

MEMORANDUM OF UNDERSTANDING
 BETWEEN ROCKLIN UNIFIED SCHOOL DISTRICT
 AND ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION/CTA/NEA
~~Re Safe Reopening of Schools with Social Distancing Education Program~~
 Related to ~~Coronavirus-19~~ Substitute shortages

AV
10/19/21
12:13PM

Substitute Teacher Shortage

In recognition of the current substitute teacher shortage and in the impacts created by RTPA teachers required to cover classes, both the District and RTPA agree to a temporary increase to both short, long-term and RTPA coverage rates, upon Board approval. The temporary increases are as follows:

- Increase of hourly rate, exclusive for substitute coverage, from \$37.62 to ~~\$70.00~~ \$50.00 per hour.
- The district shall make best efforts to protect programs by not refraining from pulling VAPA, PE (including PE aides), EL or Learning Loss teachers in the event a site does not have sufficient substitute teachers/aides.
- Elementary teachers who are or have been required to give up their preparation time due to a the sub shortage will fill out a timesheet to receive compensation at the increased original substitute coverage rate for the missed preparation time if no alternative prep time was provided. These timesheets will be honored for any preps lost by elementary teachers during the 21-22 school year. Upon Board approval of the increased rate, teachers who lose preparation time without an alternate prep time established, will be paid at the new \$50/hour rate.
- Increase in the daily substitute rate from \$130 to \$150 per day. This change in the daily substitute rate shall not impact the income of members who are in, or may enter into, differential status during the time of this rate increase for a non COVID-19 related absence.
- Increase the long-term substitute rate for retirees from \$203 to a per diem rate based on the Rocklin Unified School District salary schedule with verified experience and units as well as specific subject matter credentialing in assigned classes. This change in the daily substitute rate shall not impact the income of members who are in, or may enter into, differential status during the time of this rate increase for a non COVID-19 related absence.

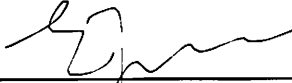
In addition, a monthly calendar will be created designating specific District Office personnel, from Instructional Coaches to the Superintendent, who will be assigned as, "on-call," to substitute in classes on an as needed basis.

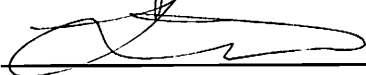
Duration

This MOU is a temporary agreement to address the extraordinary circumstances created by the novel coronavirus (COVID-19) pandemic. It does not create any precedents, binding past


practice nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until either the end of the day on June 30, 2022, or until the end of the COVID-19 pandemic, whichever comes first. The parties may mutually agree to extend or modify the provision of this MOU in writing.

FOR THE ASSOCIATION:





FOR THE DISTRICT:

 10/19/21

