

**MEMORANDUM OF UNDERSTANDING BETWEEN  
DELHI UNIFIED SCHOOL DISTRICT AND  
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS  
DELHI CHAPTER 234**

**CORONAVIRUS RESPONSE**

This memorandum of understanding (“MOU”) is agreed by and between Delhi Unified School District (“District”) and the California School Employees Association and its Delhi Chapter 234 (“CSEA”), together the Parties, concerning the District’s response to the coronavirus (COVID-19) pandemic.

The District and CSEA recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its teachers and staff. We 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 coronavirus. Care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the pandemic.

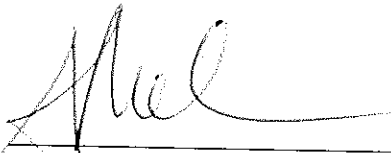
To these ends, the District and CSEA agree as follows:

- 1) The District will inform CSEA as soon as practicable of a confirmed or likely COVID-19 infection of District employees or students subject to the confidentiality rights of the employee/student.
- 2) The District will train its employees in public health measures, hygiene, and sanitation to help prevent the spread of the virus and will ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, masks, and hand sanitizer) and protective gear or cover for inclement weather. CSEA will cooperate with the District in any necessary public health actions, such as contact tracing of infected individuals.
- 3) During this pandemic, the Parties agree to follow applicable leave requirements as set forth in the collective bargaining agreement, Education Code and other state and federal laws. In addition, between April 1 and December 31, 2020, unit members shall be eligible for leaves pursuant to the Federal Families First Coronavirus Response Act (FFCRA). See attached [https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA\\_Poster\\_WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf).
- 4) In the event any District facility must be closed, or any District operations are curtailed due to the coronavirus pandemic, CSEA bargaining-unit employees who are in high-risk

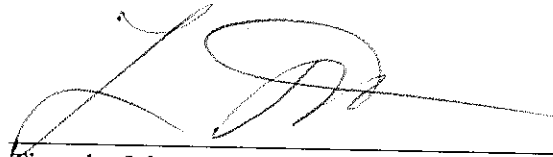
categories for infection will not suffer any loss of pay or benefits relative to their regular schedules subject to the various leaves addressed in paragraph 3 above.

- 5) CSEA will support efforts to maintain funding pursuant to Education Code sections 41422 and 46392 in the event of a closure of any District facilities due to the pandemic.
- 6) This MOU shall be in effect from April 21, 2020, to June 30, 2020, unless mutually extended in writing by the Parties.

This MOU established no past practice or precedent. Both Parties affirm they have the authority to enter into this binding MOU.



Adolfo Melara, Superintendent, DUSD  
April 21, 2020



Timothy Matsen, President, CSEA Chapter 234  
April 21, 2020