

MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE DISTRICT

The following Memorandum of Understanding (hereinafter "MOU") reflects the agreement of the California School Employees Association and Its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the following:

The District and CSEA recognize the importance of maintaining safe facilities and operations, for the benefit of its students, communities, classified employees, and faculty. CSEA and the District recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with COVID-19. Care should be taken to identify potential exposure and prevent the spread of the disease. The District and CSEA agree that continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the COVID-19 pandemic.

To these ends, the District and CSEA agree as follows:

1. Term of the MOU

- a. This Memorandum of Understanding (MOU) is effective April 14, 2021 through December 22, 2021.

2. Addenda to the Addressing COVID-19 Fall 2020 and Spring 2021 and Summer and Fall 2021 MOUs: Intercollegiate Athletics Programs

- a. The District shall resume in-person, onsite Intercollegiate Athletics Programs, practices and associated intercollegiate instructional classes (ATH/PE) on April 19, 2021 through December 22, 2021.
- b. Classified employees who work in assignments supporting Intercollegiate Athletics Programs, including Kinesiology and Athletics, may voluntarily return to in-person, onsite intercollegiate instructional class assistance and athletic programs duties, including practices and conditioning, which support the District's Intercollegiate Athletics Programs.
- c. Classified employees who opt to remain in a remote learning and work environment for the Spring and Fall 2021 semesters and Summer intersession may do so and continue to work in their respective assignments.

3. Public Health Measures and Training

- a. The District shall train classified employees in public health measures, hygiene, and sanitation to help prevent the spread of COVID-19 and shall ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, hand sanitizer, and appropriate face coverings).

- CSEA shall cooperate with the District in any necessary public health actions, such as contact tracing, of infected individuals.
- b. The District shall provide classified employees a link to the District's COVID-19 Injury and Illness Prevention Program Addendum, which delineates safety protocols that are in place during the COVID-19 pandemic.

4. Classified Employees Illness

- a. Classified employees who are ill with COVID-19-related symptoms shall not report to work and must remain off work and contact their health care provider.
- b. Classified employees who receive a COVID-19 diagnosis may only return to work if 10 days have passed since symptoms first appeared, their symptoms have improved, and had no fevers (without the use of fever reducing medications) for the last 24 hours. Classified employees without symptoms who were diagnosed with COVID-19 may return to work only if 10 days have passed since the date of the first positive COVID-19 test. (See CDC.gov)
- c. Classified employees shall report absences in accordance with department/division procedures.

5. Course or Program Cancellation

- a. If an in-person instructional course or program has multiple or consistent incidence of COVID-19, as determined by the District, the course or program, or portion of the course or program, shall be moved to remote instruction for a minimum of 10 consecutive days and up to the remainder of the semester as determined by the District.

6. Student Standards of Conduct

- a. Students are required to follow the reasonable direction of fulltime and adjunct coaches/Kinesiology instructors and classified employees as delineated in Administrative Regulation 5500, Standards of Student Conduct.

7. Scope of Representation

As issues within the scope of representation regarding the Intercollegiate Athletics Program arise, the District and CSEA reserve the right to reopen this MOU.

Date of MOU: April 14, 2021

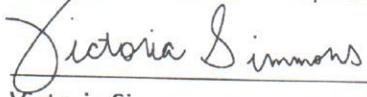


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CSEA and its Chapter #76
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4/20/21

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