

**AMENDMENT NO. 3 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT AND  
MANTECA EDUCATORS' ASSOCIATION**

February 19, 2021

The Manteca Unified School District ("District") and the Manteca Educators' Association ("MEA") hereby enter into this Amendment No. 3 to the Memorandum of Understanding ("MOU") dated September 17, 2020.

The District and MEA recognize the continued impact COVID 19 has on public education and the working conditions of the employees. Furthermore, the Parties recognize the ongoing changes in guidance from Federal, State and Local government entities. This Amendment No. 3 is entered into to address new changes that have arisen since the execution of the September 17, 2020 MOU.

The District and MEA recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its teachers and staff. We recognize the importance of prudent measures to mitigate exposure to the coronavirus. We agree that continuity of District operations should be maintained, and provisions should be made for unit members who are impacted by the pandemic.

The District and MEA recognize that depending upon changes in the public health situation and governmental directives, during part or all of the 2020-21 school year the District will utilize distance learning, or in-person instruction, or different combinations of distance learning and in-person instruction. In furtherance of the District's implementing either distance learning, in-person instruction, or an appropriate hybrid model, this Amendment No. 3 to the MOU addresses the impact(s) on members and their assigned duties during the pandemic.

To these ends, the District and MEA agree as follows:

1. Athletics

- a. The District and MEA agree to the following considerations for athletics for the 20-21 school year:
  - i. Coaches must complete training on sports mitigation measures during COVID by assigned administrator before starting coaching students.
  - ii. Coaches that have been conditioning may continue to condition according to the MUSD guidelines and procedures.
  - iii. Coaches who have been conditioning with their athletes in the first half of the year shall be paid 50% of their stipend in February. Additionally, Coaches can receive another 50% of their sports stipend for conditioning the last half of the year or receive their entire stipend if they have not been

conditioning by participating in the modified sport season in accordance with the VOL League and CIF directives.

- iv. Head coaches not interested in coaching during the 20-21 school year will provide notice to the site administrator by February 20, 2021. During the subsequent year 2021-2022, the Coach choosing not to perform duties this season will be granted an interview for the position if the position is open.

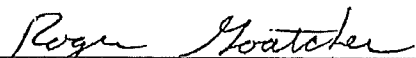
2. Adjunct Duties


- a. Teachers will only be required to perform support duties to ensure the operation of the sport/activity. Teachers will not be required to work the gate/take tickets, perform health screenings, or enforce physical distancing and mask wearing protocols during athletic events in the 20-21 school year.
  - i. Support duties would include:
    - 1. Timing at Swim meets
    - 2. Judges/Timers Track meets
    - 3. School site Committees/Advisors as needed
- b. Staff performing adjunct duties will be offered additional PPE such as N95 masks, face shield, and gloves.
- c. If conditions change in the county or new guidelines/regulations are rolled out, the District and MEA agree to meet to negotiate any potential impacts they may have.

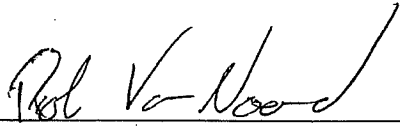
3. Outdoor Low Contact Sports

- a. Outdoor Low Contact Sports coaches may earn compensation at the student contact rate for coaching performed during and after support period (2:40pm-3:30pm)

This Amendment No. 3 to the September 17, 2020 MOU shall expire on June 30, 2021 unless extended or modified by mutual written agreement. Nothing in this Amendment No. 3 to the MOU shall be construed as establishing past practice or precedent.

  
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Roger Goatcher, Deputy Superintendent  
Manteca Unified School District

  
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Steve Grant, Lead Negotiator  
Manteca Educators' Association

  
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Rob Vannoord, President  
Manteca Educators' Association