

**Memorandum of Understanding Between
Manteca Educators Association
and the Manteca Unified School District**

Employee Stipends

May 11, 2021

The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding a stipend for the 2020-2021 school year for those unit members who are in paid status at the end of the school year.

The global pandemic named Coronavirus 19 (COVID-19) has created an environment unlike previously experienced within the past century. The District and MEA staff have continued to be committed to students and families in providing essential educational services to the students in our community.

Acknowledging the health, welfare, and socio-emotional impacts of COVID on staff, families, and students, during the 2020-2021 school year, the District offered an Early Retirement incentive for those who chose to retire that equated up to 60% of one year's salary. The incentive was provided while the District saw unprecedented State budget deferrals of forty-six million nine hundred thousand dollars (\$46,900,000).

From the onset of COVID 19 and economic crisis, MUSD made staff and their employment a priority. Most importantly no employees were laid off or saw a reduction of hours/pay. The District did receive approximately twenty-three million dollars (\$23,000,000) from the State for PPE and COVID related expenditures to keep schools safe and open. The District appropriately dedicated those funds to providing the highest level of PPE and safety protocols in San Joaquin County/California to maintain safety as the highest priority for students and staff. The District developed and utilized electronic daily symptom check systems for students and staff to allow for contact tracing to be prioritized, hired additional staff for contact tracing, provided a dedicated committee to focus on COVID 19 protocols and contact tracing. The District purchased and placed ventilation Opti-Clean air scrubber units in every classroom and building in the District, removed drinking water fountains and replaced them with water bottle fill stations, provided additional handwashing stations on all facilities, purchased and installed outdoor tented areas for students/staff to utilize for lunch or instructional activities. Restricted visitors on campus and developed walking paths to reduce the potential for cross contamination. The District engaged in interactive dialogues with staff to allow for individualized support and accommodation. An on-going Data Tracking Dashboard for transparency in communication. Vaccination opportunities were provided for all staff. Additionally, the creation of a three-phase model of instruction allowed for the safest return to instruction for students under ever evolving conditions. In keeping in line with Board goals, the District and staff continue to stay student focused to offer robust educational programs to accelerate learning for all students. Despite these unprecedented times MEA members have risen to the challenge and as such:

1. The District and MEA agree to a two thousand three hundred fifty dollar (\$2350.00) one-time off salary schedule stipend. This amount will be prorated based on ten percent (10%) per month worked.
2. The District and MEA agree to a three hundred fifty dollar (\$350.00) one-time off schedule stipend to members who are fully vaccinated by June 30, 2021.
3. Items #1 and #2 will be paid out in July 2021.
4. This agreement shall be considered non precedent setting and shall not change or modify any existing components of the collective bargaining agreement or past memorandums of understandings regarding salary and/or health and welfare benefits.
5. The District and Manteca Educator's Association agree to a two year trial of an Early Release Wednesday Schedule. The purpose of this new schedule will be to provide staff development opportunities for elementary staff during Wednesdays for the 2021-22 and 2022-23 school years. The new schedule will develop a minimum day schedule where students will be released early to allow for certificated members to participate in professional development activities at the school sites or District Office. These minimum Wednesdays will not be considered flexible. These minimum days will be in addition to the current 10 flexible minimum days staff receive. The professional development activities will be organized to include at minimum:
 - o 10 Teacher directed PLC/Collaboration days/Teacher Planning
 - o 10 Site directed P.D. days
 - o 10 District directed P.D. days

With the utilization of the Early Release Wednesday schedule, site administration will make every effort to limit afterschool staff meetings throughout the month.

At the conclusion of the two year trial MEA and the District agree to meet by the end of February 2023 to determine the effectiveness of the ERW program.

The ten flexible minimum days for 2021-2022 are:

August 20, September 10, October 8, November 24, December 17, January 14, March 11, April 14, 29, May 27.

The ten flexible minimum days for 2022-23 are:

August 19, September 9, October 7, November 23, December 16, January 13, March 10, April 6, 28, May 26.

The parties agree that the dates listed may be altered or changed by mutual agreement.

The parties agree nothing in this MOU shall be construed as establishing past practice or precedent. This MOU is subject to approval by the District's Board of Trustees.

Dated: 5/11/2021

Steve R Grant

Steve Grant
Lead Negotiator, MEA

Rob Van Noord

Rob Van Noord
President, MEA

Dated: May 11, 2021

Roger Goatcher

Roger Goatcher
Deputy Superintendent