

**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 #2 – Child Development Services

October 2, 2020

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 or about March 17, 2020, on-site programs within the Child Development Services (“CDS”) Division (Preschool, School Age and Infant Toddler) closed and students were served via distance learning. With no projected reopening date, the District executed a layoff of 34.1225 FTE = 42 certificated CDS teachers, effective June 30, 2020. On August 25, 2020, the Parties met to discuss the effects of these layoff.

The following state the understandings of the Parties:

1. As of September 2, 2020, eleven (11) CDS teachers have been reemployed in 50% = 4 hours/day assignments and are teaching via distance learning.
2. The District expects to open on-site distance learning hubs and employ CDS teachers to supervise the on-site hubs.
 - a. Assignments are deemed “temporary” and shall operate until such time as the “hub” program ends.
 - b. Teachers who accept these assignments shall remain on the reemployment list.
 - c. Offers of temporary employment shall be made from the reemployment list starting with the most senior teacher first. Teachers who currently have four (4) hour assignments (see #1) may accept (if offered) a temporary assignment with more hours supervising an on-site hub. Once the hubs are no longer operating, the teachers would be available to accept any vacant assignment for which they are credentialed and qualified to teach, in order of seniority.
 - d. CDS laid off employees who are reemployed shall not lose any other seniority or rehire rights.
 - e. The District shall request, and SMMCTA will support, a waiver from the state to open on-site distance learning hubs for in-school supervision and, at some sites, before/after school child care.

3. In consultation with the Association, the District shall consider alternative assignments for laid off teachers, even if such assignments are temporary.

Mark Kelly – Signed electronically

For the District

Date: October 2, 2020

Grant A. Clark – Signed electronically

For the Association

Date: October 2, 2020