



**MEMORANDUM OF UNDERSTANDING ('MOU') BETWEEN
FREMONT UNIFIED SCHOOL DISTRICT ("DISTRICT")
AND**

FREMONT UNIFIED DISTRICT TEACHERS ASSOCIATION ("FUDTA")

Substitute Pay and Differential Sick Leave

The purpose of this MOU is to set forth the parties' agreement regarding the impact on the amount of differential pay received by unit members who are on an approved extended leave following Article 8 guidelines, specified in due to the District's increase in the substitute teacher pay rate. Accordingly, the parties agree as follows:

1. Article 8 (Leaves) section 8.2.3 of the District/FUDTA negotiated Agreement provides:

After all earned Sick Leave days at full pay have been used and additional absence due to illness or accident is necessary, the unit member shall receive the difference between the unit member's salary and the actual amount paid a substitute up to the long term substitute rate, excluding the cumulative incentive pay rate, up to a total of 100 school days.

2. Due to increased absences and a lack of an adequate number of substitutes during the ongoing pandemic, the District increased its daily substitute rate of pay from \$185.16 to \$215.00 and the long-term substitute rate of pay from \$236.40 to \$250.00 effective July 1, 2021. This increase had, and will continue to have an impact on the amount of differential pay according to section 8.2.3 quoted above.

3. The District's intent in increasing substitute pay is to attract more substitutes; however, the District did not intend and does not wish to retroactively disadvantage unit members' receiving differential pay.

4. Therefore, calculation of differential pay for unit members on approved extended leave following the guidelines in Article 8, up to and including January 31, 2022 shall be

according to the previous daily substitute rate of \$185.16 of pay and the previous long-term substitute rate of \$236.40 of pay. Calculation of differential pay according to section 8.2.3 shall be based on the new substitute rate of \$215.00/~~\$250.00~~ effective February 1, 2022.

<u>Brannin Dorsey</u>	<u>2-23-22</u>	<u>Zack Larsen</u>	<u>2-23-2022</u>
Brannin Dorsey	Date	Zack Larsen	Date
FUDTA President		Assistant Superintendent	