

MEMORANDUM OF UNDERSTANDING
between the
LODI UNIFIED SCHOOL DISTRICT
and
LODI EDUCATION ASSOCIATION OF TEACHERS

(Impact and Effects of Mandatory Distance Learning)

This Memorandum of Understanding ("MOU") is agreed to between the Lodi Unified School District ("District") and the Lodi Education Association ("LEA") concerning the District's determinations in response to the coronavirus (COVID-19) pandemic that impacts certificated working conditions in the 2020/2021 school year as it relates to Mandatory Distance Learning.

RECITALS

1. The platform for student instruction during the 2020/2021 school year is fluid and depends upon mandates and guidelines issued by Federal, State and County authorities. The District will continue to follow the guidance/recommendations of the San Joaquin County Public Health Officer (SJCPHO).
2. The Parties acknowledge that the District has the following continuing obligations to maintain and implement:
 - a. Existing District Policies/Procedures;
 - b. Americans with Disabilities Act and Fair Employment & Housing Act;
 - c. HR 6201;
 - d. OSHA/Cal OSHA;
 - e. LEA Collective Bargaining Agreement;
 - f. District Safety Committee, where all employees are represented; and
 - g. An appropriate Injury & Illness Prevention Plan, as required.
3. For any items not already covered within these existing policies/procedures, the District agrees to the following terms and conditions.

TERMS

1. To the extent that this MOU conflicts with the CBA or District policy, this MOU will prevail.
2. The District will start the school year in full distance learning. This shall continue through at least the end of the first quarter.
3. **Leaves:** See Recitals
4. **Evaluations:** See Recitals
5. **Special Education:** See Recitals

mm 

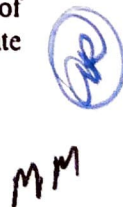
6. Mandatory Distance Learning

- a. Unit members will be available to communicate with parents and students during their normal contract day.
- b. The minute values of the independent work assignments will be determined by the teacher.
- c. Elementary Music and PE teachers will prepare distance learning activities in conjunction with the classroom teacher that will be included in the daily instructional minutes.

7. Optional Distance Learning: To be bargained in a subsequent MOU.

8. Safety:

- a. The District will ensure that all classrooms, restrooms, cafeterias, and workspaces are cleaned and disinfected, as necessary, including but not limited to desks, tables, doorknobs, light switches, faucets, sinks, toilets, and other high touch fixtures using appropriate disinfectant.
- b. Onsite gatherings will be held in accordance with the recommendations according to the SJCPHO.
- c. The District will provide appropriate physical distancing in accordance with the guidelines provided by SJCPHO.
- d. To the extent possible, the District will not require in-person staff meetings parent/teacher conferences/meetings/IST's/IEPs and professional development until the District can ensure appropriate physical distance between all attendees.
- e. Unit members will wear facial coverings in accordance with SJCPHO guidelines. Unit members who present medical verification of their inability to wear a mask will wear a face shield and neck drape (tucked into the shirt). The District will provide one face covering (or shield where appropriate) prior to the first teacher workday.
- f. Hand Washing and Sanitizing
 - 1) Hand sanitizer will be provided in all work spaces.
 - 2) Portable hand washing stations will be provided.
 - 3) Hand washing/sanitizing supplies noted above or otherwise provided will be checked and restocked regularly.
- g. Unit members will be provided appropriate safety training applicable to current health conditions, at a time scheduled by their immediate supervisor. Upon completion of the training, unit members will receive a stipend equal to one hour at their base rate of pay.

A blue circular stamp with a signature inside, and the letters 'MM' handwritten in black ink below it.

- h. LUSD will work with our HVAC professionals to ensure that HVAC systems are functioning properly, maximize air exchanges per hour, maximize outdoor air, and are maintained according to the manufacturer's recommendations.
- i. Through posted signage, students, employees, and visitors will be encouraged to wash their hands or use hand sanitizer upon entering District sites and every time a classroom is entered.
- j. The guidelines provided by SJCPHO will be followed when working with visitors with symptom consistent with COVID-19.
- k. District agrees to notify LEA Chapter President/Designee, in accordance with directives from SJCPHO, when it learns of any COVID 19 Infection or Exposure.
- l. The supply of any item in this MOU is subjected to the market supply.

