

**MEMORANDUM OF UNDERSTANDING AMENDMENT
BETWEEN PASADENA UNIFIED SCHOOL DISTRICT
AND UNITED TEACHERS OF PASADENA**

**HYBRID SIMULTANEOUS MODEL SCHOOL REOPENING DURING COVID-19
PANDEMIC**

December 4, 2020

The Pasadena Unified School District ("District") and United Teachers of Pasadena ("Association") (hereinafter collectively referred to as "Parties") enter into this Memorandum of Understanding ("MOU") amendment regarding schools reopening during the coronavirus ("COVID-19") pandemic.

The parties have determined to amend particular provisions of the Hybrid Simultaneous MOU dated November 10, 2020, as the result of directions from the Los Angeles County Office of Public Health and/or an Executive Order from Governor Newsom.

The District and Association agree to amend Items 2c-ii, 3d-ii, and 12 of the Hybrid Simultaneous MOU dated November 10, 2020, as follows:

1. Instructional minutes for Early Childhood Programs (ECP) shall be 180 minutes per session with two sessions per day and shall include daily live synchronous instruction three days per week. The first session start time shall be 8:00 a.m. and dismissal time 11:00 a.m., and the second session start time shall be 12:00 p.m. and dismissal time 3:00 p.m. Monday-Friday.
2. For ECP, the Hybrid Simultaneous Model workday shall begin and end 7:30 a.m. – 3:30 p.m.
3. No later than five (5) working days after the Safer at Home Order issued by the Governor of California has been lifted, the parties shall determine the dates when unit members shall be permitted to conduct three (3) days of Asynchronous Instruction to prepare classrooms for social distancing requirements. The District shall provide assistance in moving a unit member's District property/materials prior to the reopening of school sites.

If the conditions of the pandemic allow for transition to Tier Three as approved by the Board of Education, the following actions shall occur:

- a. Unit members will return to work locations ten (10) working days following preparation of the classrooms.
- b. Distance Learning for students will continue until five (5) working days after teachers have returned as prescribed in subsection (a) above.

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- c. During the Week of January 4, 2021, unit members shall not be required to conduct office hours with students (as scheduled in Distance Learning).**
- 4. If the Public Health agencies and the Board of Education determine the conditions of the pandemic do not allow for transition to Tier Three, Distance Teaching and Learning shall remain the instructional model.**
 - 5. Parties agree that the terms and conditions of this MOU amendment shall be subject to Article V, Grievance Procedure, of the Collective Bargaining Agreement.**
 - 6. The provisions of this MOU amendment are effective immediately upon completion of the signatures from both parties.**
 - 7. All other provisions of the MOU dated November 10, 2020, shall remain in full force and effect.**

Dated: December 4, 2020

UNITED TEACHERS OF PASADENA

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Allison Steppes

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Allison Steppes, Ed.D., President

DocuSigned by:

Alvin Nash

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Alvin Nash, Bargaining Chairperson

Dated: December 4, 2020

PASADENA UNIFIED SCHOOL DISTRICT

DocuSigned by:

Steve Miller

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Steve Miller, Ed.D., Chief Human Resources Officer