Christina Education Association
Christina School District
Memorandum of Understanding
September 16, 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 September 22, 2021, and (b) CSB, at a board meeting held in accordance with Board policy and procedures on or before October 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, 2021 shall get a stipend of $600 for their work with COVID contact tracing prior to October 13, 2021.

1. Beginning on October 13, 2021 each permanent full-time nurse shall receive her/his/their per diem rate for their work outside of their contracted workday with COVID contact tracing. The district shall develop a uniform system for nurses to track and record their time performing COVID contact tracing work.

2. 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: December 23, 2021; February 1, 2022 and April 1, 2022. 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 workload 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. The parties agree that the MOU
may be terminated by either party at any of the checkpoint dates. By April 1, 2022, the parties shall decide whether to extend the same terms of this MOU agreement 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.

3. The Parties agree that this agreement ends at the end of the 2021-2022 School Year.

CHRISTINA EDUCATION ASSOCIATION

By: Darren Tyson, M.Ed
Its: President

CHRISTINA BOARD OF EDUCATION

Keeley Powell
By: Keeley Powell, Ed.D.
Its: President