

**Memorandum
Napa Valley Unified School District
And
California School Employees Association – Chapter 184
COVID-19 Hazardous Pay Differential**

This agreement is entered into this 12th day of May 2020, by and between the Napa Valley Unified School District (District) and the California School Employees Association Chapter #184 (CSEA), henceforth referred to as the Parties, hereby agree to the following.

Both parties agree that the first priority during school site closures due the risk of COVID-19 is the continuation of essential services while protecting employee and public safety.

The District has measures in place to mitigate risk for employees whose duties require them to physically report to a site in compliance with Napa County Health Orders. The District acknowledges that some duties by their nature, or the conditions under which those duties are performed, present a greater challenge to implement such measures.

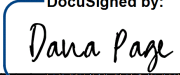
We hereby agree that any CSEA employees distributing items or receiving items from the public as a regular or significant part of their position are at a greater risk of exposure. The District agrees to pay these workers a rate of time and one half while performing these duties.

For employees who are assigned to work from a site for a majority of each work week, while the District is under a shelter-in-place order, the District will offer flexible hours, with mutual agreement, and reduced hours of work at a physical location not to exceed 80% of their total normal work hours per week without a reduction in pay. The balance of work hours may be done at home if appropriate. The agreement shall not be seen as a reduction of work hours or appointment.

Both parties understand that as the guidelines due to COVID-19 continue to change, there will be a need to revisit our agreement. We also understand that once the school year closes, we will need to perform normal end of the year closure and prep for the fall. This will most likely necessitate the need for more in person work while following County Public Health Guidelines for safety.

This MOU will not establish any precedent. **This MOU will be effective retroactive to April 13, 2020 and will expire on June 19, 2020,** unless extended by mutual agreement.

For the District

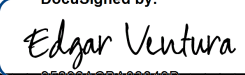
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Dana Page
Asst. Superintendent

5/12/2020

Date

For CSEA Chapter 184


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Edgar Ventura
President, CSEA Local 184


5/12/2020

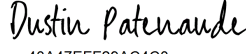
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 Rabinder Mangewala
 Asst. Superintendent
 Date 5/22/2020


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 Mike Pearson
 Asst. Superintendent
 Date 5/12/2020

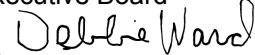
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 Maren Rocca-Hunt
 Executive Director, HR
 Date 5/13/2020


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 Dustin Patenaude
 CSEA Regional Labor Rep.
 Date 5/13/2020


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 Alejandro Negrete
 CSEA Regional Labor Rep.
 Date 5/12/2020


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 Jackie Clayton
 CSEA Executive Board
 Date 5/12/2020

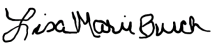
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 Maria Gonzalez
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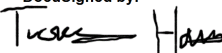
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 Debbie Ward
 CSEA Executive Board
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 Jane Baker
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 Cindy Gonzalez
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 Lisa Marie Burch
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 Travis Haws
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