

MEMORANDUM OF UNDERSTANDING

BETWEEN

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 parties recognize the need for additional employee coverage on specified days each week to facilitate the Child Nutrition Services Grab n’ Go Events during the Distance Learning Model and have agreed to implement an alternate work schedule for designated Classified Employees;

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

- 1) The District and the Association agree to establish a 10-hour-per-day, 40-hour-per-week, four-consecutive-day workweek schedule, as defined by Education Code 45132.
 - This schedule will apply to full-time Child Nutrition Services employees that have mutually agreed with their supervisor to participate in the alternate work schedule.
 - The schedule, defined per Education Code 45132, shall consist of a 10-hour-per-day, 40-hour-per-week, four-consecutive-day workweek.
 - The overtime rate shall be paid for all hours worked in excess of the required 10-hour workday or 40-hour workweek.
 - If a Child Nutrition Services employee that is assigned to the 10-hour-per-day, 40-hour-per-week, four-consecutive-day workweek needs to be absent from work and utilizes approved leave, the number of hours of leave utilized will be equal to the number of hours in which the employee was scheduled to work on the day(s) of the absence(s).
- 2) The District and the Association agree to establish a condensed, 2-day, 3-day, or 4-day work week.
 - This schedule will apply to part-time Child Nutrition Services employees that are regularly assigned less than 40 hours per week.
 - The condensed, 2-day, 3-day, or 4-day work week shall be implemented for Child Nutrition Services employees that have mutually agreed to it with their


- supervisor, so long as no scheduled work day within the condensed work week exceeds 8 hours.
 - In the event a part-time Child Nutrition Services employee that is assigned to a condensed, 2-day, 3-day, or 4-day work week is required to work in excess of 8 hours per day or 40 hours per week, the overtime rate shall be paid for such hours.
 - If a Child Nutrition Services employee that is assigned to the condensed work week needs to be absent from work and utilizes approved leave, the number of hours of leave utilized will be equal to the number of hours in which the employee was scheduled to work on the day(s) of the absence(s).
- 3) A calendar will be mutually established for each classified employee working under an alternate schedule.
- 4) Except as otherwise modified by this MOU, Article 10, Hours of Employment and Overtime of the Collective Bargaining Agreement between the Redlands Unified School District and the Redlands Education Support Professionals Association/CTA/NEA, shall remain in effect.
- 5) This MOU shall expire on June 30, 2021.



Representative
Redlands Unified School District

2/19/21

Date



Representative
Redlands Education Support
Professionals/CTA/NEA

2/19/2021

Date