9. Professional Development

- a. The Parties agree to the teacher work year calendar as set forth in Attachment A. This modified work calendar shall provide unit members with five additional paid days in which to prepare for the 2020/21 school year. The additional days are for use at the unit member's discretion and shall be paid at the per diem rate.
- b. Unit members will have professional development made available to them on the use of technology and the delivery of instruction via distance learning. Professional development will take place virtually throughout the implementation of distance learning. Professional development will be optional to allow unit members to select professional development that most suits their needs. Information regarding training opportunities will be communicated with all bargaining unit members via email.

10. Early Retirement Health Benefit

Pursuant to CBA XVIII., Early Retirement Health Benefit are available to eligible employees. Based upon these unprecedented times, on a one-time non-precedent setting basis, the District agrees to allow employees to retire with ERHB who:

- a) Have met all eligibility requirements, with the exception of criteria (5) and (7); and
- b) Submit their resignation form/letter to the Personnel Director not later than 4:00 p.m. July 27, 2020; and
- c) Retire not later than July 27, 2020.

11. General:

- a. All components of the current CBA between LEA and District not addressed by the terms of this MOU will remain in full effect until June 30, 2021 unless both parties agree to an extension.

- b. This MOU resolves the negotiable impacts and effects the Mandatory Distance Learning Program for the 2020/2021 school year. Negotiations on remaining educational platforms are ongoing.

FOR THE LODI EDUCATION
ASSOCIATION

By: Amiee Ramsower

Date: July 18, 2020

FOR THE LODI UNIFIED
SCHOOL DISTRICT

By: Mark McKelly

Date: July 18, 2020

1305 E. Vine St., Lodi, CA 95240
Lodi: (209) 331-7000
Stockton: (209) 953-8111

2023	JULY	AUGUST	SEPTEMBER	OCTOBER
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28				
29				
30				
31				

NOVEMBER																															DECEMBER																															JANUARY 2021																															FEBRUARY																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30																																																																

[illegible]

NEW SCHOOL YEAR BEGINS FOR STUDENTS		August 2, 2020
Modified Traditional (MT)		A
Joe Serna, Jr. Charter (CH)		A
Madra College High School (MCHS)		A

