

SIDE LETTER OF AGREEMENT BETWEEN THE HEMET TEACHERS ASSOCIATION  
AND  
HEMET UNIFIED SCHOOL DISTRICT  
**Amendment to Youth Sports, Athletics and Athletic Conditioning**  
November 5, 2020

The Hemet Unified School District ("District") and Hemet Teachers Association ("Association"), herein referred to as "The Parties", met on November 5, 2020 to amend the prior side letter of agreement entered into on August 26, 2020. That Side Letter of Agreement was in connection with the recent Novel Coronavirus (COVID-19) MOU negotiated for the period of July 1, 2020 through June 30, 2021 given the August 2020 updates on Youth Sports, Athletics and Athletic Conditioning from the California Department of Public Health (CDPH), Riverside County Public Health (RCPH), and CAL OSHA Youth Sports.

THE PARTIES AGREE TO AMEND THE FOLLOWING:

1.0 Exhibit A of the August 26, 2020 Side Letter of Agreement attached hereto as Exhibit A shall be amended to include Spring Sports.

For 2020-2021 School Year, the Parties shall adhere to the protocols outlined in the CIF Sports Considerations document attached hereto as Exhibit A.

2.0 Agreement to Meet and Negotiate

2.1 The parties understand the Coronavirus (COVID-19) pandemic situation is very fluid and mutually agree to review the provisions of this Side Letter, as necessary.

2.1.1 At any time during this agreement, the parties agree to examine the implementation of this agreement and to meet again in the event that one, or both parties, believe it is necessary.

2.1.2 The parties agree to meet within ten (10) calendar days, unless otherwise mutually agreed upon, to negotiate any mandates from the California Department of Education, the Federal Department of Education, and/or any Federal, State, or local elected official directives that impact matters within the scope of representation.

3.0 Terms of Agreement

This agreement shall expire June 30, 2021. The provisions of this agreement shall not be modified and/or changed unless both parties mutually agree. This Side Letter shall not be precedent-setting nor form any basis for a past practice.

3.1 All components of the current CBA between the Association and the District not addressed by the terms of this Side Letter or the Novel Coronavirus (COVID-19) MOU negotiated for the period of July 1, 2020 through June 30, 2021 shall remain in full effect.



11/16/2020

Derek Jindra, Ed. D.  
Assistant Superintendent

Date



11/16/2020

Jason Chrest  
President, HTA

Date

# EXHIBIT A

## CIF Fall/Spring Sport Considerations

<b>References Utilized to Create the Protocols</b>
Riverside County Public Health Department: Updated advisory for the operation of Youth Sports: <a href="#">8-5-20</a>
CDPH and CAL OSHA Youth Sports : <a href="#">Youth Sports 8-3-20</a>
CDPH and CAL OSHA Industry Guidance for Schools and School-Based Programs: <a href="#">Schools and School-Based Programs 8-3-20</a>
CDPH and CAL OSHA Industry Guidance for Fitness Facilities: <a href="#">Fitness Facilities 10-20-20</a>
CIF-SS Updated Calendar: <a href="#">7-20-20</a>

<b>Fall Sports (Approx. Dec to March):</b>	<b>Spring Sports (Approx March to June):</b>
B/G Cross-Country Football Traditional Competitive Cheer (All) B/G Water polo B/G Volleyball	Baseball B/G Basketball G Competitive Sports Cheer (Only Hemet) B/G Tennis B/G LaCrosse Softball B/G Swimming B/G Golf B/G Track and Field B/G Wrestling

<b>Coaches</b>
<input type="checkbox"/> Coaches are a vital part of athletic programs. Due to their value and the nature of athletics, Coaches must be able to conduct in-person conditioning/practices; applying for and accepting coaching positions acknowledges this expectation. However, if

Coaches are not comfortable with current conditions due to COVID-19 they may opt-out by not applying for return/hire without issue.

- During the course of the athletic season, if exposure or diagnosis of a COVID-19 related issue surfaces, protocols from the MOU adopted August 4, 2020 between HUSD and HTA shall go into effect.
- Compensation: After Board approval Coaches shall be compensated according to section 2 of the MOU adopted August 4, 2020 between HUSD and HTA.

