

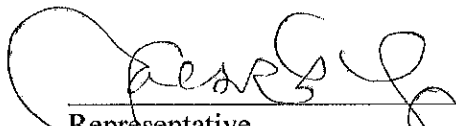
MEMORANDUM OF UNDERSTANDING  
REDLANDS UNIFIED SCHOOL DISTRICT  
AND  
REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

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").

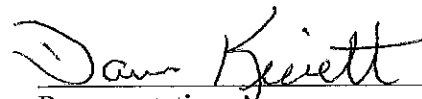
Whereas, the District and the Association have agreed that in order to encourage the professional growth and retention of our 1:1 Instructional Paraprofessionals, Article 14, Selection/Reassignment/Transfer/Promotion: subsection 14.1.9, of the Collective Bargaining Agreement between the Redlands Unified School District and the Redlands Education Support Professionals Association/CTA/NEA must be amended.

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

- 1) Temporary 1:1 Instructional Paraprofessionals will be afforded the opportunity to apply for any position internally when vacancies are open to the Bargaining Unit provided they meet the criteria outlined below:
  - a. 1:1 Paraprofessional must have completed two successful years of experience in the Redlands Unified School District;
  - b. Years of service must be subsequent and do not include time served as a substitute employee;
  - c. Applicants must meet District criteria;
- 2) If selected for an interview, candidates must abide by all procedures found in Article 14 – Selection/Reassignment/Transfer/Promotion.
- 3) This MOU represents the continuation of a two-year pilot, and will sunset June 30, 2018.

  
\_\_\_\_\_  
Representative  
Redlands Unified School District

5/27/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Representative  
Redlands Education Support  
Professionals./CTA/NEA

May 27, 2016  
\_\_\_\_\_  
Date

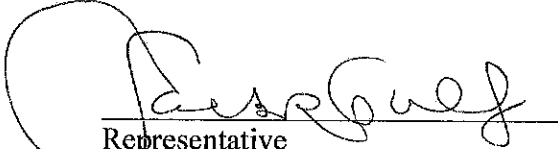
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REDLANDS UNIFIED SCHOOL DISTRICT  
AND  
REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

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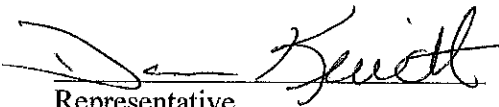
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  - a. 1:1 Paraprofessional must have completed two successful years of experience in the Redlands Unified School District;
  - b. Years of service must be subsequent and do not include time served as a substitute employee;
  - c. Applicants must meet District criteria;
- 2) If selected for an interview, candidates must abide by all procedures found in Article 14 – Selection/Reassignment/Transfer/Promotion.
- 3) This MOU represents a two-year pilot, and will sunset June 30, 2016.

  
\_\_\_\_\_  
Representative  
Redlands Unified School District

9/26/14  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Representative  
Redlands Education Support  
Professionals./CTA/NEA

09-26-14  
\_\_\_\_\_  
Date

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 ("Association").

Whereas, the District and the Association mutually agreed by joint communiqué dated, September 10, 2012, which is attached as Exhibit A, that 11-month and 12-month employees have been using vacation time during five (5) days over winter break to "go dark" to actualize the maximum energy savings as outlined in the 2009 Board adopted Budget Reduction Plan, which is attached as Exhibit B, and

Whereas, the passage of Proposition 30 has allowed the District to make the following modifications on a trial basis for the 2012-13 school year, and

Whereas, there are projects that can be assigned to 11-month and 12-month employees that can be completed through efficient scheduling and planning that allows for minimal use of climate control functions and electrical usage;

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

- 1) For the 2012-13 school year, the District agrees to allow for 11-month and 12-month employees wishing to work within the Maintenance & Operations series to work under the direction of the Coordinator, Maintenance, Operations, & Transportation.
- 2) For the 2012-13 school year, the District also agrees to allow for 12-month employees wishing to work within the Custodial series to work as directed by their site administrators, and approved by Human Resources. In the event the site administrator does not have work, the custodian shall be assigned to another site where work will be available.
- 3) For the 2012-13 school year, all 11-month and 12-month clerical employees wishing to work shall be assigned to a designated location determined by the District.
- 4) All work will be directed by employee's direct supervisor and time clocks will be required to verify attendance and time worked.
- 5) All non-working 11-month and 12-month employees will utilize five (5) days of vacation or a combination of vacation, personal necessity, and/or general leave.
- 6) This trial period is in effect for the 2012-13 school year. It may be extended in future years if mutually agreed upon by the District and the Association.
- 7) In the event that the plan is implemented by mutual agreement in future years, a committee comprised of representation from the District and the Association will work collaboratively to designate the five (5) days the District will be "dark".
- 8) In the absence of #7 listed above, the district will continue to go "dark" until such time that the deficit factor has been restored by the State of California.
- 9) The terms of this MOU are not subject to Binding Arbitration under the grievance procedure included in Article 19 of the *Collective Bargaining Agreement between the Redlands Unified School District and the Redland Education Support Professionals Association/NEA*.

  
\_\_\_\_\_  
Representative  
Redlands Unified School District

12/5/12  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Representative  
Redlands Education Support Professionals/CTA/NEA

12/5/12  
\_\_\_\_\_  
Date

MEMORANDUM OF UNDERSTANDING

REDLANDS UNIFIED SCHOOL DISTRICT

AND

REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

AND

REDLANDS TEACHERS ASSOCIATION/CTA/NEA

This Memorandum of Understanding ("MOU") is entered into by and between the Redlands Unified School District ("District"), the Redlands Education Support Professionals Association/CTA/NEA ("Association"), the Redlands Teachers Association/CTA/NEA ("Teachers Association"), Sheri Furtado ("Employee"), and Lynn Williams ("Employee").

Whereas, Azusa Pacific University has established new guidelines that allow Instructional Paraprofessionals to complete their Clinical Practice (Student Teaching), while serving in their current position, and

Whereas, both employees have served in their current positions at their current sites for over ten (10) years with satisfactory evaluations, and

Whereas, the District has determined that it is in the best interest of the special education classes to have employees student teach in their current class settings in order to maintain continuity of instruction, and


Whereas, the District and both Associations desire to allow for employees to complete their student teaching while continuing in their current Instructional Paraprofessional positions;

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

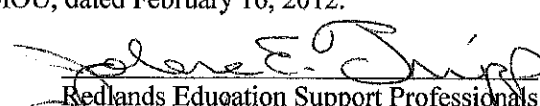
- 1) Employees shall remain in paid status as Instructional Paraprofessionals for the duration of the *Student Teaching Assignment Pilot*, not to exceed the end of the 2011-12 school year.
- 2) The Association agrees to waive any contract articles related to pay, hours of employment and overtime, or reclassification for the duration of the pilot assignment.
- 3) Completion of this *Student Teaching Assignment Pilot* is no guarantee of a certificated teaching position. Employees must apply for any desired certificated position when it is opened to the public.
- 4) Employees will be supervised by their Master Teacher, Site Administrator, University Supervisor, and Human Resources during the pilot assignment.
- 5) This MOU is unique unto its own circumstances and shall not set a precedent for any purpose in the future.

The undersigned agree to the terms of this MOU, dated February 16, 2012.

  
Redlands Unified School District

  
Redlands Teachers Association

  
Lynn Williams

  
Redlands Education Support Professionals

  
Sheri Furtado