

**AMENDMENT NO. 4 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT AND  
MANTECA EDUCATORS' ASSOCIATION**

March 30, 2021

The Manteca Unified School District ("District") and the Manteca Educators' Association ("MEA") hereby enter into this Amendment No. 4 to the Memorandum of Understanding ("MOU") dated September 17, 2020.

The District and MEA recognize the continued impact COVID 19 had on public education and the working conditions of the employees. 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 during phases 1 thru 3. We recognize the importance of prudent measures to mitigate exposure to the coronavirus.

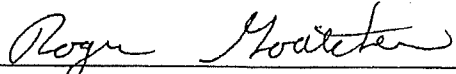
To these ends, the District and MEA agree as follows:

1. When the Board or their designee authorize a move to Phase 3, the District will implement a 4 day in-person and 1 day distance learning model in lieu of the "full five-day physical attendance (Phase3) model". This move to Phase 3 may be conducted in tiers by grade spans and/or grade levels.
2. Certificated unit members will be notified a minimum of three workdays before moving into Phase 3. One day of the three-day period shall be designated as time for site administration to meet with unit members for a maximum of 60 minutes, the remainder of the time being unencumbered preparation time for the unit member. Instruction to students will be designated as asynchronous during this day. If the designated day is a Wednesday, unit members may work from home as previously agreed.
3. In Phase 3, teachers will not be required to provide instruction using the hybrid model (A/B and/or AM/PM). If a student is absent due to illness, quarantine, or other reason, the teacher will provide make-up work for excused absences. If the entire class is quarantined and the teacher is not, the teacher will provide distance learning to the entire class during the quarantine period. Students that want to continue distance learning will need to utilize the COST process and Independent Study will be provided if deemed appropriate, otherwise students will need to attend in-person 4 day a week program.
4. During Phase 3 the elementary school day will follow an 8:00-2:10 schedule with students on campus. Staff will have the opportunity to complete their 7.5 onsite workday either before or after the instructional day while adhering to being on campus 15 minutes

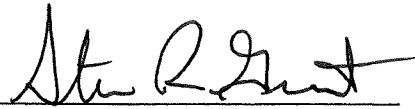
before student arrival and staying at least 15 minutes after dismissal. With the additional 50 minutes being before or after student instructional day. Members will need to notify administration of their regular schedule to adhere to safety protocols.

5. During Phase 3 the high school day will follow a 9:00-3:10 schedule with students on campus. Staff will have the opportunity to complete their 7.5 onsite workday either before or after the instructional day while adhering to being on campus 15 minutes before student arrival and staying at least 15 minutes after dismissal. With the additional 50 minutes being before or after student instructional day. Members will need to notify administration of their regular schedule to adhere to safety protocols. Administration will have site discretion in creating a bell schedule that includes the extra 30 minutes. The time can be added to the following areas:
  - Passing periods
  - Lunch
  - Instructional minutes
6. High school administration will make every effort to hold necessary staff meetings on Wednesdays during the school day for the remainder of the year. If it is not possible to hold a necessary staff meeting on a Wednesday, then administration may hold the meeting during the 8:15 to 9:00 time with 48 hours' notice to staff. Administration will not hold a staff meeting after regular school hours. (SST, COST, Parent, IEP meetings are not considered staff meetings)
7. Elementary school administration will make every effort to hold necessary staff meetings on Wednesdays during the school day for the remainder of the year. If it is not possible to hold a necessary staff meeting on a Wednesday, then administration may hold the meeting during the 2:15-3:00 time with 48 hours' notice to staff. Administration will not hold a staff meeting after regular school hours. (SST, COST, Parent, IEP meetings are not considered staff meetings)
8. The last week of school, high schools will utilize the following schedule:
  - a. May 24<sup>th</sup> Regular day - in person instruction
  - b. May 25-26 Finals (Finals to be given as Distance Learning and Teachers will be given the choice to work from home)
  - c. May 27-28 Minimum Days - in person instruction


This Amendment No. 4 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. 4 to the MOU shall be construed as establishing past practice or precedent.



Roger Goatcher, Deputy Superintendent  
Manteca Unified School District



Steve Grant, Lead Negotiator  
Manteca Educators' Association



Rob Vannoord, President  
Manteca Educators' Association