

**PALISADES CHARTER HIGH SCHOOL
AND
PALISADES EDUCATIONAL SUPPORT
PERSONNEL UNITED**

MEMORANDUM OF UNDERSTANDING

ADDRESSING VOLUNTARY IN-PERSON SPECIAL EDUCATION SERVICES

Description:

Palisades Charter High School (“PCHS”) and Palisades Educational Support Personnel United (“PESPU”) recognize the detrimental effects of the COVID-19 Pandemic depriving the students of Los Angeles of certain vital services. The parties are committed to providing voluntary in-person services to students with disabilities and acknowledge the responsibility to create and maintain safe conditions as set by Los Angeles County Department of Public Health (“LACDPH”) to ensure the safe delivery of these services.

Conditions for Voluntary Service:

1. Participation by PESPU bargaining unit members shall be voluntary.
2. With the exception of the Moderate-to-Severe classroom, services will be provided to up to three students at a time, at the discretion of the teacher. Instructional Assistants will provide assistance in these settings. The parties shall follow the guidelines for special education cohorts set by LACDPH.

(http://publichealth.lacounty.gov/media/Coronavirus/docs/protocols/reopening_K12schools.pdf.)
3. Participating unit members shall be allowed to withdraw from participation without reprisal, but shall be encouraged to provide at least 48-hour prior notice prior to withdrawing.
4. Services will be provided in an outdoor covered area when practical. Participating unit members may elect to work in regular-sized classrooms with protective barriers or with sufficient space for compliance with social distancing protocols, and adequate air circulation.
5. Staffing may include a teacher and paraprofessional working under the direction of a teacher each working with a student separately. Paraprofessionals will be assigned to one cohort at a time.
6. Bargaining unit members providing services exceeding eight (8) hours in a day or forty (40) hours in a week will receive overtime compensation.
7. PCHS shall follow the guidelines set by LACDPH for the quarantine, isolation and exposure of COVID-19 for all students, parents and bargaining unit members.

Process, Procedures, and Materials:

1. Participants shall follow all social distancing and safety protocols including:
 - a. Daily health screening for all, including bargaining unit members, students and parents/guardians who enter campus.
 - b. All employees, parents/guardians and students are required to wear face masks at all times, unless exempted as per LACDPH order.
 - c. Separately designated bathrooms for staff and students shall be available.
 - d. Hand sanitizer and/or hand washing locations provided for all staff and students.
2. PCHS shall sanitize all work stations utilized for services in accordance with LACDPH guidelines on a daily basis.
3. All unit members shall be provided all required Personal Protective Equipment ("PPE") such as:
 - a. Face masks;
 - b. Face shields and gloves (upon employee request);
 - c. Hand sanitizer and/or hand washing location.

The parties may reopen the terms of this side letter one month after its signing upon written request of either party. This side letter shall be in effect until students return physically the school site for hybrid or regular instruction.

FOR PESPU:



Date: 10/28/20

FOR PCHS:



Date: 10/28/2020