

MEMORANDUM OF UNDERSTANDING

BETWEEN

**GARDEN GROVE UNIFIED
SCHOOL DISTRICT**



AND

**GARDEN GROVE EDUCATION
ASSOCIATION/CTA/NEA**



A Memorandum of Understanding
Between

GARDEN GROVE UNIFIED SCHOOL DISTRICT

And

GARDEN GROVE EDUCATION ASSOCIATION

Class size for TK-3, 4-6, and 7-12

Garden Grove Education Association (GGEA) and Garden Grove Unified School District (GGUSD) in recognition of declining enrollment, decreased revenues, and overstaffing, agree to the following class size changes for the 2020/2021 school year:


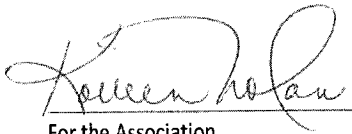
Grades TK-3 shall be staffed at a site ratio of no more than 25.5:1. At no time shall the number of students in the general education TK-3 classroom go above 32 students, including special education students not appearing on the teacher's attendance roster. Also, for the 2019/2020 school year individual sites may raise the TK-3 site ratio to no more than 25.0:1 to provide flexibility for students and teachers due to new enrollment.

Grades 4-6 shall be staffed at a district ratio of 29:1. At no time shall the number of students in the general education classroom go above 36 students, including special education students on appearing on the teacher's attendance roster.

Grades 7-12 shall be staffed at a district ratio of 30.5:1.

This MOU shall remain in effect for the 2020/2021 school year. Class size shall be re-negotiated for the 2021/2022 year.

Every attempt will be made to negotiate class size on an annual basis by January of the previous school year.

	11/21/19		11/21/19
For the District	Date	For the Association	Date

A Memorandum of Understanding
Between

Garden Grove Unified School District

And

Garden Grove Education Association

Dual/Concurrent Enrollment

Dual enrollment programs are an opportunity for students to participate in college level coursework while receiving both high school credit and college units concurrently. Both the Garden Grove Education Association (GGEA) and the Garden Grove Unified School District (GGUSD) recognize the program's potential to develop as a pathway for students to graduate and achieve college readiness as well as maintain and recruit students for high school enrollment.

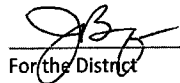
With the implementation of this program GGEA and GGUSD agree to the following:

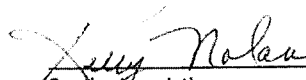

Staffing at each site is determined by student enrollment at that site, based on negotiated class size regardless of the participation in a dual enrollment program.

GGUSD certifies that any community college course on a partnering high school campus will not result in the excess or layoff of an existing Garden Grove Unified School District teacher or librarian.

School site participation in the dual enrollment program will not limit nor will it reduce the availability of Advanced Placement Courses and current section/courses offered at that school site.

For each site that participates in a dual enrollment program, teachers will have the option to resolve issues and communicate concerns that might arise from the program's implementation through the site's FAC.

 3/27/20
For the District Date

 3/27/2020
For the Association Date
 3/27/2020
For the Association Date

GARDEN GROVE UNIFIED SCHOOL DISTRICT
Office of Personnel Services

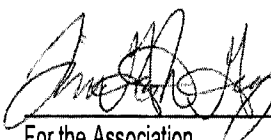
Memorandum of Understanding
Stipend Approval Process
2012-2013

This Memorandum of Understanding is to memorialize the professional development activities for which stipend credit is given under Article 12.3g(1); and to clarify the approval process. As in past practice, the District will continue to give stipend credit for District sponsored or District/GGEA joint sponsored professional development activities. Activities qualifying for such credits are noted as such and preapproval is not required.

As has also been past practice, any professional development other than the above mentioned would be an exception requiring prior approval from the Offices of K-6 and/or 7-12 Instruction as well as from the Office of Personnel Services. (Conferences or activities where attendance cannot be verified will not be approved for this stipend.)



For the District Date

 11-15-12

For the Association Date

A Memorandum of Understanding
Between

GARDEN GROVE UNIFIED SCHOOL DISTRICT

And

GARDEN GROVE EDUCATION ASSOCIATION

Special Education Caseloads and Release Time for M/M and M/S Teachers

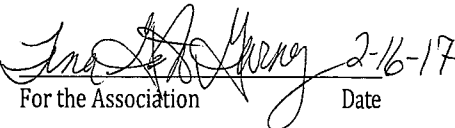
Garden Grove Education Association, GGEA and Garden Grove Unified School District, the District recognize that having more students in an M/M or M/S class requires additional preparation time; therefore, the District and the Association agree to an informal class cap of 12:1 for K-12 Moderate/Severe Classes and 18:1 for K-6 Mild/Moderate Classes. If a K-6 M/M teacher has 19 or more students the teacher shall elect to have an additional release day or a \$150 stipend. If a K-12 M/S teacher has 13 or more students the teacher shall elect to have a release day or a \$150 stipend. This will be allocated one time per school year, one month following the addition of the 13th or 19th student.

The district further agrees that music education has high value for all of our students; therefore the District will provide 30 minute weekly music time for our students in 7-12 M/S which will provide 30 consecutive minutes of weekly preparation time for the 7-12 M/S teachers. (When music instruction cannot be provided, the M/S teacher shall receive 30 consecutive minutes of weekly preparation time.)

This shall go into effect July 1, 2017.



For the District Date



For the Association Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE GARDEN GROVE SCHOOL DISTRICT
AND
GARDEN GROVE EDUCATION ASSOCIATION
REGARDING COVID-19 CORONAVIRUS

The Garden Grove Unified School District ("District") and Garden Grove Education Association ("Association") enter this Memorandum of Understanding ("MOU") regarding the issues related to the coronavirus COVID-19 ("coronavirus").

