



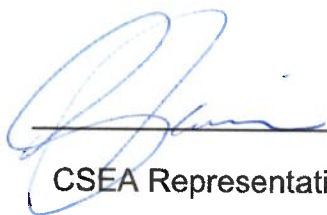
**MEMORANDUM OF UNDERSTANDING BETWEEN BENICIA
UNIFIED SCHOOL DISTRICT AND CLASSIFIED SCHOOL
EMPLOYEES ASSOCIATION CH#1096 REGARDING
SUMMER SCHOOL 2021 DUE TO COVID-19 PANDEMIC
EFFECTIVE JUNE 14 - AUGUST 4, 2021**

The Benicia Unified School District ("District") and Classified School Employee Association Ch#1096 ("Association") enter this Memorandum of Understanding ("MOU") regarding summer school for summer 2021, as it relates to the coronavirus ("COVID-19") pandemic. Parties agreed to the following:

1. COVID-19 summer school rate of pay during summer 2021 for the eleven (11) month employees will be the job classification's hourly rate based on the 2020-21 school year classified salary schedule, plus 61.2% for COVID-19 Summer School.
2. This limited-term premium pay will be excluded from CalPERS reporting, in compliance with established regulations. Service will be reported to CalPERS at the regular rate of pay with contributions assessed on that portion of earnings; the premium pay amount will not be subject to CalPERS retirement contributions or reporting.
3. Food Service employees and eleven (11) month Child Development Unit employees will receive the COVID-19 summer school rate of pay during summer school: June 14, 2021 to August 4, 2021, Monday through Friday.
4. Any eleven month classified employees who work between June 5, 2021 and June 13, 2021 will receive their regular rate of pay for 2020-21 school year. If they work between August 5, 2021 and their first contracted day of the 2021-22 school, then they will receive their regular hourly pay rate for 2021-22 school year. They will not receive the COVID-19 summer school rate of pay on these dates.
5. Twelve month classified employees will receive their regular hourly pay rate and they will not be part of the COVID-19 summer school pay program.
6. Employees working out of class in the summer school program, will receive their step placement in such job classification that they work during summer school.
7. California Department of Public Health (CDPH) guidance will be followed during summer school as it relates to COVID-19. Summer School staff and students will be required to wear masks while on campus.
 - a. Masks shall not be required for staff if there is a medical or behavioral contraindication verified in writing from a medical professional.
 - b. Masks shall not be required for students if there is a medical or behavioral contraindication verified in writing from a medical professional. For teachers in this environment, the District shall provide additional PPE such as goggles, disposable protective isolation clothing, bite guards, and gloves, in addition to masks and face shields as requested.
 - c. For unit members and students who cannot wear a mask, face shields with neck drapes tucked into the shirt shall be used. Masks and face shields may

not be required for students with medical apparatus which prevents or obstructs the use of the apparatus. If unavailable, another solution will be mutually agreed upon.

This agreement is non-precedent setting. This MOU shall expire in full without precedent after summer school on August 4, 2021.



CSEA Representative

6/4/2021

Date



BUSD Representative

6/4/2021

Date