

SBUSD RESPONSE TO SWTA

June 8, 2020

MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTH BAY UNION SCHOOL DISTRICT
AND
SOUTHWEST TEACHERS ASSOCIATION
EMORY MODERNIZATION AND APPLICABILITY OF
AGREEMENT SECTION 9.3.3.5

June 08, 2020

This Memorandum of Understanding is between the South Bay Union School District ("District") and the Southwest Teachers Association ("SWTA"), collectively referred to hereinafter as "the parties," concerning the modernization project at Emory Academy ("Emory"), and its impact on certain unit members during the 2020-2021 school year.

1. A modernization project will be ongoing at Emory during the 2020-2021 school year. As part of the modernization effort, certain teachers may be required to move out of their assigned classrooms and then back into their classrooms.
2. The parties agree that impacted unit members shall receive release or compensatory days as described in section 9.3.3.5 of the parties' collective bargaining agreement. Section 9.3.3.5 provides:

Unit members, including Pre-School Teachers, who are to be reassigned or who must be transferred to a different classroom at the same site shall be notified as soon as possible. In the event that their reassignment is to take place, the school principal shall meet with the affected unit members prior to the time at which the reassignment is to take place. Unit members who are reassigned shall be given two (2) release or compensation days for moving and preparation. The two (2) release or compensation days

shall be taken no later than April 15 of the school year in which the reassignment becomes effective. If requested, the District will provide labor and transportation to move the unit member's materials to the new assignment.

3. The terms and conditions set forth in this MOU shall be subject to the terms of Article 13, Grievance Procedure, as outlined in the parties' collective bargaining agreement.
4. It is agreed and understood that this MOU is subject to approval by SWTA and the SBUSD Board of Education.
5. This MOU shall expire on June 30, 2021.



6/08/2020

Brenda Robles
SOUTHWEST TEACHERS ASSOCIATION

DATE



06/08/2020

Janea Marking
SOUTH BAY UNION SCHOOL DISTRICT

DATE