### **PHASE 1: FALL/SPRING SPORTS**

#### **Phase 1 (Purple Tier) Outdoor Practice Program**

##### **PHASE ONE**

- All practice programs within the County must take place outdoors
- All practice programs will take place outside the instructional day
- Practice programs may ONLY occur when both physical distancing of at least six (6) feet between participants and a "stable cohort" can be maintained (e.g. cross-country). Otherwise only physical conditioning and training is permitted. Conditioning and training should focus on individual skill-building (e.g. running drills)
- Workouts will be conducted in "stable cohorts" of students with no more than 16 individuals (including the coaches) practicing together to limit overall exposures.
- No equipment sharing, and if unavoidable, clean and disinfect shared equipment between use by different people;
- No events, tournaments, or competitions are permitted at this time
- No spectators, only closed practices

#### **Train All Staff and Communicate/Educate Families**

##### **Train All Staff**

- ADs will train all staff and provide educational materials to families in the following safety actions: 1. Enhanced sanitation practices 2. Physical distancing guidelines and their importance 3. Proper use, removal, and washing of face coverings located at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html> 4. Screening practices 5. How COVID-19 is spread to COVID-19 specific symptom identification 6. Preventing the spread of COVID-19 if you are sick, including the importance of not coming to work if staff

members have symptoms, or if they or someone they live with has been diagnosed with COVID19.

- ❑ Refer to the HUSD/HTA Novel COVID-19 MOU ratified on August 4, 2020.
- ❑ Coaches will wear a mask at all times. Face shields must be worn with face masks. If an individual has a medical condition that prohibits the mask wearing, a medical note is required and we engage in the interactive process.

#### **Communicate with Families**

- ❑ ADs/Coaches will provide information to parents or guardians regarding procedures, along with the safety measures that will be in place in these settings with which parents or guardians must comply.
- ❑ Parent/Guardian must have read and accepted information/protocols prior to practice [Athlete Safety Protocols and Expectations](#) (attached as named) and [Athlete Daily Self-Assessment](#) (attached as named)

### **Practice Logistics Phase 1 (Purple Tier)**

#### **Entrance/Exit Strategies**

- ❑ Prevent groups from gathering at entrances/exits to facilities to limit crossover and contact, including staggering starting/ending times.
- ❑ AD/Head Coach will coordinate schedules of "stable cohorts" entrances and exits are staggered. Cohort will remain the same at all times.

#### **Pre-Workout Passive Screening**

- ❑ All coaches and students will self-screened daily for signs/symptoms of COVID-19 prior to participating.
- ❑ Attendance for each person should be recorded and stored (see sample COVID-10 Athlete [Monitoring Form](#) attached as named).
- ❑ Any person with COVID like symptoms, a positive COVID test, or potential exposure shall not be allowed to participate, must self-isolate, **must** report information to their coach, and contact their health provider. Written medical clearance will be required to return to activity.
- ❑ It is recommended that vulnerable individuals should not participate in any workouts during Phase One (students must complete Athletic Clearance).

#### **Workout Procedures**

- Conditioning, workouts, practices, etc. shall adhere to inclement weather notifications/concerns sent out from Safety/Risk Management (i.e. excessive heat warning, unhealthy air quality, etc.)
- Athletes will be assigned a time for their arrival. They will stay in their car until their coach comes out to get them.
- Athletic trainer/Coach will meet with the group and review procedures prior to workouts
- Once approved to practice coaches will adhere to the 6-foot distance rule. At no time will there be contact among players.
- Athletes will wear face coverings/masks. Activities that require heavy exertion should be conducted in a physically distanced manner without face coverings. Players should take a break from exercise if any difficulty in breathing is noted and should change their mask or face covering if it becomes wet and sticks to the player's face and obstructs breathing. Masks that restrict airflow under heavy exertion (such as N-95 masks) are not advised for exercise.
- All students must bring their own water bottle. Water bottles must not be shared. Food must not be shared.
- No locker rooms/showers will be used at all.
- After practice is over they will be escorted out together. Athletes will be instructed to get in their cars and leave immediately.
- Athletes will be instructed to go home, discard their clothes in the washing machine and shower immediately.
- All balls and or equipment used will be sterilized after that groups practice. All equipment will be wiped down immediately after use by athletes. Coaches shall be required to sanitize equipment in between cohorts. Nightly cleaning and sanitization will be completed routinely by custodial staff.

