This MOU shall expire on June 30, 2021.

1. Nutrition Assistants, Nutrition Technicians, and Nutrition Delivery staff who are active employees and assigned to assist with food preparation and distribution as of April 30, 2021 shall receive a $1,000 stipend on the May 2021 paycheck. The stipend is to recognize unit members' service and commitment to continue feeding the children of our district during the ongoing COVID-19 pandemic. Funding for this stipend shall come from Food Service funds and shall not impact available funding for any employees paid from other district funds.

2. Para Educators Mild/Moderate and Para Educators Moderate/Severe who are assigned to provide in-person support to students of teachers who are leading Small Group Cohort sessions shall receive a $50 daily stipend. The stipend shall be paid for each day of in-person support for Small Group Cohorts occurring on or after March 15, 2021.

3. The District intends to provide an In-Person instructional model that complies with AB/SB 86 as signed by Governor Newsom on March 5, 2021. If the District successfully implements the AB/SB 86 compliant hybrid model, the parties agree to implement the following one-time payment:
    - The District shall provide a one-time payment of up to 3% to each Unit Member who provides In-Person services on specific instructional days when students are on campus for hybrid learning based on the following:
        - Each participating Bargaining Unit Member will receive a one-time payment equivalent to 0.1% of their annual base salary per day, pro-rated for FTE.
            - A Unit Member working in-person for each of the 30 student instructional days during hybrid learning (Monday, Tuesday,

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Thursday, and Friday) between April 12 and June 3 would receive a 3% one-time payment (30 x 0.1%).
    - Example: A full time ten month Administrative Assistant - School employee at Range 43, Step 5 who works in-person on 28 of the 30 student days would receive a one-time amount of $1,377.60 ($49,200 x 0.001 x 28).
- Unit Members would receive the one-time amount as a lump sum on the regular June 30 payment.

All other terms and conditions as agreed upon in the following documents shall remain in effect:

- Collective Bargaining Agreement between CSEA and the District
- "Return Impacts and Effects on the CSEA Bargaining Unit Return to Work MOU" from December 2020

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