

**MEMORANDUM OF UNDERSTANDING BETWEEN THE RANDOLPH
SOUTHERN BOARD OF SCHOOL TRUSTEES AND THE RANDOLPH
SOUTHERN CLASSROOM TEACHERS ASSOCIATION**

The Randolph Southern School Corporation Board of School Trustees (herein the "Board") and the Randolph Southern Classroom Teachers Association (herein the "Association") approves the Memorandum of Understanding on May 11, 2021 on stipend for extra duties caused by the COVID-19 pandemic.

WHEREAS, the Novel Coronavirus (COVID-19) is impacting our region, state, and nation;

WHEREAS, the CARES Act and ESSER II, and related federal legislation has provided funding that may be used for pandemic-related human resource needs;

WHEREAS, the School Corporation and its employees have been working diligently to provide quality in-person and remote instruction to its students, and to provide any needed remediation to students as a result of the COVID-19 pandemic;

WHEREAS, the Board and the Association desire to provide compensation for the resulting increase in teacher work time and effort necessitated by these additional duties through a one-time stipend for teachers actively working during the fall and spring semesters of the 2020-2021 school year; and

WHEREAS, such a stipend is a form of salary/wage that must be negotiated between the parties but that could not have been anticipated during the 2020-21 bargaining season;


NOW, THEREFORE, the parties, in consideration of the mutual covenants and agreements in this MOU, agree as follows regarding this matter:

1. All school corporation teachers who were employed by the corporation on August 10, 2020 and still employed by the corporation on May 1, 2021 will receive a one-time stipend of \$1,000 in recognition of the increase in teacher work time and effort necessitated by multiple extra duties prompted by the COVID-19 pandemic.
2. This one-time stipend will be paid by the June 22, 2021 pay date.
3. Teachers on full-time leave for part of this period will receive a prorated stipend, the amount of which will be based on the proportion of time the teacher was actively working between August 10, 2020 and May 1, 2021.
4. The terms of this MOU will be incorporated into the parties' next collective bargaining agreement, at which point this MOU will expire.

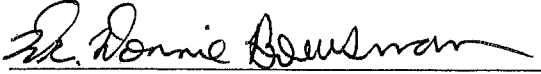
Agreed on this 11th day of May, 2021.



RSSC President, Mike Miller



RS CTA President, Chris Robinson



Superintendent, Dr. Donnie Bowsman