Memorandum of Understanding
Between
Jurupa Unified School District
And
National Education Association - Jurupa

This Memorandum of Understanding between the Jurupa Unified School District ("District") and the National Education Association - Jurupa ("NEA-Jurupa") (jointly, "Parties") is entered in anticipation of the 2021-2022 school year and the possible impacts of Covid-19. Unless otherwise outlined, all other provisions of the Collective Bargaining Agreement ("CBA") continue to remain in effect.

The Parties acknowledge that while conditions of the Covid-19 pandemic appear to be improving, this situation continues to be fluid and that, as conditions change, the Parties will continue to communicate, meet and confer, and negotiate any effects within the scope of representation.

I. **Safety, Health, and Hygiene** - The Parties shall adhere to the requirements of the Centers for Disease Control and Prevention (CDC), California Department of Public Health (CDPH), and the Riverside University Health System (RUHS) for mitigating the risks of Covid-19 in K-12 schools. These requirements may include, but are not necessarily limited to, wearing of face coverings/masks; social distancing; and contact tracing. Affected staff will receive reasonable notification of relevant changes to the requirements.

II. **Accommodations** - The District shall continue to comply with the Americans with Disabilities Act, the Fair Employment and Housing Act, other statutes relevant to accommodations, and Article V, Section 13 of the CBA.
   A. A Unit Member who is in need of accommodation and meets the definition of a qualified individual, then the District shall provide reasonable accommodations to the extent that accommodations are not an undue hardship. Reasonable accommodations may include but are not necessarily limited to reassignment to other work settings (such as Virtual Learning) and/or the use of leave, as appropriate.

III. **Absences & Leaves** - Absences and leaves related to Covid-19 shall continue to be processed in accordance with Article XI of the CBA with the following exceptions:
   A. If a Unit Member is unavailable or unable to perform assigned work for qualifying reasons related to Covid-19, Unit Members shall be entitled to all leaves related to Covid-19 that are provided under the law and the CBA. This specifically includes the provision of 10 days of supplemental, paid sick leave for reasons related to Covid-19 from January 1, 2021 through September 30, 2021, as required by Senate Bill 95.

This agreement will expire at the end of the 2021-2022 school year.

For the Association

05/07/21
Date

For the District

5/7/2021
Date