

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OXNARD SCHOOL DISTRICT
AND
THE OXNARD EDUCATORS ASSOCIATION
Addendum 1: Reopening MOU: COVID-19 PANDEMIC AND RETURN TO SCHOOL 2020-2021**

This Agreement was made and entered into this day March 10, 2021, by and between Oxnard School District ("District") and Oxnard Educators Association (OEA).

1. Oxnard School District and Oxnard Educators Association enter this Memorandum of Understanding regarding issues related to the COVID-19 Pandemic and the changes needed to reopen school safely for our students and staff. In preparation for the 2020-21 school year, the parties recognize the need to address the district's teaching and learning environment and instructional model given the continuing pandemic, the Oxnard School District ("District") and Oxnard Educators Association (OEA) collectively referred to as the "Parties" enter this Memorandum of Understanding ("MOU") regarding issues related to ("COVID -19 RETURN TO SCHOOL 2020-2021").
2. The Parties agree that this "Addendum 1: Reopening MOU" modifies the MOU titled "COVID-19 Pandemic and Return to School 2020-2021" signed and dated July 30, 2020 and modified March 10, 2021. The provisions in the MOU titled "COVID-19 Pandemic and Return to School 2020-2021" signed and dated July 30, 2020 and modified March 10, 2021 remain in effect except as modified herein. All other collective bargaining language remains applicable.
3. Both the District and OEA acknowledge and understand the uncertainty created by the COVID -19 Pandemic as it pertains to the District budget. Because of this uncertainty, the parties came to an agreement on a one-time compensation as a way to compensate employees for efforts during COVID-19 while keeping the District fiscally solvent and still having the required funds to protect the health and safety of District students and staff.
4. The District shall provide a 2% off schedule one time stipend based on the Certificated Non Management Salary Schedule for full time bargaining unit members and a \$200 one time stipend for ISPs in exchange for the following:
 - a. COVID-19 testing: Upon the commencement of Blended Instruction, all district employees are required by Ventura County Public Health to submit to and provide the results of periodic COVID-19 testing. The frequency of COVID-19 testing of employees is determined by Ventura County Public Health and shall continue through the 2021-2022 school year or the pandemic has been determined to be no longer a threat. COVID-19 testing shall be conducted outside of the unit members work hours.
 - b. OEA agrees to provide in school instruction Blended (Hybrid) Model – During the 2020-21 school year and to address safety and health concerns arising out of the current COVID-19 pandemic, bargaining unit members in the blended model are expected to work daily with

students in-person and be available during their normal contractual work hours and five-day work weeks. The five-day work week (Monday through Friday) for all bargaining unit members in the hybrid model shall include four (4) days comprising mornings in-person instruction and afternoons distance learning (See the attached schedule.) Bargaining unit members may choose to work remotely each non-student day and/or at the conclusion of the in-person student instructional day, absent other professional responsibilities, and one (1) day per week with student instruction provided only through distance learning.

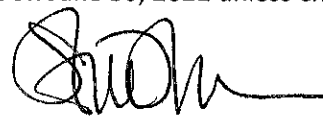
- c. When students are not present on campus, instruction will be delivered via synchronous and asynchronous instruction. In order to provide students and parents with consistency and to avoid conflicts, live daily interaction shall be scheduled during the same times each day.
- d. Daily live in person instruction will be provided with bargaining unit members and peers will be for the purposes of instruction, progress monitoring, and school connectedness. (SB 98)
- e. A phased return to in person instruction/hybrid model shall follow the timeline below to allow for staffing, access to vaccinations, and contact tracing purposes. In order to prepare for in person instruction while continuing Distance Learning. Live daily interaction (synchronous) for general education will follow the Oxnard School District Instructional Plan. Daily live interaction for students may follow the recommended minutes below:

Phase(s)	Description	Timeline
1	SIP DAY	March 22, 2021
2	All SDC TK/K- 5, Autism Program /DHH, 3-5 Newcomer	March 23, 2021
3	TK/K-3rd Gen Ed	April 12, 2021
4	4 th -6 th Gen Ed	April 19, 2021
5	7 th -8 th Gen Ed	April 22, 2021

5. Distance Learning- During the 2020-21 school year and to address safety and health concerns arising out of the current COVID pandemic, families may choose distance learning only for their students. The five- day work week (Monday through Friday) for all bargaining unit members in this model shall include both synchronous and asynchronous teaching and will follow the schedules in this MOU (Instructional Schedules) The contract work day for all unit members will adhere to the current contract language.

This MOU shall expire in full without precedent on June 30, 2021 unless extended by mutual written agreement of the Parties.

Dr. Victor M. Torres, Asst Supt, HR Date
Oxnard School District



Stacie Thurman, President
Oxnard Educators Association

3/11/21

Date

To maximize student engagement, opportunities for support and feedback, and ultimately student academic success, the following schedule shall be applied to all Elementary Schools in Distance Learning for the remainder of the 2020-2021 school year.

