

*RSD/ OSEA Recognition/Retention Bonus MOU 5/12/22*

Memorandum of Understanding Between Reynolds School District and  
Oregon School Employees Association Reynolds Chapter 37

This Memorandum of Understanding is hereby entered into by Reynolds School District No. 7, Multnomah County, Oregon (District) and the Oregon School Employees Association for the purpose of issuing a recognition/retention bonus to all classified employees for their service during the COVID-19 pandemic.

In partnership, the District and Association hereby agree to the following:

The district will issue a retention stipend for the amount of \$4000 with the following stipulations:

1. The first retention bonus will be issued with the May 2022 corrections payroll in the amount of \$2000. In order to qualify for the May 2022 retention stipend, an employee must have been employed by the District and reported for duty by Monday, January 3, 2022, and must still be employed at the time of the first retention stipend payment.
2. The second retention bonus will be issued with the November 2022 payroll in the amount of \$1000. In order to qualify for the November 2022 retention stipend, an employee must have been employed by the District and reported for duty by Monday September 30, 2022 and must still be employed at the time of the second retention stipend payment.
3. The third retention bonus will be issued with the May 2023 payroll in the amount of \$1000. In order to qualify for the May 2023 retention stipend, an employee must have been employed by the District and reported for duty by Monday April 3, 2023 and must still be employed at the time of the third retention stipend payment.
4. Part-time employees will receive the full retention bonus amount and will not be prorated based on full-time equivalency (FTE).
5. Employees who are no longer employed by the District prior to the cut-off dates listed above, will not receive a prorated retention stipend based on the time previously worked.
6. Employees who receive the first retention stipend in May of 2022, who are no longer employed in the district as of September 30, 2022 will not receive the second or third retention stipend in November 2022 and May 2023.
7. Effective April 1, 2022 through December 31, 2022, new employees hired in the following job classifications will be eligible for a \$4000 sign-on bonus. Eligible job classifications included:
  - a. Custodian

*RSD/ OSEA Recognition/Retention Bonus MOU 5/12/22*

- b. Transportation Classification
  - c. Student Management Classification
  - d. Educational Assistant Classification
  - e. Maintenance and Grounds
  - f. Nutrition Services
8. The first sign-on bonus will be issued with the January 2023 payroll in the amount of \$2000. In order to qualify for the January 2023 sign-on bonus, a classified employee must have been employed by the District and reported for duty by Monday, January 2, 2023.
  9. The second sign-on bonus will be issued with the June 2023 payroll in the amount of \$2000. In order to qualify for the June 2023 sign-on bonus, a classified employee must have been employed by the District and reported for duty by Thursday, June 1, 2023.
  10. All new employees who qualify for the sign-on bonus shall not qualify for the retention stipend.
  11. Effective April 1, 2022 through December 31, 2022, RSD employees who refer a candidate in one the job classifications outlined in section 7. RSD employees who meet all the following criteria are eligible for a \$500 referral bonus:
    - a. Referring employee remains employed by RSD through the payment date;
    - b. Referring employee is designated by the candidate as the referring employee on the application for employment;
    - c. The referred candidate is new to RSD; meaning the candidate has not previously been an RSD employee;
    - d. The referred candidate is successfully hired for the 2022-2023 school year and remains employed through January 30, 2023.
    - e. The referral bonus will be paid to eligible employees no later than the second payroll date immediately following the end of the candidate's 120-day probationary period.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.

This Memorandum shall expire on December 31, 2022 and shall not set any precedent.

The total retention stipend amount agreed to within this MOU for classified RSD staff shall be equal to or greater than any retention stipend or bonus amounts agreed to with any other bargaining units and/or employee groups within the Reynolds School District for the 2021-2022 and 2022-2023 school years. If the amounts agreed to within this MOU are less than the amounts agreed to with other RSD bargaining units and/or employee groups during the 2021-

### RSD/ OSEA Recognition/Retention Bonus MOU 5/12/22

2022 and 2022-2023 school years, the district will increase the amount of the retention stipends for classified RSD staff to an equivalent total amount.

#### Tentative Agreement

For the Chapter:

DocuSigned by:  
*Susan Mutschler* 5/15/2022  
26986B54463B4CA...  
Susan Mutschler Date  
President

DocuSigned by:  
*Teri Staudinger* 5/13/2022  
2E293EDFF152464...  
Teri Staudinger Date  
Field Representative

DocuSigned by:  
*Cindy Dominiak* 5/12/2022  
6EE33CE070D147C...  
Cindy Dominiak Date  
OSEA

For the District:

DocuSigned by:  
*Shaunice Silas* 5/12/2022  
611583BC000A4B0...  
Shaunice Silas Date  
Executive Director of HCM

DocuSigned by:  
*Wade Bakley* 5/13/2022  
1DCBA950F4DA446...  
Wade Bakley Date  
Principal, RHS

DocuSigned by:  
*Dr. Danna Diaz* 5/12/2022  
2F7105168D924D3...  
Dr. Danna Diaz Date  
Superintendent

DocuSigned by:  
*Dr. Christopher Ortiz* 5/13/2022  
583B662B7858473...  
Dr. Christopher Ortiz Date  
Deputy Superintendent