Memorandum of Understanding
between
Solvang Federation of Teachers and Solvang School District

The Solvang School District (“District”) and Solvang Federation of Teachers (“SFT”) enter into this Memorandum of Understanding (“MOU”) as a result of Distance Learning and Hybrid Learning necessitated due to the Coronavirus pandemic.

Recognizing that this is an unprecedented situation and that we are in this together, the parties have come to this agreement for the purpose of the 2020-2021 school year. The parties have sought solutions oriented approaches to dealing with the health risks associated with the Coronavirus pandemic and the challenges these risks pose to normal operations.

District and SFT agree to the following:

1. State and County public health guidance will be followed as outlined in the Solvang School COVID-19 Prevention Plan (Attestation Document). The District and SFT recognize that this document may need to be modified in response to evolving scientific understanding of COVID-19 best practices and to optimize safe school operations. Any changes to this document after the signing of this MOU will be discussed and agreed upon by both parties.

2. During Distance Learning, teachers may choose to work from school or home if meeting the guidelines outlined in the email communication titled “Teach from Home or Classroom”.

3. Teachers will conduct instruction using the Distance Learning schedules or Hybrid Learning schedules based on the relevant model in place at the time.

4. During Distance Learning, teachers may have their own children on campus if meeting the guidelines outlined in the email communication titled “Agreement - Staff Children on Campus”.

5. In-person meetings shall be minimized during the pandemic (including but not limited to, staff meetings, 504s, IEPs, SSTs, professional development, committee meetings, parent meetings, and parent-teacher conferences). All meetings shall be held virtually, as practicable.

6. If county public health conditions allow for a return of students to campus in a Hybrid Learning model, the District and SFT will meet to discuss working conditions under the public health guidance present at that time and will continue to evaluate working conditions if State or County public health guidance changes.

7. In order to promote social distancing and establish conditions that minimize the possible spread of COVID-19, all reasonable efforts, in conjunction with public health guidance, will be made to keep cohort sizes at no more than 16 students in the Hybrid Learning Model.
8. Teachers will not be assigned to monitor ingress and egress locations, unless there is no other reasonable alternative. However, TK through 2nd grade teachers will monitor their own students to their egress locations at dismissal. There will continue to be a rotating schedule for after-school crosswalk duty for 3rd through 8th grade teachers in accordance with past practice.

9. The District agrees to fully comply with the Families First Coronavirus Relief Act.

10. Every attempt will be made to hold weekly Reboot Collaboration meetings so that professional communication among stakeholders remains open.

11. Teacher Expectations for handling daily/weekly interactions with students in the Purple group are as follows:
   a. Lower Campus (TK-5): There will be a mandatory weekly minimum of 150 synchronous/live interaction minutes with these students. Any other synchronous/live interaction time should be consistent within grade levels, with flexibility based on the differing needs of grade levels.
   b. Upper Campus (6-8): There will be a mandatory weekly minimum of 150 synchronous/live interaction minutes with these students. Any other synchronous/live interaction time should be consistent within subjects areas, with flexibility based on the differing needs of subject areas.

12. Teachers may establish personal safety routines within their own classroom that allow them to protect their own health and the health of their families. This may involve limiting their own movements within the classroom as long as these limits are consistent with effective teaching and maintaining the safety of their students.

13. All provisions of this MOU are subject to the negotiated grievance procedure in the CBA. Both parties will make every effort to expedite and resolve concerns at the informal level.

All components of the current Collective Bargaining Agreement between the District and SFT not addressed by the terms of this agreement shall remain in full effect. This agreement is a non-precedent setting agreement.

This MOU shall expire in full on June 30, 2021 unless extended by mutual agreement.

[Signatures]
Lance Campa
Solvang Federation of Teachers
Date

[Signatures]
Eli Dunkle
Solvang Federation of Teachers
Date

[Signatures]
John Ferral
Solvang School District
Date