**Hybrid Learning Schedule
Elementary (TK-5th)**

Time	Monday	Tuesday	Wednesday	Thursday	Friday	Considerations
8:00- 8:30	Protected Planning	Protected Planning	Protected Planning	Protected Planning	Protected Planning	*Teachers may teach concurrently Time will be consistent daily. Example: 8:45-9:15 10:00-10:30 This will not substitute the synchronous instruction time. If this model is selected, synchronous instruction must be used for small group instruction. *DLI teaming alternate days *SB 98 Focus areas English Language Arts, Mathematics, and English Language Development
8:30-8:45	Support Supervision	Support Supervision	Check In with all students 9:00-9:30 minimum 9:30-10:00 Small Group	Support Supervision	Support Supervision	
8:45-11:15	In Person	In Person		In Person	In Person	
11:15 – 11:30	Grab and Go Lunch	Grab and Go Lunch		Grab and Go Lunch	Grab and Go Lunch	
11:30-12:10	Lunch	Lunch	Lunch	Lunch	Lunch	
12:10- 12:30	Attendance/ Engagement	Attendance/ Engagement		Attendance/ Engagement	Attendance/ Engagement	
12:30-2:30	Synch Distance	Synch Distance		Synch Distance	Synch Distance	
Asynchronous Instruction To meet required minutes for SB 98 by grade level	Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	
2:30-4:00	Planning, PLC's, IEP's, SSTS, COST Wednesday Staff Meeting 3:00-4:00					

Hybrid Learning Schedule/General Education/Grades 6 – 8					
Period/Day	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 – 8:30	Protected Planning	Protected Planning	Virtual Learning day for All	Protected Planning	Protected Planning
8:30	Duty Day Begins	Duty Day Begins		Duty Day Begins	Duty Day Begins
8:45-9:30 Hybrid Learning In-person	Period 1	Period 4	Check In Periods 1,2,3, 9:00-9:30 1.2.3 Check In 4,5,6 9:30-10:00 Student Response 3 pm	Period 1	Period 4
9:35-10:20 Hybrid Learning In-person	Period 2	Period 5		Period 2	Period 5
10:25 – 11:10 Hybrid Learning In-person	Period 3	Period 6		Period 3	Period 6
9:00-11:15	Asynch Distance Learners Teacher assigned: Lexia for ELA, ST Math, MyOn, AR			Asynch Distance Learners Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	
11:15-12:00	Attendance, Canvas Building	Attendance, Canvas Building		Attendance, Canvas Building	Attendance, Canvas Building
1:00-2:45	Asynch Distance Learners Teacher assigned: Lexia for ELA, ST Math, MyOn, AR			Asynch Distance Learners Teacher assigned: Lexia for ELA, ST Math, MyOn, AR	
12:00-12:30	Lunch				
12:30-1:10	Period 1- Distance Learning	Period 4- Distance Learning		Period 1- Distance Learning	Period 4- Distance Learning
1:15-1:55	Period 2- Distance Learning	Period 5 - Distance Learning		Period 2- Distance Learning	Period 5 – Distance Learning
2:00-2:40	Period 3- Distance Learning	Period 6- Distance Learning		Period 3- Distance Learning	Period 6- Distance Learning
2:40-3:20	Singleton ELD* (1-3)	Singleton ELD* (4-6)		Singleton ELD* (1-3)	Singleton ELD* (4-6)
2:30-4:00	Planning, PLC's, IEP's, SSTs, COST				
			Staff Mtg 3:00-4:00		

*Singleton ELD is for teachers with a single period of ELD

Hybrid Learning Schedule Special Education TK-5th

Period/Day	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 – 8:30	Teacher Planning	Teacher Planning	Teacher Planning	Teacher Planning	Teacher Planning
8:30 – 8:45	Duty Day Begins	Duty Day Begins		Duty Day Begins	Duty Day Begins
8:45- 11:15 (2.5 hours)	Hybrid Learning In-person 2.5 hours Distance Learning (Synchronous 1 hour, Asynchronous 1.5 hours)**	Hybrid Learning In-person 2.5 hours Distance Learning (Synchronous 1 hour, Asynchronous 1.5 hours)**	Distance Learning (9-11) (Synchronous 2 hours, Whole Group Asynchronous 2 hours)	Hybrid Learning In-person 2.5 hours Distance Learning (Synchronous 1 hour, Asynchronous 1.5 hours)**	Hybrid Learning In-person 2.5 hours Distance Learning (Synchronous 1 hour, Asynchronous 1.5 hours)**
11:15 – 11:30	Grab and Go Lunch	Grab and Go Lunch		Grab and Go Lunch	Grab and Go Lunch
11:30 – 12:10	Lunch	Lunch	Lunch	Lunch	Lunch
12:10-2:40 (2.5 hours)	Hybrid Learning (Asynchronous time 2.5 hours) Distance Learning (2.5 hours Synchronous time)	Hybrid Learning (Asynchronous time 2.5 hours) Distance Learning (2.5 hours Synchronous time)	Assessments, IEPs, other professional responsibilities	Hybrid Learning (Asynchronous time 2.5 hours) Distance Learning (2.5 Synchronous time)	Hybrid Learning (Asynchronous time 2.5 hours) Distance Learning (2.5 Synchronous time)
2:40 - 4:00	Teacher Planning	Teacher Planning	3:00-4:00 Staff Meeting	Teacher Planning	Teacher Planning
*Included in Asynchronous time: Lexia, ST Math,			**Synchronous 1 hour: is not optional, does not have to be consecutive, can involve para, must be consistent		