

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN CUBA UNIFIED EMPLOYEES (CUE)
AND
THE CUBA INDEPENDENT SCHOOL DISTRICT (CISD)

PREMIUM PAY FOR PERFORMANCE OF DUTIES**

The parties mutually agree that beginning Monday, February 22, 2021, and for the 2020-21 school year only, all CISD employees that are bargaining unit members subject to the existing collective bargaining agreement shall be eligible to receive time and a half pay (premium pay) for performing their duties if the employee meets either of the following conditions:

1. The employee returns to work in-person on hybrid learning days, physically locates at a school site, and is available to assist with students; or
2. The employee is working remotely only as the result of the completion, submission, and approval of the appropriate medical and other documentation pertaining to the employee's valid medical reason for remote work in accordance with the COVID MOU and addendum between CISD and CUE and the employee performs one to one student services.

Such premium pay is only payable to employees listed in items 1 and 2 above on school days that students are on campus for in-person learning, and only for those hours that students are on campus for in-person learning. Employees who are required to do home visits during those hours that students are on campus for in-person learning will qualify for premium pay during those hours. In addition, transportation, custodial, IT, and maintenance employees are eligible for premium pay on Mondays for those hours that they are in contact with students and community members. To receive premium pay, eligible employees must submit their premium pay hours on a "COVID Premium Pay" timesheet.


Note: CISD has chosen to also extend this premium pay to non-bargaining unit employees (except the Superintendent) who meet the qualifications of items 1 and 2 above.

The terms of this MOU are subject to approval by the CISD Board of Education, CUE, and any applicable governmental agency.

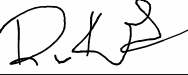
The value of the premium pay made under this MOU is less than or is equivalent to the value received by CISD because it ensures that CISD is able to maintain the continuity of educational and behavioral services provided by the District that have been disrupted due to the COVID-19 health emergency and ensuring the active presence of employees assists the District with mitigating the cost of overcoming the learning loss suffered by disadvantaged students, including low-income students, children with disabilities and students experiencing homelessness, while lowering the potential cost and expense of searching for and compensating substitute or temporary employees to fill educational staff shortages.

Neither this incentive nor any terms of this MOU are intended to create a renewal of an existing employment contract.

Agreed as effective on the 22nd day of February, 2021:



Josephine "Jo" Velarde, CUE President



Dr. Karen Sanchez-Griego, Superintendent