

MEMORANDUM OF UNDERSTANDING
BETWEEN CALIFORNIA MILITARY INSTITUTE AND
CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION

COVID-19 SAFETY PLAN AND IN-PERSON SCHOOL REOPENING

JANUARY 25, 2021

The California Military Institute (“Charter”) and California Military Institute Teachers Association (“Association” and/or “CMITA”) enter this Memorandum of Understanding (“MOU”) in response to the reopening of schools for the 2020-2021 school year due to the ongoing COVID-19 pandemic. The Charter and Association are hereinafter collectively referred to as “the Parties.”

RECITALS

WHEREAS, The Charter determined it was in the best interest of students and staff to provide instruction through a distance learning instructional model to all students for the first semester of the 2020-2021 school year in response to the COVID-19 pandemic, the Parties entered into MOU on August 4, 2020 to address the impacts on certificated bargaining unit members.

WHEREAS, the COVID-19 cases increased in November/December 2020, the Charter extended distance learning into the second semester of the 2020-2021 school year to ensure the safety of students and staff. In response, the Parties conferred via electronic mail on January 12, 2021 and agreed to extend the August 4, 2020 MOU through June 30, 2021.

WHEREAS, the Charter developed a Cal/OSHA COVID-19 Prevention Program (CPP) in December 2020. The CPP was developed with input from stakeholders from all employee groups, including certificated bargaining unit members.

WHEREAS, Governor Newsom Unveils California’s Safe Schools for All Plan on December 30, 2020, that included \$2 billion one-time Prop 98 fund available beginning in February 2021, to augment resources for schools to offer in-person instruction safely – including testing, ventilation and PPE – for schools that have resumed in-person instruction or phasing in of in-person instruction by early spring 2021.

WHEREAS, the California Department of Public Health updated guidance for COVID-19 and Reopening In-Person Instruction for K-12 Schools in California for the 2020-2021 school year on January 14, 2021, the Charter developed a COVID-19 Safety Plan (CSP), which included the CPP. Similar to the CPP, the CSP included input from certificated bargaining unit members, in addition to members from other bargaining units and members from the community.

NOW THEREFORE, the Parties hereby agree as follows:

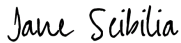
1. **Effects of Collective Bargaining Agreement and existing MOU.** Unless otherwise noted below, all terms of the current CBA shall remain unchanged and in full force and effect.
2. **COVID-19 Safety Plan.** The parties have collaborated on the development of the Charter’s Cal/OSHA COVID-19 Prevention Program (CPP) as required by their Emergency Temporary Standards, which is part of the Charter’s COVID-19 SAFETY PLAN (CSP). The Association supports the Charter’s CSP, which includes the California Military Institute COVID-19 Prevention Program (CPP) and completed COVID-19 School Guidance Checklist as required by the California Department of Public Health COVID-19 and Reopening In-Person Instruction Framework & Public Health Guidance for K-12 Schools in California 2020-2021 School Year.

3. **In-Person Instruction.** The parties will meet no less than 2 weeks prior to implementation of in-person school reopening pursuant to the COVID-19 and Reopening In-Person Instruction Framework & Public Health Guidance for K-12 Schools in California 2020-2021 School Year to negotiate the impacts and effects of in-person instruction. It is agreed and understood the Charter will not reopen school until a final comprehensive agreement is negotiated and ratified.
4. **Term.** The Parties agree that this MOU shall expire on June 30, 2021 unless extended or modified by mutual written agreement.
5. **Complete Understanding.** This MOU represents a full and complete understanding between the Parties.
6. **Board Approval.** It is agreed and understood this agreement is subject to Charter Governing Board approval.


Dated this 25th day of January 2021.

California Military Institute Teachers Association (CMITA):


California Military Institute:

DocuSigned by:


286859E239B94CE...
Jane Scibilia
Negotiations Chairperson, CMITA

DocuSigned by:



D0FF5000E4E4460...
Nicholas Hilton
Director, Human Resources

DocuSigned by:


A46D4DD5314C4D3...
Angel Love-Behrens
Negotiations Member, CMITA

DocuSigned by:



3BC724E6A37846D...
Kirk Skorpanich
Assistant Superintendent, Human Resources

DocuSigned by:



F87E2C7DBC78431...
Victor Murillo
Negotiations Member, CMITA

DocuSigned by:


349B593E581C4C7...
Igor Nicholas Milosavljevic
Principal, California Military Institute

DocuSigned by:


FE6CB10904C24BA...
Mitchell Osborn
Negotiations Member, CMITA

DocuSigned by:


0140DDEC5A64401...
Lorraine Turner
Negotiations Member, CMITA