**COVID-19 Protocols-** Any person with COVID like symptoms, a positive COVID test, or potential exposure shall not be allowed to participate, must self-isolate, **must** report information IMMEDIATELY to:

- Student reports to Head Coach
- Coach will notify the Trainer and AD via email
- Trainer completes Student Accident Form

- Employee (Coaches) report to ADs
- ADs notify Risk Management

<input type="checkbox"/> AD forwards completed form to Student Services and Risk Management	
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<b>Fall General Activity Description</b>	<b>Phase One (Purple Tier) Individual Skill Development and Workouts Maintain Physical Distancing; No Contact with Others, No Sharing of Equipment; No Grouping.</b>
<b>Cross Country</b>	Runners should maintain at least 6 feet of distancing between individuals, no grouping (i.e. starts and finishes).
<b>Volleyball</b>	Conditioning, individual ball handling drills, each player has own ball. A player should not use a single ball that others touch or hit in any manner.
<b>Football</b>	Conditioning and individual drills. A player should not participate in drills with a single ball that will be handed off or passed to other teammates. Contact with other players is not allowed, and there should be no sharing of tackling dummies / donuts / sleds. Protective equipment prohibited.
<b>Competitive Cheerleading</b>	Conditioning and individual technique/choreography work. Students may not practice/perform partner or group stunts. Chants, jumps, dance, tumbling without contact are permissible as long as physical distancing is adhered to (No activities that require mats)..
<b>Water Polo</b>	Conditioning, individual ball skill drills, no contact or sharing of balls. A player may shoot with a ball(s), but a team should not practice/pass a single ball among the team where multiple players touch the same ball.

<b>Spring General Activity Description</b>	<b>Phase One (Purple Tier) Individual Skill Development and Workouts Maintain Physical Distancing; No Contact with Others, No Sharing of Equipment; No Grouping.</b>
<b>Baseball/ Softball</b>	Conditioning and tee work. Players should not share gloves or bats or throw a single ball that will be tossed among the team. A single player may hit in cages, throw batting practice (with netting as backstop, no catcher). Prior to another athlete using the same balls, they should be collected and cleaned individually.
<b>Basketball</b>	Conditioning, individual ball skill drills, no contact or sharing of balls. A

	player may shoot with a ball(s), but a team should not practice/pass a single ball among the team where multiple players touch the same ball.
<b>Tennis</b>	Conditioning, no sharing of balls, each player may use own can of balls to serve and uses racket to pass other balls (singles only), ball machine use by individuals only. Players may do individual drills, wall volleys.
<b>LaCrosse</b>	Conditioning, individual ball skill drills, no contact or sharing of balls. A player may shoot with a ball(s), but a team should not practice/pass a single ball among the team where multiple players touch the same ball.
<b>Swimming</b>	Swimmers should maintain appropriate physical distancing 6 feet apart. Do not share lanes.
<b>Golf</b>	Maintain appropriate physical distancing 6 feet apart. Equipment needs to be cleaned.
<b>Track and Field</b>	Runners should maintain at least 6 feet of distancing between individuals, no grouping (i.e. starts and finishes). No sharing of implements / equipment. Clean Equipment. Padded equipment should be cleaned between use.
<b>Wrestling</b>	Conditioning, mirror drills with spacing, no contact. Wrestlers may skill and drill without touching a teammate (as long as physical distancing is adhered to). If utilized, the wrestling mat shall be sanitized between uses.

### **PHASE 2: FALL/SPRING SPORTS**

- Subject to change based on the most recent state/local county order regarding gyms, fitness centers, youth sports, and school-based programs.
- Given the above, HUSD will meet with HTA for input and collaboration prior to moving to Phase 2.

#### **Phase 2: Practice Program indoor facilities included (Red, Orange, and Yellow Tiers)**

- Red** – Substantial – Tier 2: Indoor operations are permitted but must be limited to **10%** capacity. Gyms and fitness centers must follow this guidance.
- Orange** – Moderate – Tier 3: Indoor operations are permitted but must be limited to **25%** capacity. Gyms and fitness centers must follow this guidance.

- Yellow** – Minimal – Tier 4: Indoor operations are permitted but must be limited to **50%** capacity. Gyms and fitness centers must follow this guidance.

