

MEMORANDUM OF UNDERSTANDING
BETWEEN
REDDING SCHOOL DISTRICT
AND
REDDING TEACHERS ASSOCIATION
REGARDING COVID-19
September 9, 2021

The Redding School District ("District") and the Redding Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding the issues related to COVID-19.

The parties agree to the following:

1.0 ADHERENCE GUIDELINES AND ORDERS

- 1.1 The District shall adhere to the COVID-19 guidance provided by Shasta County Public Health Department.

2.0 HOURS OF EMPLOYMENT

- 2.1 In-person meetings shall be conducted with the option of virtual attendance. In the event of the county moving to the blue tier for COVID-19 Transmissions, the virtual option may be suspended.

3.0 COMPENSATION

- 3.1 To the extent that responding effectively to the pandemic may lead to the District seeking volunteers for extra duty activities that is pre-approved by the site administrator, such as, but not limited to, monitoring ingress or egress points, sanitizing, screening students, monitoring student lunches during the unit member's duty-free lunch, etc., the District will compensate the unit member who volunteers for such extra duty at a rate of \$40/hour. Extra duty is defined as duties worked in excess of the normal compensated duty day.
- 3.2 When a Special Education *Temporary Emergency Educational Plan* goes into effect, which occurs after more than ten (10) school days and verified by the Special Education Administrator, due to a COVID-19 emergency condition, the IEP will be implemented by alternative means, to the greatest extent feasible, in light of a COVID-19 emergency condition and/or applicable public health orders in regards to COVID-19. The service providers on the IEP team from the Redding School District who provide services, by alternative means, will receive a stipend of forty (\$40) dollars per student.
- 3.3 Members asked to cover another class during their preparation time (Sequoia Only) will be paid at an hourly rate of \$40 for that time.
- 3.4 In recognition of additional supervision and sanitizing due to COVID-19 protocols, full-time in person unit members assigned to a classroom that do not have a scheduled prep period will receive a \$500 one-time stipend through December 31, 2021 paid on the December payroll. A one-time stipend of \$500 from January to June 30, 2022, if conditions warrant continuation. This is to be paid on the June payroll.

4.0 SUPPLEMENTAL PAID SICK LEAVE

- 4.1 The District will comply with all leave provisions included in SB 95 and will follow any new federal or state guidelines if and when adopted.
- 4.2 If a unit member is directed by the District to isolate or quarantine based on work related COVID-19 exposure, the District will consider this as administrative leave. As a result staff may be directed to complete some or all of their duties from home. This additional leave will be evaluated on a case by case basis.
- 4.3 Unit members who need leave due to COVID-19 isolation or quarantine unrelated to the workplace will be granted leave at a ratio of 2 days of administrative leave for every 1 day of sick leave. As an example, if a unit member required 6 days of leave, 4 days would be considered administrative leave and 2 days would be sick leave to be debited from the members' sick leave balance. This leave will be calculated on a per day basis. As a condition of this leave agreement, unit members utilizing this leave will agree to seek out and complete COVID-19 testing (through available community resources, or their healthcare provider) share results and a negative test will facilitate their return to work. The District will comply with the most current Shasta County Public Health guidelines with respect to employee isolation and/or quarantining.
- 4.4 Unit members may work with site administrators to schedule (when available) district release time, which shall not be deducted from the unit member's accumulated leave, in order to be vaccinated or receive a vaccine booster without loss of pay.
- 4.5 The District will follow the state testing mandate for as long as the testing mandate is active in California.

5.0 DURATION

- 5.1 The Parties agree that any modifications to the items agreed to in this MOU shall be made through written mutual agreement.
- 5.2 Unless otherwise noted above, the provisions of this MOU shall supersede any provisions of the Collectively Bargained Agreement ("CBA") previously signed by both Parties that are in conflict for the duration of this MOU or until modified by mutual agreement of the District and the Association. The Parties affirm the obligation to comply with all provisions of the Collectively Bargained Agreement ("CBA") articles not in conflict with this MOU. Further, the Parties affirm that all provisions of the Educational Employment Relations Act ("EERA") *California Government Codes 3540 et seq.* apply and remain in effect.
- 5.3 The Parties reserves the right to negotiate additional impacts and effects of issues related to COVID-19.
- 5.4 This MOU shall expire in full without precedent on June 30, 2022.

FOR THE ASSOCIATION:

Vicki Ono
Vicki Ono (Sep 10, 2021 19:29 PDT)

Name

Sep 10, 2021

Date

FOR THE DISTRICT:

Robert Adams
Robert Adams (Sep 10, 2021 16:41 PDT)

Name

Sep 10, 2021

Date

District Counter RTA COVID MOU 2021-22









9.9.21

Final Audit Report

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