

Final 3-12-21

Memorandum of Understanding
Para Covid-19 Classroom Supervision

Purpose:

The purpose of the agreement is to address the need for additional classroom supervision due to the Covid-19 pandemic and to help support the District's return to school plan. This MOU shall support the District if they are unable to secure external substitutes and/or while a classroom teacher is working remotely or there is need for other student monitoring assistance, other than the health stations. The terms of this Agreement shall expire at the end of the academic 2020-21 school year.

Internal Candidate Pool:

Each interested paraprofessional may volunteer to be placed on a District internal coverage list. Additions may be made to this list throughout the school year. Should an employee request to be removed for this list they must notify their supervisor in writing of such a request.

Each school building shall organize their list based on seniority order. This order shall be followed when selection is made for classroom coverage, on a rotational basis. If the selected employee is unavailable, the next employee shall be called upon and so on. If the volunteer list is exhausted and there are no available volunteers, administration may assign any available paraprofessional to fill the vacancy.

Supervision Vacancy:

Before selecting from the internal candidate pool, the District shall first seek to find an external substitute. This may be a substitute teacher, if available, or an assignment from a substitute paraprofessional pool, which the District will make reasonable efforts to create.

While the District is filling the classroom vacancy, a paraprofessional may be assigned to fill this role on a temporary basis until such arrangements can be made. Should the temporary placement exceed 1 hour, the paraprofessional filling in shall be eligible for the supervision stipend identified below.

Definition of Covid-19 Supervision:

Supervision for the purposes of this MOU refers to any paraprofessional physically present in the classroom overseeing the physical needs of the students, supporting while the teacher is virtually in attendance and/or providing work assistance. .

Stipend:

Each paraprofessional that is selected and or assigned to a supervision role, shall receive a \$15.00 per hour stipend in addition to their hourly rate of pay. If a paraprofessional is temporarily filling in while the administration is filling the vacancy and defined under the supervision vacancy section, they shall only receive the stipend if the administrator is unable to fill that position within 1 hour.

This Memorandum of Understanding shall be non-precedent setting and supersedes the agreement dated March 10, 2021. The terms of this Agreement may be subject to the grievance procedure established in the collective bargaining agreement. The parties may mutually agree to amend or extend the terms, in writing.

On Behalf of the Paraprofessionals

Ami Montalban
Ami Montalban, President

Date: 3/12/21

On Behalf of the District

Theresa Plascencia
Theresa Plascencia, Superintendent

Date: 3/15/21