LEGAL AND BOARD-DESIGNATED STUDENT INSTRUCTIONAL YEAR HOLIDAYS			
Sept. 7, 2020	2020	2021	New York holiday
	Sept. 7, 2020	Sept. 7, 2021	
	Sept. 14, 2020	Sept. 14, 2021	
	Sept. 21, 2020	Sept. 21, 2021	
	Sept. 28, 2020	Sept. 28, 2021	
	Oct. 5, 2020	Oct. 5, 2021	
	Oct. 12, 2020	Oct. 12, 2021	
	Oct. 19, 2020	Oct. 19, 2021	
	Oct. 26, 2020	Oct. 26, 2021	
	Nov. 2, 2020	Nov. 2, 2021	
	Nov. 9, 2020	Nov. 9, 2021	
	Nov. 16, 2020	Nov. 16, 2021	
	Nov. 23, 2020	Nov. 23, 2021	
	Nov. 30, 2020	Nov. 30, 2021	
	Dec. 7, 2020	Dec. 7, 2021	
	Dec. 14, 2020	Dec. 14, 2021	
	Dec. 21, 2020	Dec. 21, 2021	
	Dec. 28, 2020	Dec. 28, 2021	
	Jan. 4, 2021	Jan. 4, 2022	
	Jan. 11, 2021	Jan. 11, 2022	
	Jan. 18, 2021	Jan. 18, 2022	
	Jan. 25, 2021	Jan. 25, 2022	
	Feb. 1, 2021	Feb. 1, 2022	
	Feb. 8, 2021	Feb. 8, 2022	
	Feb. 15, 2021	Feb. 15, 2022	
	Feb. 22, 2021	Feb. 22, 2022	
	Mar. 1, 2021	Mar. 1, 2022	
	Mar. 8, 2021	Mar. 8, 2022	
	Mar. 15, 2021	Mar. 15, 2022	
	Mar. 22, 2021	Mar. 22, 2022	
	Mar. 29, 2021	Mar. 29, 2022	
	Apr. 5, 2021	Apr. 5, 2022	
	Apr. 12, 2021	Apr. 12, 2022	
	Apr. 19, 2021	Apr. 19, 2022	
	Apr. 26, 2021	Apr. 26, 2022	
	May 3, 2021	May 3, 2022	
	May 10, 2021	May 10, 2022	
	May 17, 2021	May 17, 2022	
	May 24, 2021	May 24, 2022	
	May 31, 2021	May 31, 2022	
	Jun. 7, 2021	Jun. 7, 2022	
	Jun. 14, 2021	Jun. 14, 2022	
	Jun. 21, 2021	Jun. 21, 2022	
	Jun. 28, 2021	Jun. 28, 2022	
	Jul. 5, 2021	Jul. 5, 2022	
	Jul. 12, 2021	Jul. 12, 2022	
	Jul. 19, 2021	Jul. 19, 2022	
	Jul. 26, 2021	Jul. 26, 2022	
	Aug. 2, 2021	Aug. 2, 2022	
	Aug. 9, 2021	Aug. 9, 2022	
	Aug. 16, 2021	Aug. 16, 2022	
	Aug. 23, 2021	Aug. 23, 2022	
	Aug. 30, 2021	Aug. 30, 2022	
	Sep. 6, 2021	Sep. 6, 2022	
	Sep. 13, 2021	Sep. 13, 2022	
	Sep. 20, 2021	Sep. 20, 2022	
	Sep. 27, 2021	Sep. 27, 2022	
	Oct. 4, 2021	Oct. 4, 2022	
	Oct. 11, 2021	Oct. 11, 2022	
	Oct. 18, 2021	Oct. 18, 2022	
	Oct. 25, 2021	Oct. 25, 2022	
	Nov. 1, 2021	Nov. 1, 2022	
	Nov. 8, 2021	Nov. 8, 2022	
	Nov. 15, 2021	Nov. 15, 2022	
	Nov. 22, 2021	Nov. 22, 2022	
	Nov. 29, 2021	Nov. 29, 2022	
	Dec. 6, 2021	Dec. 6, 2022	
	Dec. 13, 2021	Dec. 13, 2022	
	Dec. 20, 2021	Dec. 20, 2022	
	Dec. 27, 2021	Dec. 27, 2022	
	Jan. 3, 2022	Jan. 3, 2023	
	Jan. 10, 2022	Jan. 10, 2023	
	Jan. 17, 2022	Jan. 17, 2023	
	Jan. 24, 2022	Jan. 24, 2023	
	Jan. 31, 2022	Jan. 31, 2023	
