

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE REDLANDS UNIFIED SCHOOL DISTRICT

AND

THE 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 Parties recognize that child supervision hardships exist as a result of the COVID-19 pandemic;

Whereas, in the MOU dated August 4, 2020, both parties agreed to revisit the topic of childcare no later than August 12, 2020;

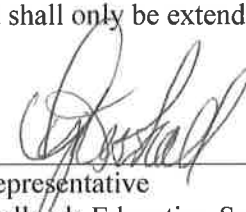
Now, therefore, it is agreed by and between the parties as follows:

1. The District will allow for classified bargaining unit members (“unit member”) to submit a request to work from home due to child supervision hardships. The request must be made in writing or via email.
2. The unit member will engage in the Interactive Process with the District to determine if a work-from-home accommodation can be made.
3. As part of the Interactive Process, a unit member’s direct supervisor must agree to the work-from-home accommodation.
4. In the event a unit member’s job responsibilities cannot be accomplished from home, a temporary alternative assignment to an Instructional Paraprofessional II (“IP”) position will be offered and if accepted, it will not impact the unit member’s pay. If the unit member declines the IP position, they may utilize H.R. 6201 and/or all available leaves for the purpose of childcare.
5. The District will provide all necessary training and technology equipment to any unit member who is assigned or reassigned as an IP.
6. This MOU shall expire on December 31, 2020, and shall only be extended upon mutual agreement if the Distance Learning model continues.



Representative
Redlands Unified School District

8/12/2020
Date



Representative
Redlands Education Support Professionals
Association/CTA/NEA

8/12/2020
Date