

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE REYNOLDS SCHOOL DISTRICT AND
THE OREGON SCHOOL EMPLOYEES' ASSOCIATION, REYNOLDS CHAPTER 37
SUMMER SCHOOL**

The Reynolds School District ("District") and the Oregon School Employees' Association, Reynolds Chapter 37 ("Union"), enter this Memorandum of Understanding (MOU) regarding the wages, benefits, and working conditions of bargaining unit members during the District's 2022 Summer School. This Memorandum of Understanding is effective during Summer School sessions from June 24, 2022, through August 8, 2022.

WAGES:

The District and the Union agree that less than 12-month employees hired for the entire Summer School program will receive a five dollar (\$5.00) per hour and to their current 2021-2022 hourly wage for time worked while Summer School is in session.

Twelve (12)-month employees who work on campus for the Summer School session will receive a one-time stipend of \$100 to appear on the August 20, 2022, paycheck. This change is possible due to State-level funds not traditionally available and is not intended to establish precedent.

STAFF SELECTION:

Current non-12-month employees who have indicated interest by March 1, 2022, will be offered temporary positions in the following manner:

1. Employees applying for a position outside their current classification will be considered after any applicants from the appropriate classification have been placed.
2. Award the position to the candidate who is determined by the District to best meet the qualifications as per the job description of the open position. In the event two (2) or more current employees are equally qualified, the position shall be awarded to the employee with the greatest seniority.

HEALTH AND SAFETY:

The District will continue to follow the RSSL and ODE guidelines that are posted on the District's COVID website.

COMMUNICATION:

All staff working in affected buildings and the Union President will be notified that there was a confirmed case on campus. All provisions of the Collective Bargaining Agreement between the District and the Union not addressed above will remain in full force and effect.

This Memorandum of Understanding will not set precedent for any future action. The parties acknowledge that the conditions and requirements are changing rapidly. Therefore, either party may reopen this agreement for renegotiation.

DocuSigned by:
Susan Mutschler 2/10/2022
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Susan Mutschler, President Date
OSEA Reynolds Chapter 37

DocuSigned by:
Angela Freeman 2/8/2022
059FBC9CEB91405...

Dr. Angela Freeman, Assistant Superintendent-Human Capital Management Date
Reynolds School District

DocuSigned by:
Teri Staudinger 2/8/2022
2E203EDEF152464...

Teri Staudinger, Field Representative Date
OSEA Reynolds Chapter 37

DocuSigned by:
Cindy Dominiak 2/10/2022
8EF33CE070D147C...

Cindy Dominiak Date
OSEA

DocuSigned by:
Daniel Kimbrow 2/8/2022
0C7306CFA3B6450...

Daniel Kimbrow, Summer School Dist. Coord Date
Reynolds School District

DocuSigned by:
Koreen Barreras-Brown 2/8/2022
0F63C60F56D34B3...

Dr. Koreen Barreras-Brown, Chief Academic Officer Date
Reynolds School District

DocuSigned by:
Shaunice Silas 2/8/2022
611503BC000A4B0...

Shaunice Silas, Director of Labor and Employee Relations Date
Reynolds School District