	Feb. 7, 2022	Feb. 7, 2023	
	Feb. 14, 2022	Feb. 14, 2023	
	Feb. 21, 2022	Feb. 21, 2023	
	Feb. 28, 2022	Feb. 28, 2023	
	Mar. 6, 2022	Mar. 6, 2023	
	Mar. 13, 2022	Mar. 13, 2023	
	Mar. 20, 2022	Mar. 20, 2023	
	Mar. 27, 2022	Mar. 27, 2023	
	Apr. 3, 2022	Apr. 3, 2023	
	Apr. 10, 2022	Apr. 10, 2023	
	Apr. 17, 2022	Apr. 17, 2023	
	Apr. 24, 2022	Apr. 24, 2023	
	May 1, 2022	May 1, 2023	
	May 8, 2022	May 8, 2023	
	May 15, 2022	May 15, 2023	
	May 22, 2022	May 22, 2023	
	May 29, 2022	May 29, 2023	
	Jun. 5, 2022	Jun. 5, 2023	
	Jun. 12, 2022	Jun. 12, 2023	
	Jun. 19, 2022	Jun. 19, 2023	
	Jun. 26, 2022	Jun. 26, 2023	
	Jul. 3, 2022	Jul. 3, 2023	
	Jul. 10, 2022	Jul. 10, 2023	
	Jul. 17, 2022	Jul. 17, 2023	
	Jul. 24, 2022	Jul. 24, 2023	
	Jul. 31, 2022	Jul. 31, 2023	
	Aug. 7, 2022	Aug. 7, 2023	
	Aug. 14, 2022	Aug. 14, 2023	
	Aug. 21, 2022	Aug. 21, 2023	
	Aug. 28, 2022	Aug. 28, 2023	
	Sep. 4, 2022	Sep. 4, 2023	
	Sep. 11, 2022	Sep. 11, 2023	
	Sep. 18, 2022	Sep. 18, 2023	
	Sep. 25, 2022	Sep. 25, 2023	
	Oct. 2, 2022	Oct. 2, 2023	
	Oct. 9, 2022	Oct. 9, 2023	
	Oct. 16, 2022	Oct. 16, 2023	
	Oct. 23, 2022	Oct. 23, 2023	
	Oct. 30, 2022	Oct. 30, 2023	
	Nov. 6, 2022	Nov. 6, 2023	
	Nov. 13, 2022	Nov. 13, 2023	
	Nov. 20, 2022	Nov. 20, 2023	
	Nov. 27, 2022	Nov. 27, 2023	
	Dec. 4, 2022	Dec. 4, 2023	
	Dec. 11, 2022	Dec. 11, 2023	
	Dec. 18, 2022	Dec. 18, 2023	
	Dec. 25, 2022	Dec. 25, 2023	
	Jan. 1, 2023	Jan. 1, 2024	
	Jan. 8, 2023	Jan. 8, 2024	
	Jan. 15, 2023	Jan. 15, 2024	
	Jan. 22, 2023	Jan. 22, 2024	
	Jan. 29, 2023	Jan. 29, 2024	
	Feb. 5, 2023	Feb. 5, 2024	
	Feb. 12, 2023	Feb. 12, 2024	
	Feb. 19, 2023	Feb. 19, 2024	
	Feb. 26, 2023	Feb. 26, 2024	
	Mar. 5, 2023	Mar. 5, 2024	
	Mar. 12, 2023	Mar. 12, 2024	
	Mar. 19, 2023	Mar. 19, 2024	
	Mar. 26, 2023	Mar. 26, 2024	
	Apr. 2, 2023	Apr. 2, 2024	
	Apr. 9, 2023	Apr. 9, 2024	
	Apr. 16, 2023	Apr. 16, 2024	
	Apr. 23, 2023	Apr. 23, 2024	
	Apr. 30, 2023	Apr. 30, 2024	
	May 7, 2023	May 7, 2024	
	May 14, 2023	May 14, 2024	
	May 21, 2023	May 21, 2024	
	May 28, 2023	May 28, 2024	
	Jun. 4, 2023	Jun. 4, 2024	
	Jun. 11, 2023	Jun. 11, 2024	
	Jun. 18, 2023	Jun. 18, 2024	
	Jun. 25, 2023	Jun. 25, 2024	
	Jul. 2, 2023	Jul. 2, 2024	
	Jul. 9, 2023	Jul. 9, 2024	
	Jul. 16, 2023	Jul. 16, 2024	
	Jul. 23, 2023	Jul. 23, 2024	
	Jul. 30, 2023	Jul. 30, 2024	