Additionally:

- There must be a minimum distance of 6 feet between each individual at all times. If this is not possible indoors, then the maximum number of individuals in the room must be decreased to obtain a minimum distance of 6 feet between each individual. \*Note: Local/State guidelines must be followed attached at the top
- Practice programs may **ONLY** occur when both physical distancing of at least six (6) feet between participants and a “stable cohort” can be maintained (e.g. Cross country). Otherwise only physical conditioning and training is permitted. Conditioning and training should focus on individual skill-building (e.g., running drills)
- Workouts will be conducted in “stable cohorts” of students with no more than 16 individuals (including the coaches) practicing together to limit overall exposures.
- No equipment sharing, and if unavoidable, clean and disinfect shared equipment between use by different people;
- No events, tournaments, or competitions are permitted at this time
- No spectators, only closed practices

## Practice Logistics Phase 2 (Red, Orange, and Yellow Tiers)

### Entrance/Exit Strategies

- Prevent groups from gathering at entrances/exits to facilities to limit crossover and contact, including staggering starting/ending times.
- AD/Head Coach will coordinate schedules of “stable cohorts” entrances and exits are staggered. Cohort will remain the same at all times.

### Pre-Workout Passive Screening

- All coaches and students will self-screened daily for signs/symptoms of COVID-19 prior to participating.
- Attendance for each person should be recorded and stored (see sample COVID-19 Athlete [Monitoring Form](#) attached as named).
- Any person with COVID like symptoms, a positive COVID test, or potential exposure shall not be allowed to participate, must self-isolate, **must** report information to their coach, and contact their health provider. Written medical clearance will be required to return to activity.



- It is recommended that vulnerable individuals should not participate in any workouts during Phase Two.

### **Workout Procedures**

- Athletes will be assigned a time for their arrival. They will stay in their car until their coach comes out to get them.
- Athletic trainer/Coach will meet with the group and review procedures prior to workouts
- Once approved to practice coaches will adhere to the 6-foot distance rule. At no time will there be contact among players.
- Consistent with guidance for gyms and fitness facilities, cloth face coverings must be worn during indoor physical conditioning and training. Activities that require heavy exertion should be conducted outside in a physically distanced manner without face coverings. Activities conducted inside should be those that do not require heavy exertion and can be done with a face covering. Players should take a break from exercise if any difficulty in breathing is noted and should change their mask or face covering if it becomes wet and sticks to the player's face and obstructs breathing. Masks that restrict airflow under heavy exertion (such as N-95 masks) are not advised for exercise.
- All students must bring their own water bottle. Water bottles must not be shared. Food should not be shared.
- No locker rooms/showers will be used at all.
- After practice is over they will be escorted out together. Athletes will be instructed to get in their cars and leave immediately.
- Athletes will be instructed to go home, discard their clothes in the washing machine and shower immediately.
- All balls and or equipment used will be sterilized after that groups practice

### **Weight Room (Practice Program indoor facilities included)**

- Weight equipment should be wiped down thoroughly before and after an individual's use of equipment.
- Resistance training should be emphasized as body weight, weight machines, and free weights that do not require a spotter.
- Free weight exercises that require a spotter cannot be conducted while honoring physical distancing norms.

- Safety measures in all forms must be strictly enforced in the weight room.
- Weight rooms should follow physical distancing guidelines and adhere to CDPH Guidance for Fitness-Related Organizations.
- Athletes will be allowed in the weight room based on cohort and room occupancy based on social distancing. No spotting allowed so weights must be light to moderate or utilize resistant lifts/exercises. All equipment will be wiped down immediately after use by athletes. Coaches shall be required to sanitize equipment in between cohorts. Nightly cleaning and sanitization will be completed routinely by custodial staff.
- Total occupancy for the weight rooms are subject to the color coding tier system from the State noted above. Occupancy will be calculated off calculations made by Risk Management for the space.

