

AGREEMENT ADDENDUM  
between the  
BOARD OF EDUCATION  
of the  
REDLANDS UNIFIED SCHOOL DISTRICT  
and the  
REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

The following agreement has been reached by designated representatives of the Board of Education and the Redlands Education Support Professionals Association/CTA/NEA (“RESPA”) in accordance with the California Education Employment Relations Act and will be in effect from July 1, 2022, through June 30, 2025.

\_\_\_\_\_  
Representative  
Board of Education

\_\_\_\_\_  
Representative  
RESPA

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Approved by the Board of Education:

Approved by RESPA:

\_\_\_\_\_  
President  
Board of Education

\_\_\_\_\_  
President  
RESPA

\_\_\_\_\_  
Date

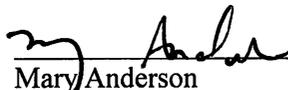
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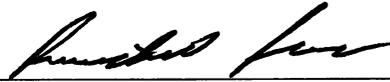
TENTATIVE AGREEMENT  
Between the  
BOARD OF EDUCATION  
of the  
REDLANDS UNIFIED SCHOOL DISTRICT  
and the  
REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA  
October 14, 2024

The designated representatives of the Redlands Unified School District and the Redlands Education Support Professionals Association/CTA/NEA do hereby agree that tentative agreement has been reached on the following articles:

- ARTICLE 6 - PAY AND ALLOWANCES
- ARTICLE 8 - LEAVES
- ARTICLE 25 - SAFETY CONDITIONS OF EMPLOYMENT
- ARTICLE 31 - SUMMER SCHOOL/EXTENDED SCHOOL YEAR (ESY)

This tentative agreement constitutes the completion of all negotiations for the 2024-2025 school year, subject to ratification by the Association and the Board of Education.

  
\_\_\_\_\_  
Mary Anderson  
Representative  
Redlands Unified School District

  
\_\_\_\_\_  
Richard Foshee  
Representative  
Redlands Education Support  
Professionals Association/CTA/NEA

10/14/24  
\_\_\_\_\_  
Date

10/14/24  
\_\_\_\_\_  
Date

**TENTATIVE AGREEMENT**  
**Between the**  
**BOARD OF EDUCATION**  
**of the**  
**REDLANDS UNIFIED SCHOOL DISTRICT**  
**and the**  
**REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA**  
**October 14, 2024**

The Agreement between the Redlands Unified School District (RUSD) and the Redlands Education Support Professionals Association/CTA/NEA (RESPA) effective from July 1, 2022, to June 30, 2025, is hereby amended as follows. New language and provisions are shown in **bold**. Deleted language or provisions are shown in ~~strike through~~. All changes shall be effective upon final ratification by both the membership of RESPA, and the Board of Education of RUSD unless otherwise stated.

**ARTICLE 6 - PAY AND ALLOWANCES**

**6.7**     Longevity Pay

The District agrees to additionally compensate long-service, unit members. Longevity pay ~~incentives~~ **increments** will be paid monthly to **bargaining unit members** at the start of the following specified years of employment (see salary schedule A-1 for amounts): 11th (2%), 14th (4%), 19th (6%), 24th (8%), 29th (10%).

~~6.7.2 — Longevity pay will be prorated for unit members working less than full-time.~~

**ARTICLE 8 – LEAVES**

**8.2**     Catastrophic Sick Leave Bank

**8.2.9**    Bargaining unit members may join the Sick Leave Bank during the annual open enrollment period (October 1 to October 31) ~~only~~. **Unit members who elect not to join the Sick Leave Bank during the annual open enrollment period may join at any time; however, they shall have a waiting period of thirty (30) duty days after joining the Sick Leave Bank before becoming eligible to make a withdrawal from the Sick Leave Bank.**

**8.5**     Personal Necessity Leave

**8.5.1.7** **Other compelling reasons or emergencies which may occur, serious in nature, which under the circumstances the unit member cannot reasonably be expected to disregard, and which requires the attention of the unit member during their assigned hours of service.**

~~8.5.2    Personal Necessity Leave may be granted for other emergencies and events which may occur, serious in nature, which under the circumstances the unit member cannot reasonably be expected to disregard, and which requires the attention of the unit member during their assigned hours of service, by permission of the Superintendent/designee.~~

- 8.5.32 A unit member shall submit through the substitute management system, the reasons for taking personal necessity leave.
- 8.5.43 For non-emergency leaves under this Article, an employee shall provide at least five (5) workdays' advance notice of their intent to use personal necessity leave via email to their principal/division head or designee.

