

Memorandum of Agreement

This agreement is entered into between the Redmond School District (“District”) and the Redmond Education Association (“Association”).

Background

This agreement addresses subjects of paid sick leave that are unique to the circumstances of the COVID-19 pandemic. All provisions of this agreement are effective November 18, 2022.

Additional Paid Leave Benefit

The District will provide up to five (5) days of additional paid leave for an employee’s first incident of required quarantine or isolation due to COVID when Redmond School District determines that the exposure occurred in the RSD workplace or cannot confirm that it occurred outside of the RSD workplace.

The District will reimburse (add back) up to five (5) days of paid leave for employees who are employed as of the date of this agreement for absences that occurred between September 6, 2022 and November 18, 2022 due to required isolation or quarantine that meet the requirements described above.

An employee who purposefully disregards public health requirements for minimizing COVID-19 exposure at work, as determined by the District after conducting an investigation, will not be eligible for this additional leave.

Licensed Specialist Compensation for Covering Classes

“Specialists” are licensed individuals who do not have a classroom teaching assignment. Examples of Specialists include: Counselor, Dean of Students, High School Success Coordinator, Student Services Coordinator, Special Education Teacher, Speech Language Specialist, Title Teacher, English Language Teacher.

School administration will determine if a Specialist is reasonably able to cover a classroom for which there is not a substitute available. A Specialist may refuse to cover a classroom at an administrator’s request if the Specialist determines that doing so will create a hardship for students served by the Specialist. Administration will work to distribute these class coverage assignments as equitably as possible among available Specialists. Available Specialists will be compensated as follows:

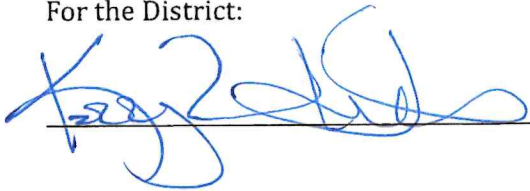
- If the coverage is for one class period, the Specialist will receive compensation for working during their prep period, as per our current orchid pay arrangement.
- If the Specialist covers a class or classes for four or more hours in a day (continuous or intermittent), the Specialist will receive the equivalent of four hours of compensation at the substitute rate.
- If the Specialist covers a class or classes for more than one class period and less than four hours in a day (continuous or intermittent), the Specialist will receive the equivalent of two hours of substitute compensation at the substitute rate.

Payment shall be initiated by the employee via submission (within the fiscal year) of a supplemental timesheet ("orchid") signed by the building principal and submitted to the Payroll Department by the appropriate deadline for the pay period worked (based on the published pay period calendar), to be paid on the next regular payday.

This provision has no retroactive implications.

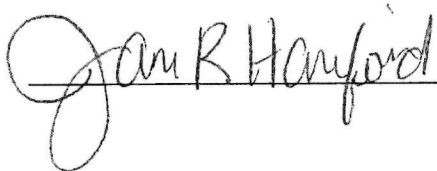
To the extent this MOA departs from the normal policy, contractual or statutory provisions, it is intended to supersede such policies and provisions and act as a non-precedent setting, one-time-only arrangement binding on the REA and the District only for the duration of this MOA and will not create any status quo conditions. This agreement will expire on June 30, 2023.

For the District:



11/15/22
Date

For the Association:



11/15/22
Date