

**MEMORANDUM OF UNDERSTANDING BETWEEN
CUPERTINO UNION SCHOOL DISTRICT AND
CUPERTINO EDUCATION ASSOCIATION**

ADDENDUM TO MOU OF OCTOBER 22, 2020

**SPECIALIZED AND TARGETED SERVICES FOR
SMALL COHORTS FOR THE 2020-2021 SCHOOL YEAR**

November 20, 2020

Cupertino Union School District ("District" or "CUSD") and Cupertino Education Association ("Association" or "CEA") (collectively "Parties") enter into this Memorandum of Understanding ("MOU") to modify and supersede the parties' previous Memorandum of Understanding ("Prior MOU") designated in the title above. The Prior MOU is modified and superseded as follows (the sections refer to the Prior MOU):

I. Small Cohort Specialized and Targeted Support Services

The purpose of this MOU is to set forth the terms and conditions under which the District will provide services to prioritized students who are at-risk academically and/or in the area of mental health and who are demonstrating at-risk engagement in Distance Learning.

- A. In addition to those enumerated in the Prior MOU, such students may also include those who have been identified by site administrators in collaboration with Instructional Support Teams (IST) or Collaborative Student Teams (CST) as being in need of the additional support described in this Section I.
- B. The intent of the parties is to expand learning hubs to each District school site to provide the above support.

II. Staffing of Small Cohorts

- A. Specialized and targeted services (including assessments), shall be provided at learning hub sites by unit members who volunteer for this purpose. Unit members shall continue to receive their regular pay and benefits while performing these services during their regular duty day except as provided in section B below.
- B. Unit members may volunteer to provide specialized and targeted services during their contractual preparation or individual planning time (three hours on Wednesdays) if pre-approved by the administrator. Unit members shall be compensated \$180 for providing services for each three-hour session. Current volunteers who have already provided specialized and targeted services in small cohorts (including training) shall be compensated retroactively the

differential between the adjunct duty rate and the new rate for hours worked.
Starting December 2, 2020, all volunteers will be compensated at the new rate.

Except as specified above, all other provisions of the Prior MOU shall remain in full force and effect.

Dated: 11/20/2020
For the District:

Leslie Mains
Leslie Mains, Associate Superintendent

Dated: 11/20/20
For the Association:

Kate Lee
Kate Lee, Lead Negotiator, CEA