MEMORANDUM OF UNDERSTANDING
BETWEEN
CARLSBAD UNIFIED SCHOOL DISTRICT
AND
CARLSBAD UNIFIED TEACHERS PROFESSIONAL ASSOCIATION (CUTA)

For the Period of August 20, 2020 Through September 21, 2020

1. The Carlsbad Unified School District and Carlsbad Unified Teachers Association enter into this Memorandum of Understanding regarding issues related to the COVID-19 Pandemic.

2. All articles of the Collective Bargaining Agreement remain in full force and effect unless otherwise modified by this or subsequent agreement.

3. All instruction for the period of August 20, 2020 through September 21, 2020 shall be provided remotely.

4. Unit members are encouraged to work from their assigned classroom/work space. Employees who choose to work remotely must complete a Telework Agreement attesting that the unit member has adequate technology resources (ex: internet bandwidth) and a safe space from which to work.

5. Unit members electing to work on site must follow all established safety protocols including ensuring adequate physical spacing, the wearing of cloth face coverings, frequent hand washing/sanitation and submitting to a health screening prior to entering campus. Only staff may be present on campus.

6. Should a member begin to feel ill while on campus, they shall report their symptoms to their supervisor and return to their home.

7. Staff who have had documented contact with a carrier of COVID-19 shall not enter campus, and work remotely for no fewer than fourteen (14) days or until cleared by a health official.

8. Staff shall only enter their assigned classroom and shall not congregate in common areas such as staff lounges. There should be no expectation that classrooms will be cleaned on an increased frequency.
9. Professional Development and Staff Meetings will be held virtually. Article 7.3 requiring the advance scheduling of staff meetings for the year is suspended. However, staff must be given 48 hours advance notice before any staff meetings lasting longer than ten (10) minutes.

10. Work days prior to the first instructional day, and the January 4, 2020 Professional Development Day may be re-allocated as necessary.

11. Unit members will also be given an uninterrupted day upon return to in-person instruction set up their classrooms.

12. Members shall be responsible for planning and delivering appropriate essential standards-based instruction, responding to parents and students in a timely manner, supporting diverse learners, building rapport and connections with students, regularly monitoring student work completion and participation, providing students feedback, and reporting non-participation to the site administrator for additional outreach and follow up.

13. Members shall develop and post a syllabus (secondary) or class expectations and information sheet (elementary) with information on accessing the teacher’s Distance Learning Platform (Google Classroom), contact information, grading policy/standard-based grading guidelines, and where assignments can be found.

14. Work schedules for traditional schools shall be as articulated here.

15. Instructional Expectations for Remote Learning 2.0 may be found here.

16. All Special Education Assessments for the period of August 20, 2020 through September 21, 2020 shall be provided remotely.

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Nicholas Levitt
Rick Grove, CUSD
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