

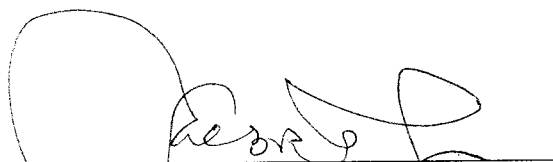
MEMORANDUM OF UNDERSTANDING
REDLANDS UNIFIED SCHOOL DISTRICT
AND
REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

This Memorandum of Understanding (“MOU”) is entered into by and between the Redlands Unified School District (“District”) and the Redlands Education Support Professionals Association/CTA/NEA (“Association”).

Whereas, the District and the Association acknowledge that securing substitutes in certain classifications to cover vacations has been problematic, the mandates of Article 17, Vacation: subsection 17.9 of the Collective Bargaining Agreement between the Redlands Unified School District and the Redlands Education Support Professionals Association/CTA/NEA will be temporarily relaxed in an effort to address the shortage.

Now, therefore, it is agreed by and between the parties as follows:

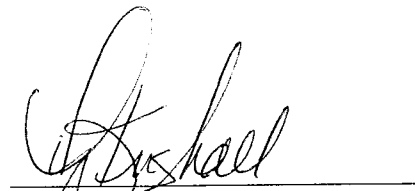
- 1) Paragraph 17.9 of the Collective Bargaining Agreement currently requires employees to take vacation. Department heads and supervisors shall be sensitive to the substitute shortage when reviewing vacation schedules of employees in the following classification: Instructional Paraprofessional II – Special Education, Bus Drivers, and Child Nutrition Services Workers. Supervisors and department heads will be flexible with the scheduling of vacations of employees in such classifications when substitutes are not readily available;
- 2) Employees in these classifications must still complete a vacation calendar in accordance with Article 17.10; however, said employees will be given priority to work in the event of a substitute shortage. If such an employee is allowed to work, the calendared vacation day(s) will be paid out at the end of the school year;
- 3) The parties acknowledge that this could result in higher vacation payouts at the end of the fiscal year;
- 4) This MOU shall remain in effect through June 30, 2020. The parties will review the impact of this MOU upon substitute shortage issues.



Representative
Redlands Unified School District

11/7/19

Date



Representative
Redlands Education Support
Professionals/CTA/NEA

11/7/19

Date