

**Memorandum of Understanding (MOU) between the
Davis Joint Unified School District (District) and the
California School Employees Association and its Davis Chapter No. 572 (CSEA)
For Short-term Assignment in the Antibias Education Coordinator Position
in the 2023-2024 School Year.**

Memorandum of Understanding Duration

This Memorandum of Understanding will sunset June 30, 2024 unless subsequently otherwise agreed to by the Parties.

Purpose

In order to meet the goals of the Anti Bias Education Grant provided by the California Department of Education, CSEA and the District (collectively, "Parties") agree to allow Amy Higgins-Boyd, currently a Behavior Specialist, who has requested to work on a temporary assignment for 8 hours/week (.2 FTE) as the Antibias Education Grant Coordinator under the supervision of the Coordinator of School Climate for the 2023-2024 school year, to work in this position and capacity. Higgins Boyd will remain at her current range of 55, inclusive of all longevity and professional growth steps that she has earned during her tenure as a Behavior Specialist. At the conclusion of the 2023-2024 school year, Higgins Boyd will automatically return to her position as Behavior Specialist absent mutual agreement by the parties to extend this Agreement.

The Parties collectively agree that allowing the highly skilled employee is preferable to opening a new position that would require a layoff at the end of the 2023-2024 school year.

Descriptions of Activities

Higgins Boyd will play a key role in implementing the agreed upon goals of the Antibias Education Grant, using her experience, relationships within the DJUSD community, and her knowledge of marginalized groups, including of students receiving Special Education services to:

- Recruit and support participants in the Constituency Leadership Groups, the central organizing units of the 3-year project.
- Recruit and support the co-hosts of each constituency group.
- Plan and organize the annual summer Think Tanks and Liberatory Institutes
- Work with the Project Director to adhere to budgetary and reporting requirements of the grant.
- Attend meetings required by the goals of the grant and by the CDE.
- May update designated website(s) with various school and/or District information.
- Actively listens to individuals and addresses concerns regarding bias, othering and belonging with empathy and sensitivity; communicates effectively with individuals across varying backgrounds and cultures.
- Perform other duties as assigned to support the overall objectives of the position.

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Sande Royval
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Sande Royval

DocuSigned by:
Laura Juanitas
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Laura Juanitas

CSEA #572 President

7/21/2023


Date

Associate Superintendent

8/17/2023

Date

DocuSigned by:



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Crystal Ferrer

CSEA Labor Representative

7/21/2023

Date