

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT  
AND  
SANTA MONICA-MALIBU CLASSROOM TEACHERS ASSOCIATION  
REGARDING  
REOPENING OF SCHOOLS FOR THE 2020-2021 SCHOOL YEAR  
IN LIGHT OF THE IMPACT OF THE COVID-19 PANDEMIC**

**Addendum #10 – Secondary Hybrid Model**

March 23, 2021

The **Santa Monica-Malibu Unified School District** (“District”) and the **Santa Monica-Malibu Classroom Teachers Association** (“Association”), collectively referred to as “the Parties,” entered into a Memorandum of Understanding (“MOU”) regarding the reopening of schools for the 2020 - 2021 school year in light of the impact of the COVID-19 pandemic. The MOU was signed by the Parties on August 7, 2020.

On February 17, 2021, the Parties signed an agreement (#8) to implement the Distance Learning Plus reopening model. However, rapidly improved case rates, the availability of vaccinations for educators and changes to the reopening protocols for schools prompted the District to ask to meet with the Association regarding accelerating reopening plans. On March 9, 2021, the Parties signed an agreement regarding implementation the hybrid model in elementary schools (#9). The Parties resumed meeting to discuss implementation of the hybrid model in secondary schools. This addendum reflects agreements by the Parties regarding implementation of a hybrid model at the secondary level.

Therefore, the Parties agree as follows:

1. Beginning April 19, 2021, secondary schools shall implement the five-day school week as follows:
  - a. In collaboration with the principal, site School Leadership Teams (“SLTs”) and Faculty Advisory Committees (“FACs”) shall develop a hybrid model that returns students on-site/in-person four (4) days per week, in a block schedule, with three periods per day, plus “A” period, with students separated into two groups (e.g. Group A and B).
  - b. The six (6)<sup>1</sup> remaining “fifth days” will be distributed and scheduled as follows:<sup>2</sup>
    - i. Two (2) days are to be condensed days;
    - ii. Two (2) days are to be student work days;
    - iii. Two (2) days are to be student support days.

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<sup>1</sup>Excluding the week of June 7, and accounting that each day during the week of May 31 will be hybrid schedules, there are six (6) remaining condensed schedule days.

<sup>2</sup> Definitions:

- a. Condensed day – Consist of having all periods meet for a duration of 25 – 35 minutes, depending on the site.
- b. Student work days – Consist of 25 minutes of daily live interaction, followed by asynchronous learning for students and planning for teachers.
- c. Student support days – Consist of 25 minutes of daily live interaction, followed by student support time, followed by asynchronous learning for students and planning for teachers.

During asynchronous learning time on student work and support days, teachers will plan, collaborate with colleagues, participate in occasional IEP/504 meetings, and engage in activities designed for Modified Day time.

During student support time, teachers will schedule individual and/or small group intervention for struggling students. The duration of the student support time is 140 minutes.

- c. This agreement does not change any previous agreements regarding student work days.
2. Site schedules must fit within the time frame of the site's pre-pandemic school day or its time equivalent
3. Schedules may differ by site.
4. April 12 is a student work day at all secondary sites. Following 25 minutes of daily live interaction, teachers shall use the day to prepare their classroom, including ensuring all technology in their classrooms is operational.
5. During the weeks from March 22 – March 26 and April 12 – April 16, schools will implement one experience for students, as described in Addendum #8, in each of the two weeks. On-site/in-person activities include welcome, orientation, teaching of campus protocols, establishing rituals and routines, walk-through of the daily schedule, enrichment and social-emotional learning activities.
6. Schools will fully implement hybrid schedules starting on April 19 (see #1).
7. Secondary teachers will teach students not in the room via Zoom or some other distance method when in hybrid schedule described in 1(a) above.
8. Unless otherwise authorized by Human Resources (e.g. approved leave of absence), teachers excused from being on-site/in-person are expected to support remote distance learning.
9. In consultation with SMMCTA, the District shall contract with an industrial hygienist to assess HVAC upgrades and ventilation.
10. The District agrees to provide additional classified staff, such as custodians, and/or alter assignments as necessary, to implement hybrid schedules.
11. The District shall implement a system for reporting issues and concerns regarding compliance to safety protocols.
12. The District agrees to make its best effort to assist unit members working on-site/in-person or in distance learning with accessing child care.
13. The District shall implement surveillance testing if required to do so by the Los Angeles County Department of Public Health.

14. If operationally feasible, the District will make available COVID-19 rapid antigen test kits for students and staff at each site. If implemented, regular testing will be encouraged.
15. On or before May 15, the Parties agree to mutually develop and deliver a survey to unit members and site administrators regarding the implementation of hybrid models. On or before May 31, the Parties agree to meet and review the results of the survey.
16. The Parties understand the coronavirus (COVID-19) pandemic situation is fluid and mutually agree to review the provisions of the addendum, as necessary. In the event the State of California or other appropriate government agency deems alternative requirements for schools in response to COVID-19, the parties agree to negotiate the impacts and effects.

Mark Kelly – signed electronically

Adam Panish – signed electronically

For the District

For the Association

Date: March 26, 2021

Date: March 26, 2021