

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE RIALTO UNIFIED SCHOOL DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS RIALTO
CHAPTER #203
CORONAVIRUS RESPONSE
April 15, 2020

This memorandum of understanding is entered into between the Rialto Unified School District (District) and the California School Employees Association and its Rialto Chapter 203 (together "CSEA") concerning the District's response to the coronavirus (COVID-19) pandemic.

The District and CSEA 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 prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with coronavirus. We agree that reasonable continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the pandemic.

- 1) The District will inform CSEA as soon as practicable should it learn of a confirmed or likely coronavirus infection of District employees or students utilizing District facilities. It is

to the virus should it be detected among students or staff at a facility will be granted leave as liberally as possible under the law.

CSEA will notify its members of the District's commitments but shall not encourage its members to take leave unless there is actually a medical reason to do so.

- 4) In accordance with law (see attached Exhibit 1), the District will provide leave according to the Families First Coronavirus Response Act (FFCRA or HR 6102).
- 5) In the event members are required to quarantine by the District, the members shall be paid their regular rate of pay. The District shall not deduct time spent in a District ordered quarantine from the members' leave allotment. This provision applies retroactively to all District directed quarantines required since March 2, 2020.
- 6) The parties agree that the District shall have the sole and exclusive right to determine whether

High level of interaction with people on a constant basis	\$45/day
Moderate level of interaction with people on a limited basis	\$35/day
Low level of interaction with people	\$25/day

b. If a unit member is scheduled to work and they call off for the day, and another unit member

c. Unit members working from home will receive their current rate of pay. For those that are required to work remotely, unit members will be provided hotspots and District devices if requested and available.

8) The parties agree that nothing herein limits the District's authority to exercise its emergency powers as established by law, the applicable collective bargaining contract, board policies, and administrative regulations.

9) CSEA will support efforts to maintain funding pursuant to Education Code §§ 41422 and 46392 in connection with the closure of any District facilities due to COVID -19 pandemic.

10) The District may seek to add additional school days to this school year or next year. Should additional work days or other measures be sought by the District, the parties agree to meet and

13) This Memorandum of Understanding shall not be precedent setting nor form any basis for a past practice.

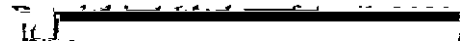
14) Should CSEA or a unit member contend the District has violated, misapplied or misinterpreted any provision of this MOU, it/they may file a grievance in accordance with Article IX of the Collective Bargaining Agreement.

15) Compliance with further governmental orders: The parties recognize that the COVID-19 pandemic is evolving and so is governmental response. The parties will comply with further state or federal legislation or orders as they affect the terms and conditions of employment of bargaining-unit members, and will bargain as needed over the effects of such further directives.

16) This Memorandum of Understanding is effective April 15, 2020, through June 30, 2020. Should the need for this Memorandum of Understanding extend beyond June 30, 2020, the parties may mutually agree to extend this Memorandum of Understanding in additional 30-day increments.

It is agreed and understood that this agreement is subject to all approvals required by CSEA's 610 policy.

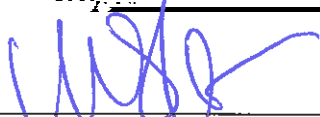
CSEA MOU-Coronavirus



Association:

Chris Cordasco
CSEA



Myesha Kennedy
CSEA Labor Representative



Diana Silva
Technology Support Technician III

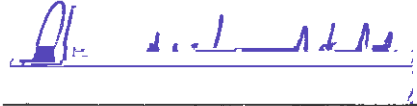


Christine Acosta
Mail Room Specialist

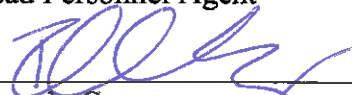
District:



Rhonda Kramer
Lead Personnel Agent



Rhea McIver Gibbs
Lead Personnel Agent



Ricardo Carranza
Personnel Specialist