

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 Parties recognize the State and County have eased restrictions for schools to resume following recommendations by public health officials in order to address the spread of illness arising from the Novel Coronavirus (COVID-19) during the 2019-2020 school year;

Whereas, the District and RESPA recognize that it is critical for school employees to resume routine job duties effective June 15, 2020, to prepare with the opening of the 2020-21 school year;

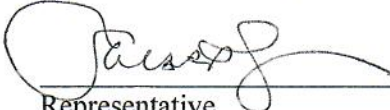
Now, therefore, it is agreed by and between the parties as follows:

1. All Classified bargaining unit members are expected to return to their regular job duties effective Monday, June 15, 2020, as outlined on the 2019-20 and 2020-21 Classified Employee Work Year Calendar.
2. School sites will remain closed to the public, through June 30, 2020, and will re-open on July 1, 2020. The District Office will also be closed to the public, but will be open by appointment only through June 30, 2020, and will re-open on July 1, 2020. The Enrollment Center will be open to the public effective June 15, 2020.
3. Any member of the public coming to the District Offices will be required to use a face covering and adhere to social distancing protocols.
4. Any employee who is sick, particularly if experiencing symptoms consistent with COVID-19 (see Center for Disease Control (CDC) guidelines on COVID-19 symptoms), shall remain home and not report for duty. HR6201 and/or other forms of accumulated sick leave shall be used.
5. Any employee subject to a quarantine order or stay-home order from a health professional due to actual or potential exposure to COVID-19, based on a doctor's note, shall remain home and not report for duty. HR6201 and/or other forms of accumulated sick leave shall be used.
6. Any employee who is subject to a recommendation from a health professional to stay away from work due to higher risk for serious illness from coronavirus because of age or serious long-term health issues, based on a doctor's note, shall remain home and not report for duty. HR6201 and/or other forms of accumulated sick leave shall be used.
7. All requested or required leaves will be in compliance with HR6201, which outlines the use of leaves for COVID-19 related issues. Employees will work directly with HR to determine which leaves may be eligible under HR6201 and/or if they will use accumulated sick leaves or other applicable leaves.

8. The District shall require employees to adhere to Center for Disease Control (CDC) recommendations for health protocols related to checking of temperatures, social distancing, face coverings, washing hands, and use of hand sanitizer. Protocols will also include, but are not limited to, discouraging employees from using other workers' phones, desks, offices, workspaces, tools, and other equipment, when possible. Protective barriers will also be installed as designated by the District.
9. Employees will be required to report to work with face coverings on their face. They will be required to wear face coverings at all times during their work shift when they are interacting with other employees, walking in joint spaces, and in restrooms. A face covering will not be required if an employee is alone; however, a face covering will be required if any other employee enters the immediate workspace. Due to difficulties in receiving bulk orders of face coverings, the District is requesting employees provide their own face coverings but will make face coverings available for employees who are unable to secure their own.
10. The District shall take all appropriate health and safety measures as recommended by the *San Bernardino County COVID-19 Response Guidelines* for disinfection and sanitation of work sites and District Offices before classified unit members return on June 15, 2020.
11. Subsequent to June 15, 2020, management will designate "joint" spaces, including restroom(s) that will be disinfected on a daily basis. Individual offices/ spaces/cubicles/desks will not be disinfected on a regular basis until the end of the summer after deep cleaning is completed. Individual use disinfectant supplies shall be provided upon request.
12. All worksite locations will be cleaned and disinfected before students or staff return at the start of the 20-21 school year.
13. Unit members whose main duties include disinfection and sanitation shall receive training and all the appropriate safety gear needed to safely carry out their job requirements.
14. The District will provide hand soap and hand sanitizer at every work site that has employees working.
15. The District will ensure that all sinks (including those located in all bathrooms and cafeterias/kitchens) are functioning with hot water and kept stocked with soap and paper towels. Sinks that were not originally equipped with hot water, and still meet legal guidelines, are not included.
16. When choosing cleaning products, the District shall consider information on Environmental Protection Agency (EPA)-approved disinfectants and/or county recommendations for cleaning. The District will also comply with Cal-OSHA guidelines.
17. 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.

18. The District and/or Association will continue to negotiate any additional impacts of the opening of school throughout the end of the 19-20 school year and throughout the 20-21 school year.

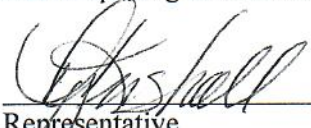
19. This MOU shall expire on August 7, 2020, or revert to the MOU dated March 30, 2020, if the State/County reverts to a more restricted phase of opening the economy.



Representative
Redlands Unified School District

6/9/2020

Date



Representative
Redlands Education Support
Professionals Association/NEA

6/9/2020

Date