

**Christina Education Association  
Christina School District  
Memorandum of Understanding  
January 7, 2021**

This Memorandum of Understanding (“New CEA MOU”) is entered into by and among the Christina School Board (“CSB”), the Superintendent of Schools for the Christina School District (“CSD”), and the Christina Education Association (“CEA”), collectively referred to in this New CEA MOU as “Parties.”

WHEREAS, CEA and the CSB are parties to a collective bargaining agreement (“Existing CBA”) which governs the non-administrative certified professional employees of the CSD;

WHEREAS, the Parties engaged in good faith negotiations resulting in this proposed New CEA MOU, which allows for continuous input and collaboration among the Parties;

WHEREAS, the Parties acknowledge that this New CEA MOU remains subject to ratification by CEA membership and CSB;

NOW, THEREFORE, the Parties do hereby agree to the following:

The Parties agree that this New CEA MOU shall only become effective upon ratification by (a) CEA membership, at an election to be held in accordance with CEA by-laws on or before **January 11, 2021**, and (b) CSB, at a board meeting held in accordance with Board policy and procedures on or before **January 12, 2021**.

Interplay between Existing CBA and New CEA MOU.

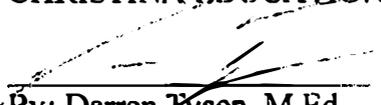
Specific Language in the agreement is modified as follows:

1. All permanent full-time nurses employed by the Christina School District as of August 1, 2020 shall get a stipend of \$400 for their work with COVID contact tracing prior to December 20, 2020.
2. Beginning on December 21, 2020, each permanent full-time nurse shall receive \$22.00/hour (in 15 minute increments) for their work outside of their contracted workday with COVID contact tracing through February 27, 2021. The district shall develop a uniform system for nurses to track and record their time performing COVID contact tracing work.
3. The parties agree to meet on a periodic basis (i.e., checkpoints) to assess/reassess the terms of this MOU. The parties agree to the following checkpoints: February 27, 2021 and April 24, 2021. At least one (1) week prior to each checkpoint, the CEA leadership team, the District’s COVID coordinator/lead nurse and District representative(s) shall meet to discuss the contact tracing work load for nurses, the cost of same to the district and any concerns or problems regarding the contact tracing program and/or MOU. The

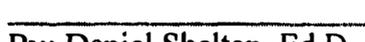
parties agree to provide documentation to each other as requested to allow for good faith discussions during the checkpoints.

4. By February 19, 2021, the parties shall decide whether to extend the same terms of this MOU agreement to April 24, 2021. By April 16, 2021, the parties shall decide whether to extend the same MOU terms to the end of the school year. Assuming there is agreement between the parties to extend the MOU on the same terms, the parties agree that no further vote of the CEA membership is required. If the parties do not agree to extend the MOU on the same terms, the parties shall enter into good faith negotiations on different terms for a new MOU, which shall be subject to ratification by CEA membership.

CHRISTINA EDUCATION ASSOCIATION

  
By: Darren Tyson, M.Ed  
Its: President

CHRISTINA BOARD OF EDUCATION

  
By: Daniel Shelton, Ed.D  
Its: Executive Secretary

CHRISTINA BOARD OF EDUCATION

  
By: Keeley Powell, Ed.D.  
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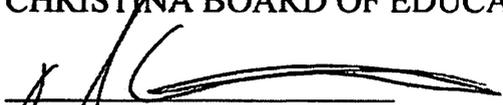
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