

Memorandum of Understanding

between

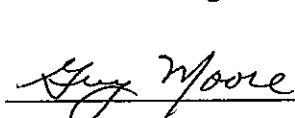
Mt. Diablo Education Association & Mt. Diablo Unified School District

regarding


Temporary Compensation Increases for School Nurses to Address Critical Nursing Shortage

The Mt. Diablo Education Association (MDEA) and the Mt. Diablo Unified School District, hereafter, the Parties, agree to allow school Nurses to temporarily increase their percentage of employment with the District until existing nursing vacancies can be filled. Such assignment increases shall be on a volunteer basis for the 2017-18 school year only and shall be offered under the following conditions:

- Nurses may volunteer to increase their assignment in 20% increments up to a maximum of 120%
- All such increases in assignment shall be on a temporary basis, pending the hiring of additional FTE to fill current vacancies.
- Each 20% increase in caseload is 540 students ($2,700 \times .20 = 540$); however, the Parties agree that nurses who agree to increase their FTE by .2 will be assigned an additional 540 students (e.g., a nurse assigned to a 120% position will serve a maximum of $2,700 \times 1.2 =$ or 3,240 students).
- Nurses who volunteer to be assigned to additional school site(s) to temporarily increase their FTE will be responsible for all mandates at that school site, and for all duties they would otherwise perform if those additional school site(s) were part of their regular full or part-time assignment
- Nurses who accept a temporary increase in their assignment will not be required to perform duties at these additional site(s) beyond the types of duties associated with their regular full or part-time assignments
- Part time nurses who do not wish to accept a temporary increase in their percentage of employment, but who are willing to work additional day(s) periodically, shall be paid at their per-diem rate. Part time nurses who accept additional work day(s) beyond their percentage of employment shall be responsible for working the entire contractual work day, unless a partial-day assignment, and pay that is proportional to their per-diem rate, has been approved by the Administrator, Student Services in advance
- Nurses who cover the job of another classification, such as performing the duties of a District or agency LVN, shall receive up to three (3) hours pay, per day, at the Certificated Hourly Rate, per Section 14.5.1, regardless of their percentage of employment with the District. Nurses shall document time spent covering other employees' duties, including travel time to another school site, if applicable. Additional hourly pay may be considered beyond the three-hour per day maximum, should special circumstance warrant, upon appeal to the Administrator, Student Services by the affected nurse.
- The Administrator, Student Services shall communicate via District email which position(s) need coverage for the following school day. All Nurses shall check their District email immediately upon their arrival at work to determine which students' medical needs must be covered due to a nurse or LVN absence, or the reassignment of a District or agency LVN to provide coverage at another site for that day
- There is no requirement or expectation that Nurses call parents at home, as coverage for absences the following school day will be arranged by the Administrator, Student Services

 9/28/17

For MDEA Date

 9.28.17

For MDUSD Date