This memorandum of understanding (the MOU) is agreed between Ohlone Community College District (“District”) and the California School Employees Association and its Ohlone Chapter #490 (together “CSEA”) concerning the impacts and effects of resumed College operations under the latest surge in COVID-19 cases generated by the Delta Variant.

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 faculty and staff.

The District and CSEA agree that temporarily adopting a hybrid model for the Fall 2021 Semester will help reduce density and the number of people on campus while still serving - students five (5) days a week.

**Hybrid Model Provides Services for Students Five Days A Week**

The hybrid work model incorporates a schedule that allows employees to work four days on campus, and one day remotely. The day(s) of when work should be conducted on campus and remotely will depend on district’s staffing needs and will be different for each employee and each department as the District will be providing services five (5) days a week.

**Employees Schedule Will Remain the Same**

The employee’s regular schedule will remain the same. For instance, if an employee is scheduled to work 8 hours per day (8:30 AM – 5:30 PM), that schedule will remain the same regardless if the work is conducted on campus or remotely.

**Potential to Increase the Number of Days Employees Work Remotely**

Due to the fluidity and rapidly changing COVID-19 conditions caused by the Delta variant, the District and CSEA agrees to increase the number of days that employees work remotely if necessary or if recommended by the Return to Campus Committee.

**Duration of Agreement**

This MOU is a temporary agreement to address the extraordinary circumstances created by COVID-19. It does not create any precedents nor establish the status quo for future bargaining purposes. This MOU shall be implemented September 13th, 2021 and remain in effect until the end of the Fall 2021 Semester.