	Aug. 6, 2023	Aug. 6, 2024	
	Aug. 13, 2023	Aug. 13, 2024	
	Aug. 20, 2023	Aug. 20, 2024	
	Aug. 27, 2023	Aug. 27, 2024	
	Sep. 3, 2023	Sep. 3, 2024	
	Sep. 10, 2023	Sep. 10, 2024	
	Sep. 17, 2023	Sep. 17, 2024	
	Sep. 24, 2023	Sep. 24, 2024	
	Oct. 1, 2023	Oct. 1, 2024	
	Oct. 8, 2023	Oct. 8, 2024	
	Oct. 15, 2023	Oct. 15, 2024	
	Oct. 22, 2023	Oct. 22, 2024	
	Oct. 29, 2023	Oct. 29, 2024	
	Nov. 5, 2023	Nov. 5, 2024	
	Nov. 12, 2023	Nov. 12, 2024	
	Nov. 19, 2023	Nov. 19, 2024	
	Nov. 26, 2023	Nov. 26, 2024	
	Dec. 3, 2023	Dec. 3, 2024	
	Dec. 10, 2023	Dec. 10, 2024	
	Dec. 17, 2023	Dec. 17, 2024	
	Dec. 24, 2023	Dec. 24, 2024	
	Dec. 31, 2023	Dec. 31, 2024	
	Jan. 7, 2024	Jan. 7, 2025	
	Jan. 14, 2024	Jan. 14, 2025	
	Jan. 21, 2024	Jan. 21, 2025	
	Jan. 28, 2024	Jan. 28, 2025	
	Feb. 4, 2024	Feb. 4, 2025	
	Feb. 11, 2024	Feb. 11, 2025	
	Feb. 18, 2024	Feb. 18, 2025	
	Feb. 25, 2024	Feb. 25, 2025	
	Mar. 4, 2024	Mar. 4, 2025	
	Mar. 11, 2024	Mar. 11, 2025	
	Mar. 18, 2024	Mar. 18, 2025	
	Mar. 25, 2024	Mar. 25, 2025	
	Apr. 1, 2024	Apr. 1, 2025	
	Apr. 8, 2024	Apr. 8, 2025	
	Apr. 15, 2024	Apr. 15, 2025	
	Apr. 22, 2024	Apr. 22, 2025	
	Apr. 29, 2024	Apr. 29, 2025	
	May 6, 2024	May 6, 2025	
	May 13, 2024	May 13, 2025	
	May 20, 2024	May 20, 2025	
	May 27, 2024	May 27, 2025	
	Jun. 3, 2024	Jun. 3, 2025	
	Jun. 10, 2024	Jun. 10, 2025	
	Jun. 17, 2024	Jun. 17, 2025	
	Jun. 24, 2024	Jun. 24, 2025	
	Jul. 1, 2024	Jul. 1, 2025	
	Jul. 8, 2024	Jul. 8, 2025	
	Jul. 15, 2024	Jul. 15, 2025	
	Jul. 22, 2024	Jul. 22, 2025	
	Jul. 29, 2024	Jul. 29, 2025	
	Aug. 5, 2024	Aug. 5, 2025	
	Aug. 12, 2024	Aug. 12, 2025	
	Aug. 19, 2024	Aug. 19, 2025	
	Aug. 26, 2024	Aug. 26, 2025	
	Sep. 2, 2024	Sep. 2, 2025	
	Sep. 9, 2024	Sep. 9, 2025	
	Sep. 16, 2024	Sep. 16, 2025	
	Sep. 23, 2024	Sep. 23, 2025	
	Sep. 30, 2024	Sep. 30, 2025	
	Oct. 7, 2024	Oct. 7, 2025	
	Oct. 14, 2024	Oct. 14, 2025	
	Oct. 21, 2024	Oct. 21, 2025	
	Oct. 28, 2024	Oct. 28, 2025	
	Nov. 4, 2024	Nov. 4, 2025	
	Nov. 11, 2024	Nov. 11, 2025	
	Nov. 18, 2024	Nov. 18, 2025	
	Nov. 25, 2024	Nov. 25, 2025	
	Dec. 2, 2024	Dec. 2, 2025	
	Dec. 9, 2024	Dec. 9, 2025	
	Dec. 16, 2024	Dec. 16, 2025	
	Dec. 23, 2024	Dec. 23, 2025	
	Dec. 30, 2024	Dec. 30, 2025	
	Jan. 6, 2025	Jan. 6, 2026	
	Jan. 13, 2025	Jan. 13, 2026	
	Jan. 20, 2025	Jan. 20, 2026	
	Jan. 27, 2025	Jan. 27, 2026	