<b>Total Occupancy for Other Athletic Spaces (i.e. Gymnasiums, Fitness Rooms, etc.)</b>	<b>Red Tier: (10% Occupancy)</b>	<b>Orange Tier: (25% Occupancy)</b>	<b>Yellow Tier: (50% Occupancy)</b>
Hamilton: <ul style="list-style-type: none"> <li>• Gym 1337</li> <li>• Weight room 164</li> </ul>	Hamilton: <ul style="list-style-type: none"> <li>• Gym 133</li> <li>• Weight room 16</li> </ul>	Hamilton: <ul style="list-style-type: none"> <li>• Gym 334</li> <li>• Weight room 41</li> </ul>	Hamilton: <ul style="list-style-type: none"> <li>• Gym 668</li> <li>• Weight room 82</li> </ul>
Hemet High: <ul style="list-style-type: none"> <li>• Gym 1356</li> <li>• Weight room 54</li> </ul>	Hemet High: <ul style="list-style-type: none"> <li>• Gym 135</li> <li>• Weight room 5</li> </ul>	Hemet High: <ul style="list-style-type: none"> <li>• Gym 339</li> <li>• Weight room 13</li> </ul>	Hemet High: <ul style="list-style-type: none"> <li>• Gym 678</li> <li>• Weight room 27</li> </ul>
Tahquitz <ul style="list-style-type: none"> <li>• Gym 1878</li> <li>• Auxiliary Gym 837</li> <li>• Weight room 39</li> </ul>	Tahquitz <ul style="list-style-type: none"> <li>• Gym 187</li> <li>• Auxiliary Gym 83</li> <li>• Weight room 3</li> </ul>	Tahquitz <ul style="list-style-type: none"> <li>• Gym 469</li> <li>• Auxiliary Gym 209</li> <li>• Weight room 9</li> </ul>	Tahquitz <ul style="list-style-type: none"> <li>• Gym 939</li> <li>• Auxiliary Gym 418</li> <li>• Weight room 19</li> </ul>
West Valley <ul style="list-style-type: none"> <li>• Gym 1577</li> <li>• Weight room 38</li> </ul>	West Valley <ul style="list-style-type: none"> <li>• Gym 157</li> <li>• Weight room 3</li> </ul>	West Valley <ul style="list-style-type: none"> <li>• Gym 394</li> <li>• Weight room 9</li> </ul>	West Valley <ul style="list-style-type: none"> <li>• Gym 788</li> <li>• Weight room 19</li> </ul>

**HUSD FORMS**

[COVID-19 Athlete Monitoring Form](#) (attached as named)

**ADDITIONAL RESOURCES**

[CIF Guidance](#) available online (June 20, 2020)

# HEMET UNIFIED SCHOOL DISTRICT

## Athlete Safety Protocols and Expectations

### Workout Procedures

- Athletes will be assigned a time for their arrival. They will stay in their car until their coach comes out to get them.
- Athletic trainer/Coach will meet with the group and review procedures prior to workouts.
- Once approved to practice coaches will adhere to the 6-foot distance rule. At no time will there be contact among players.
- Athletes will wear face coverings/masks. Activities that require heavy exertion should be conducted in a physically distanced manner without face coverings. Players should take a break from exercise if any difficulty in breathing is noted and should change their mask or face covering if it becomes wet and sticks to the player's face and obstructs breathing. Masks that restrict airflow under heavy exertion (such as N-95 masks) are not advised for exercise.
- Athletes will bring their own waters.
- No locker rooms/showers will be used at all.
- After practice is over they will be escorted out together. Athletes will be instructed to get in their cars and leave immediately.
- Athletes will be instructed to go home, discard their clothes in the washing machine and shower immediately.
- All balls and or equipment used will be sterilized after that groups practice.

### Expectations

- All practice programs within the County must take place outdoors.
- Practice programs may ONLY occur when both physical distancing of at least six (6) feet between participants and a "stable cohort" can be maintained(e.g. golf). Otherwise only physical conditioning and training is permitted. Conditioning and training should focus on individual skill-building (e.g., running drills).
- Workouts will be conducted in "stable cohorts" of students with no more than 16 individuals (including coaches) practicing together to limit overall exposures.
- No equipment sharing, and if unavoidable, clean and disinfect shared equipment between uses by different people.
- No events, tournaments, or competitions are permitted at this time.
- No spectators, only closed practices.

I understand the protocols and expectations. Failure to follow these protocols and expectations will result in exclusion from athletic participation.

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Athlete Signature

Date

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Parent Signature

Date

# HEMET UNIFIED SCHOOL DISTRICT

## Coach Daily Self-Assessment

Do you have a fever? A fever is defined as a temperature of 100.4 degrees Fahrenheit or higher.

**Yes or No**

Are you experiencing other unexplained symptoms, such as: chills, cough, shortness of breath, respiratory illness, sore throat, or new loss of taste/smell?

**Yes or No**

Have you recently been requested to self-quarantine by a physician?

**Yes or No**

Have you recently been around someone who has tested positive for Covid-19?

**Yes or No**

Please choose one the applicable statement below:

\_\_\_\_\_ I certify that I have answered NO to all the questions above and I am safe to report to practice today.

\_\_\_\_\_ I certify that I have answered YES to one or more questions above and will not report to practice today and will notify my coach.

\_\_\_\_\_

Print Name

\_\_\_\_\_

Coach Signature

Date