## ARTICLE 25 – SAFETY CONDITIONS OF EMPLOYMENT

### 25.1.1 Safety Condition/Concern Committee

The District shall establish a Safety Condition/Concern Committee, comprised of three (3) bargaining unit members appointed by the Association, and three (3) members appointed by the District. The purpose of the committee shall be to review safety conditions and concerns not resolved at the site level. **This committee shall meet when required to review any Safety Condition/Concern Forms not resolved at the site level. The committee shall maintain a log of Safety Condition/Concern Forms they review and accompanying recommendations which shall be available for any unit member to view upon request.**

**25.1.2 The District shall comply with all applicable health, safety, and sanitation requirements imposed by local, state, or federal law.**

### *Renumber remaining articles*

### 25.3 District Responsibility

The District shall provide the **necessary** equipment for employees to perform their assigned duties and make every reasonable effort to provide a place of employment which is as safe and sanitary as the nature of the assigned duties reasonably permits.

25.3.1 When a unit member submits a Report of Safety Condition/Concern Form (Appendix F), the immediate supervisor shall respond within five (5) workdays acknowledging receipt of the form **through district email to the reporting unit member**. Within ten (10) workdays of receipt of the completed form, the immediate supervisor will respond to the unit member with the plan of action to resolve the condition/concern in writing. **Imminent hazards or those which have caused injury shall be addressed immediately.** If the unit member is not satisfied with the response, the unit member may forward the form to the District's Risk Manager.

### 25.6 District Facility Closure

**In the event of an emergency closure of District facilities, including but not limited to natural disaster, quarantine, or government order, upon request of the Association, the District shall meet and negotiate any identifiable impacts or effects.**

### *Renumber remaining articles*

### 25.78 Assault

**25.8.2 A unit member who is the victim of an assault, battery, attack or threat, verbal or physical, and who so requests, may be immediately granted the remainder of the day of the assault, attack, or threat released from duty. This release time shall not be charged against any of the unit member's accrued or accumulated leaves**

**specified in Article 8. For absences that exceed the day of the assault, attack or threat, unit member may apply for leave pursuant to Article 8.7.**

## ARTICLE 31 – SUMMER SCHOOL/EXTENDED SCHOOL YEAR (ESY)

### 31.1 Summer School

31.1.5 Employees currently serving at the site in the identical position of a summer school vacancy shall be given priority for summer school positions. **Employees serving in the identical position of a summer school vacancy who currently serve at another site shall be given second priority.** Other employees currently serving at the site who are qualified as defined in Article 14.1.7 for a summer school vacancy shall receive ~~second~~ **third** priority. After those appointments are finalized, unit members will have the opportunity to apply and interview for any remaining vacancies. **All appointments shall be made based upon seniority only if all of the criteria set forth in Article 14.2.5 are equal.**

31.1.8 Bargaining unit members who accept summer school assignments are expected to complete the entire assignment. **If a unit member is absent in excess of three (3) days during a summer school or ESY assignment and does not provide an off work order from an authorized health care provider or any other verifiable form of documentation related to use of leave as authorized in Article 8, shall be considered after all other qualified applicants for summer school and/or ESY assignments for the following year.**

### 31.2 Extended School Year (ESY) – Special Education

31.2.1.2 Employees currently serving in a specified program with a similar disability and/or age level span ~~of an ESY vacancy,~~ shall be given **priority consideration** for summer school **and/or** ESY positions for a given disability and/or age level. Among equal candidates, appointments shall be made based on seniority. After those appointments are finalized, unit members will have the opportunity to apply and interview for any remaining vacancies.

31.2.1.7 Bargaining unit members who accept summer school assignments are expected to complete the entire assignment. **If a unit member is absent in excess of three (3) days during a summer school or ESY assignment and does not provide an off work order from an authorized health care provider or any other verifiable form of documentation related to use of leave as authorized in Article 8, shall be considered after all other qualified applicants for summer school and/or ESY assignments for the following year.**