

MEMORANDUM OF UNDERSTANDING BETWEEN THE UPLAND TEACHERS ASSOCIATION
AND
THE UPLAND UNIFIED SCHOOL DISTRICT
COVID-19 Transition Agreements 2020-2021

This Agreement was made and entered into this day **December 2, 2020**, by and between the Upland Teachers Association (“Association”) and the Upland Unified School District (“District”).

1. **Blended Class Size:** No more than 16 people will remain in a classroom during an in-person session with a maximum of 15 students and a minimum of one adult teacher. If additional adults are required in the class, the number of students will be reduced accordingly. Visitors, as described below, shall not count against this total.
2. **Visitors in a Blended Classroom:** For the purposes of evaluation or classroom observations, a site administrator or other personnel will not remain in a classroom for more than 30 minutes in the blended model.
3. **Cohort Exposure:** If there is a confirmed case within one of a teacher’s two cohorts, both cohorts will revert to distance instruction for 14 days.
4. **Responding to students who refuse to wear masks:** In alignment with our current progressive discipline practices, if a student refuses to wear a mask, after three failed intervention attempts, disciplinary action may occur including moving the student to an alternative learning model. In severe cases a response may be escalated. Some best intervention practices include but are not limited to:
 - a. Prompt and redirect
 - b. Provide an alternative face covering i.e. face shield
 - c. Seat change
 - d. Isolate student if a designated space is available
5. **Exemptions for masks:** Only documented medical, mental health or disability exceptions will exempt a student from wearing a mask.
6. **Student who needs to quarantine:** In the event a student must quarantine due to being COVID-19 positive or exposed one of the three options will be implemented:
 - a. Temporarily transfer to a distance learning class (if space is available)
 - b. Enrollment in Independent Study program (assigned to independent study or homeschool teacher)
 - c. Offering of a real-time hybrid (at teacher’s discretion)
7. **Conditions for closing schools under the waiver:** UUSD will adhere to CDPH guidelines which state that if 5% of a school’s total population on campus (inclusive of staff and students) test positive for COVID within a 14-day period, a school must close.
8. **Staff Testing Plan:** Staff will be expected to take a COVID-19 test at least once every two months. Specific plans for how the testing will occur is forthcoming
9. **Substitute Guidelines:** Formalized guidelines for securing and utilizing substitutes is will be communicated before winter break.
10. **Assessment Plan:** The district will develop a plan to assess the success of the blended model and share results of assessment with UTA leadership.