

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE REDLANDS UNIFIED SCHOOL DISTRICT

AND

THE 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 the Association (collectively, "The Parties") acknowledge that there exists significant staffing challenges surrounding the retention, recruitment, and hiring of classified special education staff specifically assigned as Service Workers, Instructional Paraprofessional II – Special Education (base paras, 1:1 paras, and itinerant special services paras) and Instructional Paraprofessional III – Special Education; and

Whereas, the District desires to provide a stipend for special education positions identified above to encourage and recognize our current classified bargaining unit members assigned to such positions and to aide in the recruitment and hiring of new employees to serve in these specifically identified positions.

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

1. Classified bargaining unit member Service Workers, Instructional Paraprofessional II – Special Education, and Instructional Paraprofessional III – Special Education hired prior to or effective August 7, 2024, will receive a retention stipend of \$500, paid in two (2) installments of \$250 (December 31, 2024, and June 30, 2025). Service Worker, Instructional Paraprofessional II - Special Education, and Instructional Paraprofessional III – Special Education employees that work the entire first semester and are in employed status with the District through December 31, 2024, will receive the first installment of the stipend (pro-rated for partial active duty), paid on December 31, 2024. Service Worker, Instructional Paraprofessional II - Special Education, and Instructional Paraprofessional III – Special Education employees that work the entire second semester and are in employed status with the District through June 5, 2025, will receive the second installment of the stipend (pro-rated for partial active duty), paid on June 30, 2025.
2. Classified bargaining unit member Service Workers, Instructional Paraprofessional II – Special Education, and Instructional Paraprofessional III – Special Education hired after August 7, 2024, but no later than June 5, 2025, will not be eligible for the retention stipend but will receive a signing recruitment stipend of \$500, paid in two (2) installments of \$250. The first installment shall be paid upon completion of six (6) consecutive months of employment (pro-rated for partial active duty), paid on the following payroll cycle, and the second installment shall be paid upon completion of twelve (12) consecutive months of employment (pro-rated for partial active duty), paid on the following payroll cycle.


3. All components of the current Collective Bargaining Agreement between the Redlands Unified School District and the Redlands Education Support Professionals Association not addressed by the terms of this MOU shall remain in full effect. This agreement is non-precedent setting.
4. This MOU shall remain in effect through June 5, 2025.



Representative
Redlands Unified School District

8/6/24

Date



Representative
Redlands Education Support Professionals
Association/CTA/NEA

8-6-24

Date