

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 District and Association (collectively, “the Parties”) enter into this Memorandum of Understanding regarding the impacts related to transportation services being provided to general education high school students, effective the 2021-2022 school year; and

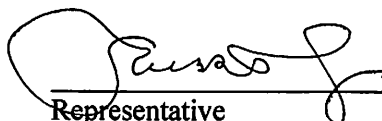
Whereas, the Parties recognize the current challenges in recruiting and hiring qualified school bus drivers, which has resulted in there being an insufficient number of school bus drivers employed with the District to provide the additional needed transportation routes for general education high school students;

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

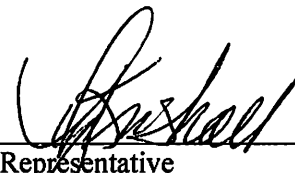
- 1) The Parties agree to authorize the District to contract out for transportation services in the event the District is unable to provide high school transportation services to students with current classified bargaining unit member school bus drivers or substitute school bus drivers.
- 2) The District will increase the hours of current classified bargaining unit member school bus drivers to every extent possible, to cover all new transportation routes created by adding high school transportation, prior to contracting out for services. Once hours have been increased to every extent possible for current classified bargaining unit member school bus drivers, the District may increase hours for substitute school bus drivers, if needed.
- 3) In the event that increasing hours of current classified bargaining unit member school bus drivers and/or substitute school bus drivers will not result in coverage of all transportation routes due to high school transportation, the District shall actively recruit and post vacancies for additional school bus drivers. If a shortage of drivers were to exist, after all routes are built, posted, and bid on, then a private contractor shall be sought out on a temporary, as-needed basis for the 2021-2022 school year only.
- 4) The Parties agree to establish a committee comprised of representation from both District designated members and Association designated members and meet regularly throughout the 2021-2022 school year to discuss transportation related concerns. The committee shall consist of five District representatives and five Association representatives.

General Provisions

- 1) 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 effect. This agreement is non-precedent setting.
- 2) The District and/or Association will continue to negotiate any additional impacts related to transportation for high school general education students.
- 3) This MOU shall expire no later than June 30, 2022, and shall only be extended upon mutual agreement if issues related to the impact of transportation being provided to high school general education students persists.

  
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Representative  
Redlands Unified School District

7/13/21  
\_\_\_\_\_  
Date

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

7/13/2021  
\_\_\_\_\_  
Date