

Memorandum of Understanding between the  
Sweetwater Union High School District and Sweetwater Educators Association  
Regarding 2021 Small Group Continuation During Distance Learning  
December 14, 2020

1. Parties agree to extend the MOU regarding Small Group Supports entered into by the parties on October 23, 2020 (attached hereto) through June 30, 2021, in recognition of the continued need to mitigate learning loss and support distance learning until schools can fully reopen in person.
2. **Adult School:** Parties explicitly intend to include the Adult School Medical Pathways Classroom Practicums under the Small Groups MOU. Cohorts may commence on or after January 4, 2020. Parties intend to have practicum sessions occurring no more than 8 hours a week, specifically to be multiple blocks of two hours multiple times a week. The schedule shall be mutually agreed to between District and teachers to meet student needs. During the intersession, the schedule may occur as needed; however once classes commence on February 1, 2020, the intent of the parties is to operate the practicum during unscheduled block during the workday or on days where classes are not scheduled (such as Fridays).
3. Parties agree to extend the language that recognizes that payment of 1/6 for distance learning and small groups through the term of this MOU shall not constitute a violation of Article 34.4. However, where a 1/6 is associated with Distance Learning supports or learning loss mitigation resource periods as opposed to in-person small group supports, the 1/6 will need to be offered consistent with the provisions of Article 34.4(a). Consistent with the purpose and spirit of Article 16, Faculty Advisory Committees, for resource periods provided related to distance learning supports or learning loss mitigation which exceed the contractual cap, the principal will share the number of 1/6s being offered and the principal will discuss the duties and responsibilities of the proposed resource period(s). Based on the flexibility called for in the Parties' COVID MOUs, the parties recognize that the resource periods in question can be scheduled flexibly to allow for time worked outside the duty day to best meet the needs of the community when mutually agreed upon between the teacher and principal. A 1/6 is defined as one-hour per duty day, but the parties agree that if mutually agreed 5 hours can be distributed flexibly.
4. Parties are committed to working with sites to provide at least one 1/6 allocation for a special educator to focus on completing the current IEP and initial IEPs that are outstanding due to the COVID-19 pandemic and the school closures. Where all special educators at the site already have 1/6s, the Special Education team will work to ensure the equivalent number of extra duty hours are provided in place of the 1/6 allocation. The Special Education Director will work with the Joint Special Education Committee to: 1) discuss allocations based on the number of outstanding IEPs at a site, 2) review student data, and 3) provide guidance to support special education teams implement mitigation efforts during the 1/6 period(s). The Special Education Administration Team will work with site Special Education teams to implement these resources in an equitable manner.



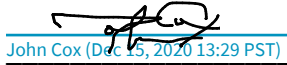
5. The parties agree to meet on or before January 29, 2021, to review the extent of unit members' out of pocket expenses resulting from distance learning during the pandemic, possible availability of funding, and whether a mechanism is available to reimburse documented expenses incurred by bargaining unit members in order to provide services to effectuate students' distance learning.

**For the Association:**



12/14/2020

Dalisay Quitlen,  
SEA Bargaining Chairperson



[John Cox \(Dec 15, 2020 13:29 PST\)](#)

John Cox



[Lourdes A Renteria \(Dec 14, 2020 18:34 PST\)](#)

Lourdes Renteria



[MaríaTeresa Harris \(Dec 14, 2020 15:51 PST\)](#)

Tere Harris



[Leo Hsu \(Dec 14, 2020 15:44 PST\)](#)

Leo Hsu

Chad Cooper

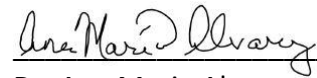
Executive Director STCU, CTA/NEA

**For the District:**



12/14/20

Scott Hendries,  
Director of Labor Relations



12/14/20

Dr. Ana Maria Alvarez  
Asst. Superintendent, Teaching & Learning



12/14/20

Dr. Eduardo Reyes  
Chief of Human Resources



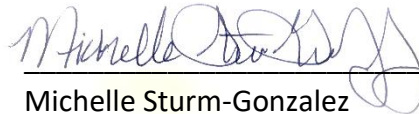
12/14/20

Dr. Jenny Salkeld, Chief Financial Officer



12/14/20

Dr. Roman Del Rosario, Principal



12/14/20

Michelle Sturm-Gonzalez



12/14/20

Jennifer Carbuccia, General Counsel













# 12r\_Small Group Extension SEA\_update final-signatures (1)

Final Audit Report

2020-12-15


Created:	2020-12-14
By:	Dalisay Quitilen (Dalisay.Quitilen@sweetwaterschools.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAtHIH_YxmO4S1isyuqhCjOPkopDb9hkkr

## "12r\_Small Group Extension SEA\_update final-signatures (1)" History


-  Document created by Dalisay Quitilen (Dalisay.Quitilen@sweetwaterschools.org)  
2020-12-14 - 11:28:27 PM GMT- IP address: 76.167.240.143
-  Document emailed to Lourdes A Renteria (lourdes.renteria@sweetwaterschools.org) for signature  
2020-12-14 - 11:32:47 PM GMT
-  Document emailed to Leo Hsu (leo.hsu@sweetwaterschools.org) for signature  
2020-12-14 - 11:32:47 PM GMT
-  Document emailed to John Cox (john.cox@sweetwaterschools.org) for signature  
2020-12-14 - 11:32:47 PM GMT
-  Document emailed to MaríaTeresa Harris (maria.harris@sweetwaterschools.org) for signature  
2020-12-14 - 11:32:47 PM GMT
-  Email viewed by Leo Hsu (leo.hsu@sweetwaterschools.org)  
2020-12-14 - 11:44:17 PM GMT- IP address: 24.94.31.40
-  Document e-signed by Leo Hsu (leo.hsu@sweetwaterschools.org)  
Signature Date: 2020-12-14 - 11:44:34 PM GMT - Time Source: server- IP address: 24.94.31.40
-  Email viewed by MaríaTeresa Harris (maria.harris@sweetwaterschools.org)  
2020-12-14 - 11:50:12 PM GMT- IP address: 107.204.77.88
-  Document e-signed by MaríaTeresa Harris (maria.harris@sweetwaterschools.org)  
Signature Date: 2020-12-14 - 11:51:10 PM GMT - Time Source: server- IP address: 107.204.77.88
-  Email viewed by Lourdes A Renteria (lourdes.renteria@sweetwaterschools.org)  
2020-12-15 - 2:32:06 AM GMT- IP address: 68.7.42.102

 Document e-signed by Lourdes A Renteria (lourdes.renteria@sweetwaterschools.org)

Signature Date: 2020-12-15 - 2:34:20 AM GMT - Time Source: server- IP address: 68.7.42.102

 Email viewed by John Cox (john.cox@sweetwaterschools.org)

2020-12-15 - 9:29:51 PM GMT- IP address: 68.101.170.216

 Document e-signed by John Cox (john.cox@sweetwaterschools.org)

Signature Date: 2020-12-15 - 9:29:57 PM GMT - Time Source: server- IP address: 68.101.170.216

 Agreement completed.

2020-12-15 - 9:29:57 PM GMT