

Memorandum of Understanding
Between the
Antioch Education Association
And the
Antioch Unified School District
June 30, 2021
AEA Proposal #4

AUSD Thomas Gaines K-8 Virtual Academy

This Memorandum of Understanding (MOU) is between the Antioch Unified School District (AUSD) and the Antioch Education Association (AEA) regarding the new Thomas Gaines K-8 Virtual Learning Academy (TGVLA).

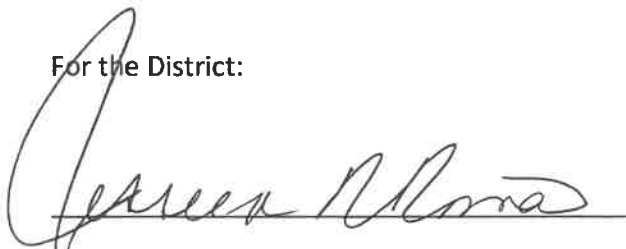
The intent of this Memorandum of Understanding is to establish working conditions for bargaining unit members who apply and are selected to teach at TGVLA.

The District and the Association agree to the following:

1. All bargaining unit members who teach at TGVLA shall continue to be entitled to all the provisions outlined in the Collective Bargaining Agreement.
2. Unit members will not be responsible for or assigned to BDMS student supervision before school, during breaks or after school.
3. There shall be separate staff meetings and professional development between the two schools unless issues affecting the entire campus are being addressed.
4. No TGVLA and BDMS bargaining unit member shall be required to period sub for the other site; however, bargaining members may volunteer to period sub at each site during their prep periods only.
5. The District agrees to follow Article 17.6 (School Opening) of the CBA for all hiring practices regarding TGVLA.
6. The District agrees to continue TGVLA throughout the 2021-22 school year and bargaining unit members teaching those assignments shall continue in that assignment for the duration of the 2021-22 school year.
7. For the 2021-22 school year, no bargaining unit member shall be involuntarily transferred to TGVLA. The District shall minimize any involuntary transfers from other school sites as a result of the creation of TGVLA unless enrollment in a grade level is less than 65% of contractual class size maximums.
8. No unit member shall be required to provide concurrent (virtual and in-person) instruction.

9. All bargaining unit members are required to work from the workspace provided by the district and will have access to commonly used areas at the school site in which they are assigned space. Each unit member will have their own (non-shared) workspace. All bargaining unit members shall be provided a laptop with camera and microphone and external monitor, document camera, and access to a whiteboard for instructional use. Bargaining unit members shall be given a stipend of \$300 to purchase supplies and equipment for students to enhance virtual learning. Requests for additional supplies will go through the school site administrator.
10. Bargaining unit members shall be required to use the same district provided platforms as all other unit members, currently MS Teams and/or Seesaw, for communication, live online instruction, and assignments. The District shall provide a paid subscription to an approved virtual learning platform such as Seesaw.
11. Before the first day of instruction, all bargaining unit members shall receive in writing who their supervising administrator shall be, and this person shall also evaluate the bargaining unit member.
12. Bargaining unit members shall provide synchronous and asynchronous instruction.
13. For the 2021-22 school year, all meetings (required or voluntary) called by site or district administration prior to the contractual work year to discuss school opening and planning shall be paid at the per diem rate.
14. Bargaining unit members may conduct assessments in-person as needed and determined by the bargaining unit member.
15. This MOU shall expire in full without precedent on June 30, 2022, unless extended by mutual written agreement.
16. At any time during the period of this MOU, either party can request to meet and confer/bargain regarding the implementation of the Virtual Program. Both parties agree to meet in the event of any future legislation that mandates changes to TGVLA.

For the District:



Jessica Romeo

For the Association:



Valorie Luke