

MEMORANDUM OF UNDERSTANDING
Between the
RIVERVIEW EDUCATION ASSOCIATION
and the
RIVERVIEW SCHOOL DISTRICT NO.407

Agreement Regarding Terms of Employment and
Onsite Staff Impacted by the COVID-19 Crisis

The District and Association agree upon this Memorandum amidst the COVID-19 pandemic in order to resolve questions regarding equity in leaves and District services in this unprecedented time.

For the 2020-21 school year, the Riverview School District is implementing a sustainable and flexible online/remote-only instructional model for most students, and on-campus services for others. Those Certificated Staff who have been working face-to-face with students, may have need for additional paid leave that differ from those staff working remotely.

Certificated Staff who have been working face-to-face with students prior to December 31, 2020, shall be given additional hours of paid COVID personal leave equal to a maximum of 15 hours prorated to current FTE equivalent that can be used in the same manner as current Personal Leave outlined in the CBA or; if a Certificated Staff member has used sick leave for COVID-19 related reasons, they may trade out up to their allocation of COVID personal leave to recoup those sick days. These COVID personal leave hours cannot be cashed out or rolled forward at the end of the current year.


This MOU shall be in effect for the 2020-21 school year and shall sunset on the last instructional day, or earlier if it is determined by the School District to be safe to bring all students for in-person instruction. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and will not be used by either party as evidence of a past practice or precedent for future action. It is intended to address the specific and unprecedented health emergency presented by COVID-19 in the 2020-21 school year.

Dated this 16th day of December, 2020.

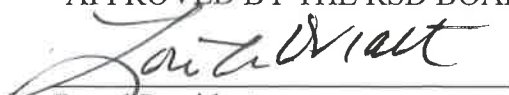
FOR THE DISTRICT:


Dr. Anthony L. Smith
RSD Superintendent

FOR THE ASSOCIATION:


Ms. Missy Harvold
REA President

APPROVED BY THE RSD BOARD OF DIRECTORS:


Board President

12.16.21
Date