	Feb. 3, 2025	Feb. 3, 2026	
	Feb. 10, 2025	Feb. 10, 2026	
	Feb. 17, 2025	Feb. 17, 2026	
	Feb. 24, 2025	Feb. 24, 2026	
	Mar. 3, 2025	Mar. 3, 2026	
	Mar. 10, 2025	Mar. 10, 2026	
	Mar. 17, 2025	Mar. 17, 2026	
	Mar. 24, 2025	Mar. 24, 2026	
	Mar. 31, 2025	Mar. 31, 2026	
	Apr. 7, 2025	Apr. 7, 2026	
	Apr. 14, 2025	Apr. 14, 2026	
	Apr. 21, 2025	Apr. 21, 2026	
	Apr. 28, 2025	Apr. 28, 2026	
	May 5, 2025	May 5, 2026	
	May 12, 2025	May 12, 2026	
	May 19, 2025	May 19, 2026	
	May 26, 2025	May 26, 2026	
	Jun. 2, 2025	Jun. 2, 2026	
	Jun. 9, 2025	Jun. 9, 2026	
	Jun. 16, 2025	Jun. 16, 2026	
	Jun. 23, 2025	Jun. 23, 2026	
	Jun. 30, 2025	Jun. 30, 2026	
	Jul. 7, 2025	Jul. 7, 2026	
	Jul. 14, 2025	Jul. 14, 2026	
	Jul. 21, 2025	Jul. 21, 2026	
	Jul. 28, 2025	Jul. 28, 2026	
	Aug. 4, 2025	Aug. 4, 2026	
	Aug. 11, 2025	Aug. 11, 2026	
	Aug. 18, 2025	Aug. 18, 2026	
	Aug. 25, 2025	Aug. 25, 2026	
	Sep. 1, 2025	Sep. 1, 2026	
	Sep. 8, 2025	Sep. 8, 2026	
	Sep. 15, 2025	Sep. 15, 2026	
	Sep. 22, 2025	Sep. 22, 2026	
	Sep. 29, 2025	Sep. 29, 2026	
	Oct. 6, 2025	Oct. 6, 2026	
	Oct. 13, 2025	Oct. 13, 2026	
	Oct. 20, 2025	Oct. 20, 2026	
	Oct. 27, 2025	Oct. 27, 2026	
	Nov. 3, 2025	Nov. 3, 2026	
	Nov. 10, 2025	Nov. 10, 2026	
	Nov. 17, 2025	Nov. 17, 2026	
	Nov. 24, 2025	Nov. 24, 2026	
	Dec. 1, 2025	Dec. 1, 2026	
	Dec. 8, 2025	Dec. 8, 2026	
	Dec. 15, 2025	Dec. 15, 2026	
	Dec. 22, 2025	Dec. 22, 2026	
	Dec. 29, 2025	Dec. 29, 2026	
	Jan. 5, 2026	Jan. 5, 2027	
	Jan. 12, 2026	Jan. 12, 2027	
	Jan. 19, 2026	Jan. 19, 2027	
	Jan. 26, 2026	Jan. 26, 2027	
	Feb. 2, 2026	Feb. 2, 2027	
	Feb. 9, 2026	Feb. 9, 2027	
	Feb. 16, 2026	Feb. 1	

JOE BERNA, JR. CHAPTER SATURDAY SCHOOL
August & February
48 Planning and Development Days for Teachers
July & January

MT MINIMUM DAYS	
Common Planning Days (C)	K-12 Students
Assessment Collaboration (A) Days K-8 Students	
Add'l and Minimum Days = December 18, 2020 and June 4, 2021 for all K-13 students	

Instructional Teacher Work Days
Non-Instructional Teacher Work Days
Non-Instructional Days
Weekends
Holidays
Common Planning Days (K-12 minimum day)
Assessment Collaboration (K-6 minimum day)
Minimum Day (ALL Grades)
Elementary Minimum Day
Joe Serra Saturday School

Joe Serna Jr. Charter School and Middle College High School work years not yet established.

22