The parties recognize that staff may need to self-quarantine, become quarantined, and/or the District may need to close a school or schools on an emergency basis to slow the spread of illness arising from the coronavirus during the 2019-20 school year.

The parties agree to the following:

Prevention

The prevention measures included below refer to materials that are currently in short supply due to the COVID-19 pandemic. The district will make every attempt to obtain these materials to carry out the following prevention measures:

1. The District will provide hand soap and/or hand sanitizer for every classroom and bathroom.
2. The District will ensure that all sinks (including those located in staff break rooms, all bathrooms, cafeterias/kitchens, classrooms, and janitorial closets) are functioning with water and kept stocked with soap and paper towels.
3. The District will ensure that every classroom is cleaned and sanitized during the coronavirus outbreak and before the students return to in person instruction.
4. Districts will comply with Cal-OSHA guidelines.

Leaves

5. The District will comply with the Families First Coronavirus Response Act as it applies to our represented members.

Reporting to Work

6. In compliance with the Governor's Executive Order N-33-20, all Unit members will be given the option to work remotely during contractual hours during the cancellation of in-person classes.
7. Unit members will not be required to come to the worksite during the cancellation of in-person classes, only on a voluntary basis.
8. If distance learning is extended past April 13, 2020, unit members will be notified before 10 a.m. on April 1, 2020. Moving forward, if it becomes necessary to extend the cancellation of in-person classes again, unit members will be notified within 24 hours of a GGUSD School Board approved extension.

MEMORANDUM OF UNDERSTANDING
REGARDING COVID-19 CORONAVIRUS

Compensation

9. Unit members will not suffer a loss of pay or benefits relative to their regular schedules for the period of school closure. In addition, unit members receiving approved stipends shall not suffer a loss of pay of these items during the period of closure.

Evaluation

10. For Unit members being evaluated this year, any teacher who has not received a 'Recommended Improvements' form will be considered satisfactory for the 2019-20 school year. For those Unit members who have received a 'Recommended Improvements' form, they will be evaluated in the 2020-21 school year.

Instruction/Distance Learning

11. The District will provide appropriate software and training (Zoom, Skype, WebEx, Canvas, etc.) for unit members who wish to engage with students online during school closures. Any software purchases made by a unit member must be pre-approved by the administrator in order to be reimbursed.
12. The Association and District recognize that at-home learning may look different for students in PK-2. Distance learning at the PK-2 level will be supported by a blended model, with paper and pencil materials and online tools utilized to present new learning. Teachers will collaborate to determine which tools are most appropriate with Principal support.
13. Students will be "held harmless" and will not receive a lesser grade than their current grade as a result of engaging in distance learning. This aligns with the State Superintendent of Public Instruction's statement that assessments should not be used during this time as a punitive measure, but rather as a formative measure to gauge instruction and where students need support. Students will, however, be able to earn a higher grade as a result of engaging in distance learning. Grading is under the purview of the classroom teachers per education code 49066.
14. As it is understood that unit members are working from home and attending to their own children and families who may be sheltered in, a spirit of flexibility in scheduling and cooperation will be honored.
15. Being cognizant of the conditions facing our unit members, administrators will make every effort to limit the amount of required staff meetings.
16. Unit members will be available to the principals for check-ins during work hours. Administrators will be responsible for initiating the check-in process, although teachers may also choose to check in with their principals as needed.
17. For unit members with a scheduled release day during the school closure they will, as per their original October selection of Release Day Options (Article 4.5D) take the release day or receive compensation in lieu of taking the release day. Release days that were scheduled between March 16-April 3 will be rescheduled or paid at the agreed upon amount of \$150 due to the uncertainty during that period. This does not apply to IEP release days, which do not have a compensation option.

MEMORANDUM OF UNDERSTANDING
REGARDING COVID-19 CORONAVIRUS

Individualized Education Plans

18. Individualized Education Plan meetings that were scheduled between March 16 - March 27 were postponed. As per our obligation under the Individuals with Disabilities Education Act (IDEA) and CDE clarification, IEP team meetings will commence via video or telephonically beginning the week of March 30, 2020. Case managers will work with their administrator and other school site personnel to assist in rescheduling meetings that were postponed.
19. All related services will be provided through distance learning.

Home School


20. While home teaching is no longer required to be offered since ALL students are receiving their instruction at home, the district recognizes that the current home teaching students are currently rostered with their current at-home teacher. Since at home instruction cannot take place in person, the district is in agreement to offer each current home teaching teacher to be compensated for 3 hours per week at their current hourly rate, to plan and provide at home instruction remotely.

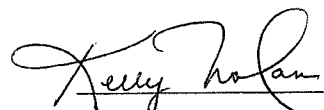
Return to Work

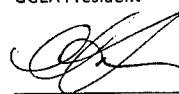
21. If in-person classes resume before June 12, 2020, unit members shall have a minimum of one (1) non-student day in their physical classroom in preparation of resuming classroom instruction. Staff Meetings will be kept to a minimum for that day.
22. Under the direction of the State of California and/or the Orange County Health Care Agency consideration will be given for unit members who are 65 or older and/or diagnosed with chronic conditions who are more susceptible to the adverse effects of the COVID-19.

The Association reserves the right to negotiate any additional impacts of school closures in the 2019-20 school year.

This MOU shall expire in full without precedent on June 30, 2020, unless extended by mutual written agreement.

 4/1/2020
For the GGUSD Date

 4/1/2020
GGEA President Date

 4/1/2020
GGEA Executive Director Date