



MEMORANDUM OF UNDERSTANDING (MOU)
Between
JUHSD and International Brotherhood of Teamsters 856
COVID-19 Pandemic Stipend, Fall 2021



This Memorandum of Understanding (MOU) is entered into by and between the Jefferson Union High School District (District) and the International Brotherhood of Teamsters Local Unit 856 (Teamsters).

Unless otherwise noted below, the provisions of this MOU shall supersede any provisions of the Collective Bargaining Agreement ("CBA") between the Parties that are in conflict for the duration of this MOU, or until modified by mutual agreement of the District and the Union.

The Parties share joint interests in keeping communications open and working collaboratively for the benefit of students, staff, parents, and the District community as events continue to unfold during the pandemic. In their commitment to these principles and interests, the parties have worked together to develop the agreement detailed below, and shall continue to work together to problem-solve when issues arise.

PAY AND BENEFITS

The Parties recognize students have returned to school needing support in the areas of Social Emotional Learning and re-engagement. All staff members have spent tireless hours researching ways to support the needs of students as they have returned to school.

In recognition of the challenges undertaken during the 2021-2022 school year, each employee shall receive one-time, off the salary schedule payment not to exceed \$500 in total to be paid based on the employee's current assignment and the following parameters:

- Employee is on paid status and covered by the Teamsters contract as of the date of this agreement
 - Stipend payment shall be paid in the January 31st payroll
- Payment will be prorated to deduct for
 - Any leave (other than regular sick, vacation, or personal necessity) taken between August 9, 2021 and December 31, 2021, and
 - The employee's contracted Full Time Equivalent (FTE)
 - Employees scheduled for 4 hours per day or more shall receive \$500.
 - Employees scheduled for less than 4 hours per day shall receive \$250.

TERMS OF AGREEMENT

This MOU shall be effective December 7, 2021. This agreement does not set precedent in future situations.

DURATION

This MOU shall expire in full without precedent on December 31, 2021 unless shortened or extended by mutual written agreement of the Parties.

For the Union:	For the District:
12/____/2021	12/____/2021