

**Memorandum of Understanding
Between
the Vacaville Unified School District
and
the Vacaville Teachers Association**

Calendar and Work Day Provisions for 2020-2021

This MOU shall go into effect immediately and shall sunset on June 30, 2021, with both parties agreeing that as conditions change and/or the COVID19 pandemic continues beyond June 30, 2021, the parties agree to meet to extend and/or modify this MOU at any time.

Nothing in this MOU shall supersede the collective bargaining agreement, unless otherwise stated.

For the calendars, the following are is defined as:

Teacher Workday Only: non-instructional day, no distance learning for students

Full Distance Learning/Teacher Workday (instructional day for students; preparation time, some staff meeting time, some collaborative time, some professional development time). In Phase 4, with full in-person classes, these days shall become instructional days and staff meetings, professional development and collaboration time shall revert back to the collective bargaining agreement.

Replace Article 20.7 with:

20.7 "Instructional Day(s)" means any day(s) pupils are present for instruction and/or expected to participate in distance learning.

Replace Article 4.3.1 with:

4.3.1 The Teacher Workdays from August 10-August 14, 2020 shall be unencumbered, except for up to thirteen (13) hours, to prepare for the upcoming school year. The last Teacher Workday of the work year shall be unencumbered. Reasonable effort shall be made by administration to efficiently utilize the encumbered time for those topics essential to the start of the school year.

There shall be no in-person Back-to-School Night (or similar) events in 2020-2021. Unit members may opt to host a live synchronous parent informational meeting.

There shall be no calendared secondary parent conferences for 2020-2021.

Parents/Guardians wishing to discuss progress of students may meet with a unit member virtually (email, phone or video conference) according to the unit member's schedule and only in person with a unit member's consent.

On any Wednesday prior to report cards being due for teachers, there shall be no Wednesday Collaboration, staff meetings and professional development mandated during the duty day.

Suspend Article 4.4.2 (Extra Short Minimum Days) unless Phase 4 is implemented at the time described by this article.

In the case of a four-day (4-day) because of a school holiday, there shall be no Wednesday Distance Learning/Teacher Workday in Phase 2, 3 and Transition to 4.

Changes to the 2020-2021 Elementary School Calendar (Appendix B, Section J), unless Phase 4 is implemented:

8/13-8/14/20: Teacher Workdays

All Phase 2/3 Wednesdays shall be Distance Learning/Teacher Workdays, except for 9/9/20 and 1/6/21.

9/2/20: No Back to School Night, Wednesday Collaboration may be held

9/4/20: No Minimum Day

9/23/20: Wednesday Collaboration may be held

10/12/20: No School Holiday

10/30/20: No Minimum Day

11/12-11/13/20: Phase 2/3/Transition to 4 Distance Learning/Teacher Workdays (Report Cards, Conferences as needed), Phase 1: thirty (30) minute Synchronous Learning only

11/16-11/18/20: No Minimum Days

11/19-11/20/20: Phase 2/3/Transition to 4 Distance Learning/Teacher Workdays (Report Cards, Conferences as needed), Phase 1: thirty (30) minute Synchronous Learning only

12/18/20: No Minimum Day

1/13/21: Wednesday Collaboration may be held

3/9-3/10/21: No Minimum Day

3/11-3/12/21: Phase 2/3/Transition to 4 Distance Learning/Teacher Workdays (Report Cards, Conferences as needed), Phase 1: thirty (30) minute Synchronous Learning only

4/2/21: No School Holiday

Changes to the 2020-2021 Middle School Calendar (Appendix B, Section K), unless Phase 4 is implemented:

8/13-8/14/20: Teacher Workdays

All Phase 2/3/Transition to 4 Wednesdays shall be Distance Learning/Teacher Workdays, except for 9/9/20 and 1/20/21.

9/1/20: No Back to School Night

9/4/20: No Minimum Day

9/18/20: No Minimum Day

9/24-9/25/20: No Minimum Days

10/9/20: No Minimum Day

10/12/20: No School Holiday

12/17-12/18/20: No Minimum Days

3/12/21: No Minimum Day

4/2/21: No School Holiday

4/23/21: No Minimum Day

6/2-6/3/21: No Minimum Days

Changes to the 2020-2021 High School Calendar (Appendix B, Section L), unless Phase 4 is implemented:

8/13-8/14/20: Teacher Workdays

All Phase 2/3/Transition to 4 Wednesdays shall be Distance Learning/Teacher Workdays, except for 9/9/20 and 1/20/21.

9/3/20: No Back to School Night

9/4/20: No Minimum Day

10/1-10/2/20: No Minimum Days

10/5-10/6/20: Phase 2 Optional Finals

10/7/20: No Wednesday Collaboration, staff meetings, Professional Development during the duty day

10/8/20: Phase 2/3 Optional Finals, No Minimum Day

10/9/20: Phase 1/2/3/Transition to 4 Optional Finals, No Minimum Day

10/12/20: No School Holiday

12/14-12/15/20: Phase 2 Optional Finals

12/16/20: No Finals

12/17/20: Phase 2/3 Optional Finals, No Minimum Day

12/18/20: Phase 1/2/3/Transition to 4 Optional Finals, No Minimum Day

3/8-3/9/21: Phase 2 Optional Finals

3/10/21: No Wednesday Collaboration, staff meetings, Professional Development during the duty day

3/11/21: Phase 2/3 Optional Finals, No Minimum Day

3/12/21: Phase 1/2/3/Transition to 4 Optional Finals, No Minimum Day

4/2/21: No School Holiday

5/27-5/28/21: Phase 2 Optional Finals

6/1/21: Phase 2/3 Optional Finals, No Minimum Day

6/3/21: Phase 1/2/3/Transition to 4 Optional Finals, No Minimum Day

Work Year (Article 4.3 Changes):	Returning:	New:
Teachers, Nurses, Content Area Specialists, Digital Education Specialists, State Preschool Permit Teachers and Librarians	186 days	188 days
Elementary & Middle School Head Counselors, High School/Alternative School Counselors	195 days	197 days
High School/Alternative School Head Counselors	197 days	199 days
Elementary & Middle School Counselors, Coordinators, Work Experience Speech Therapists, Psychologists	193 days	195 days

Unit members shall receive per diem proportional amount of pay for the two (2) extra professional development workdays to facilitate distance learning.

Chris Hulett
VUSD Assistant Supt. Human Resources

Todd Blanset
VTA President

date