

2020-2021 Reopening of School Under the COVID-19 Pandemic – Childcare

**Three Rivers School District and
Three Rivers Education Association/Southern Oregon Bargaining Council (SOBC)**

Memorandum of Agreement

This agreement is between the Three Rivers School District (District) and TREA Employees (Association), together, “the parties.” The existing collective bargaining agreement and the 2020-2021 Reopening of School Under the COVID-19 Pandemic MOA and the Work From Home Agreement MOA, except as provided below.

Duration: At this time, the anticipated duration of this Agreement is from December 1, 2020 through June 11, 2021. This Memorandum of Agreement (MOA) may be reopened for renegotiation upon any of the following:

- a. Executive Orders or rules are issued that conflict with or modify the terms of this MOA.
- b. The State issues mandatory regulations or statutes that contradict or modify the terms of this MOA.
- c. Either party may re-open the MOA with ten days’ notice prior to January 30, 2021 to enter into expedited bargaining. During bargaining, this agreement will remain intact until another MOA has been agreed upon. Otherwise the agreement will roll forward to June 11, 2021.


Article 25: Professional Salaries: L: COMPENSATION:

Beginning December 7, 2020 onsite childcare will be available from 7:00AM to 4:30PM for school-aged children due to the COVID Pandemic and in accordance with the Three Rivers School District “Operational Blueprint For School Reentry 2020-2021”, all requirements of Oregon Health Authority, and Josephine County Health Department. This shall be at no cost and provided tax free to employees. Licensed employees may access the District childcare thirty minutes prior to the start of their shift, during the entire time of their shift and up to thirty minutes after their shift. Staff will be expected to follow all health department and CDC guidelines for their children and follow school site health protocols.

All other provisions of the Collective Bargaining Agreement and current MOA’s not modified by this MOA, will remain in effect. This agreement shall not be precedent setting.

FOR THE ASSOCIATION:


Julia Richardson, TREA President


Allison Orton, SOBC

FOR THE BOARD:

Jennifer Johnstun Three Rivers SD Board Chair

Casey Alderson, Director of Human Resources