



JOINT MEMORANDUM

July 7, 2021

To: All APS Staff

From: Scott Elder, Superintendent
Todd Torgerson, Chief of Human Resources & Legal Support Services
Valerie Hoose, Ed.D., Executive Director of Labor Relations & Staffing
Ellen Bernstein, Ed.D., ATF President

Re: Renewed Commitment to Provide APS Employees with Supplemental Compensation for COVID-Related Work

We are pleased to announce our renewed commitment to providing supplemental compensation of \$1,000 to full-time staff and \$500 to part-time staff for COVID-related work. Returning employees will receive this one-time payment on August 20, 2021, through a separate direct deposit.

Superintendent Scott Elder and ATF President Ellen Bernstein, along with the leaders of the Albuquerque Federation of Classified Professionals, the Communication Workers of America, and the Educational Police Officers Association, want to thank state Auditor Brian S. Colón for his support and collaboration in this agreement.

We are all looking forward to the next school year and are pleased to support APS employees with this small recognition of their incredible work.

Below you can read the details of our agreement.

In Honor of all APS Staff

A Memoranda of Understanding

Between the Albuquerque Public Schools, the Albuquerque Teachers Federation, the Albuquerque Federation of Classified Professionals, the Communication Workers of America, and the Educational Police Officers Association

July 7, 2021

To All APS Staff:

The 2020/2021 school year presented us, all of us, with innumerable challenges, to which we all collectively responded in the most incredible ways. Whether it was ensuring families had Wi-Fi and food, cleaning and sanitizing our buildings, keeping our campuses safe and secure, or reinventing teaching, counseling, and other services, we all rose to the challenge. As employees within APS, we all know that we all play a critical role, made even more evident by the pandemic.

Your constant efforts to engage families and students and the never-ending efforts to ensure that public education remained open and relevant have not gone unnoticed. Your dedication to your profession has not gone unnoticed. The fact that you are still here, after the year we just experienced, has not gone unnoticed.

With that in mind, and in consideration of employees' decision to return in the upcoming school year, Superintendent Scott Elder, in collaboration with the Albuquerque Teachers Federation, the Albuquerque Federation of Classified Professionals, the Communication Workers of America, and the Educational Police Officers Association, would like to acknowledge and applaud the hard-working employees of APS by providing an opportunity for supplemental compensation.

Each employee employed by the district in the 2020-2021 school year and returning to work in 2021-2022 will receive supplemental compensation of \$1,000.

The supplemental compensation of \$1,000 will be prorated based on the following 2020-2021 FTE status:

- Up to .49 = \$500
- .50 and above = \$1000
- Employees who started working at the start of the second semester (January 4, 2021) will receive half of the amount listed above.

Returning employees will receive this one-time payment on August 20, 2021, through a separate direct deposit.

For employees who are not returning for the 2021-2022 school year, the supplemental compensation will be available only if they attend a debriefing session with APS and the labor unions to describe their experiences working during the pandemic. In exchange for this valuable information, non-returning employees will receive the supplemental compensation prorated on their FTE status, as described above.

To participate in the debriefing session with APS and the unions, non-returning employees must complete the [Memoranda of Understanding: Supplemental Compensation Debriefing form \(https://docs.google.com/forms/d/e/1FAIpQLSd92iOzICKQn56AHFUOykv-2af6-GOynA1AjaBOcbJubO-IA/viewform\)](https://docs.google.com/forms/d/e/1FAIpQLSd92iOzICKQn56AHFUOykv-2af6-GOynA1AjaBOcbJubO-IA/viewform) provided by APS and the unions on or before August 31, 2021. The debriefing form will ask non-returning employees to describe their experiences working during the pandemic, explain how they coped with the pandemic, and discuss strategies the district should consider implementing in future years. The non-returning employee must complete the form in its entirety. Non-returning employees who do not submit the debriefing form on or before August 31, 2021, will not receive any supplemental income. In addition to completing the debriefing form, non-returning employees must participate in a debriefing session to be scheduled soon.

You are all amazing, and we look forward to seeing you in the fall!

June 14, 2021

Albuquerque Public Schools
Scott Elder, Superintendent

Date

Albuquerque Public Schools
Valerie Hoose, Executive Director of
Labor Relations & Staffing

Date

Albuquerque Teachers Federation
Ellen Bernstein, President

Date

Albuquerque Federation of Classified

Date

Professionals Kathy Chavez, President

The Communication Workers of American
Paul Aguilar, President

The Educational Police Officers Association
Rocky Martinez, President

Date

Date