

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").

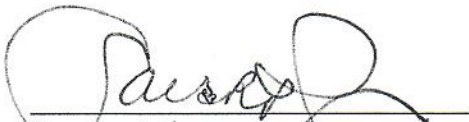
Whereas, the Parties recognize due to the closure of schools, there is a higher rate and risk of vandalism and crime to our school facilities;

Whereas, the District and Association recognize that in order to ensure that our students, staff, and school facilities are safe, it will be necessary to create a schedule that will require Safety Officers ("Officers") to patrol our schools during the day and at night;

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

1. Patrol teams will be comprised of Safety Officer Is, IIs, and IIIs. There will be no Campus Monitors or Safety Officer Trainees assigned to patrol.
2. All Officers within each patrol team are expected to work their assigned shifts. To the extent possible, a list of "back-up" Officers will be kept in the event an assigned Officer is unable to report.
3. Unit members who have a doctor's note indicating a higher risk for serious illness from coronavirus because of age or serious long-term health issues, will not be asked to work patrol, and shall be granted paid leave without deduction from accumulated sick leave, for the duration of the closure. However, any entitlement to "emergency sick leave" under HR 6201 during such a period shall be depleted.
4. Patrol teams shall be filled first by volunteer Officers. 12- month Officers will be called in seniority order, then 10-month Officers will be called in seniority order. If there are more volunteers than position(s) available, then the positions shall be filled by seniority. If there are not enough volunteers to fill position(s), then they shall be filled by reverse seniority. Consideration of hours previously worked will also be used in determining which Officers are assigned to patrol. However, the ultimate decision on how positions will be filled may vary by circumstance during the crisis and the District reserves the right to make assignments.
5. Officers assigned to patrol will serve in shifts of consecutive days. Shifts may include weekends. Officers shall be compensated at one and a half times their regular rate of pay. This amount is reportable income under Cal-PERS, if applicable. Any shifts that have any hours that occur per Article 10.9 shall be compensated in accordance to Article 10.9 of the Collective Bargaining Agreement, plus one and a half times the rate of pay (calculated by regular rate of pay plus contractual differential). This amount is reportable income under Cal-PERS, if applicable.


6. Patrol shifts shall be assigned on a monthly rotation. All Safety Officers will be required to complete the full month-shift unless a pre-approved vacation falls within the month. In that event, another Officer will be assigned to fill in during the vacation time.
7. The District shall work with the Officers on patrol to require increased physical distance between employees and/or the public and other social distances strategies, including but not limited to discouraging employees from using other workers' phones, tools, and other equipment when possible.
8. The District shall take all appropriate health and safety measures by providing each Officer materials for disinfection and sanitation of their patrol vehicles. Officers will ensure that their patrol cars are disinfected daily during the coronavirus outbreak.
9. The District will provide all necessary equipment to Officers in order to safely accomplish the required expectations and tasks of working patrol.
10. All components of the current Collective Bargaining Agreement between Redlands Education Support Professionals Association and Redlands Unified School District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.
11. The District and/or Association reserve the right to negotiate any additional impacts of the patrol teams during the school closure.
12. This MOU shall expire on June 30, 2020, or when both parties agree the health concerns created by (COVID-19) pandemic have passed.



Representative
Redlands Unified School District

4/30/2020

Date



Representative
Redlands Education Support
Professionals Association/CTA/NEA

4/30/2020

Date