



2804 SW Sixth Street, Redmond, OR 97756 / P 541.693.5600 / F 541.638.9646 / www.hdesd.org

Board of Directors Board Minutes Special Meeting - February 10, 2021

- Board Members** Board Chair Scott Reynolds, Vice Chair Peggy Kinkade, Directors Gwen Carr, Betsy Julian, John Lang and Bob Moore
- HDES Staff** Paul Andrews, Superintendent; Wendy Burkhart, HDEA President, Greg Colvin, Staff Attorney; Rochelle Friend, Chief Financial Officer; Jayel Hayden, Chief Human Resources Officer; Anna Higgins, Chief Strategy & Innovation Officer; Kristen Johns, Human Resources Specialist; Amy Joynt, Executive Director of Special Programs; Lauren Lester, Staff Attorney; Deb Pertner, Executive Assistant; Diane Tipton, Executive Director EI/ECSE; Rachel Wente-Chaney, Chief Information Officer and Shelley Knutz, Executive Assistant
- Call to Order** Board Chair Scott Reynolds called the February 10, 2021 meeting to order at 4:00 pm

DISCUSSION ITEMS

Memorandum of Agreement (MOA) with High Desert Education Association

Superintendent Andrews shared the background of the MOA. On January 6, 2021, the Association demanded to bargain over the impacts of COVID-19 and the District's plan to return to in-person instruction. The parties held bargaining sessions on January 14, January 22, January 26, February 1, February 4 and February 5. This MOA is intended to address temporary changes to employment relations due to the COVID-19 pandemic during through August 15, 2021.

Superintendent Andrews reviewed all sections of the agreement.

- I. Leaves
 - A. Unpaid Leave: Per Article 21(H) of the Collective Bargaining Agreement
 - B. Vaccine Leave: Three additional days of leave in the event side effects for the COVID-19 vaccine renders the employee unable to work.
 - C. COVID-19 Leave: Covers the situations where an employee will not be required to use their accrued leave due to COVID-19.

- II. Safety
 - A. Ready Schools, Safe Learners: Protocols and procedures in place based on Oregon Department of Education's Ready Schools, Safe Learners (RSSL).
 - B. Cohort Limits: Covers the guidelines for cohort limits and one to one interactions.
 - C. KN-95 Masks: Employees will be supplied with KN-95 masks as supplies allow.
 - D. Air Filtration Units: Workspaces that do not meet OSHA and/or RSSL guidelines will have an air purification unit.
 - E. Home Visits: The District will consider using RSSL standards for outdoor instruction or virtual service for home-based services.

III. Resignation

- A. The District will not report to TSPC when an employee resigns with less than 60 day notice unless it is to start immediate employment with another employer.
- B. If an employee resigns the District will agree on how to serve all of the additional students in a fair and equitable manner.

IV. General

- A. Expedited Bargaining: The Association and District agree they have fulfilled their obligation to bargain over the impacts of COVID-19.
- B. Non-Precedent Setting: This MOA is a result of the specific circumstances arising from COVID-19 pandemic and will not be precedent setting.
- C. Authority to Execute: The agreement has been executed voluntarily and by authority of their board of directors or membership.

ACTION ITEMS

Memorandum of Agreement with High Desert Education Association

- **Bob Moore made and Gwen Carr seconded a motion to approve the Memorandum of Agreement with High Desert Education Association as presented. Motion carried 6-0**

Adjourn

The February 10, 2021, High Desert ESD Board of Directors Meeting adjourned at 4:20 pm.

Scott Reynolds, Board Chair

Shelley Knutz, Executive Assistant