

AMENDMENT #1 TO CONTRACTING OUT BARGAINING UNIT WORK

MEMORANDUM OF UNDERSTANDING

Reynolds School District #7 (District) and the Oregon School Employees Association, Chapter 37 (Union) entered into a Memorandum of Understanding, which was fully executed on December 1, 2022, setting forth the terms and conditions of the parties' agreement concerning the contracting out of work performed by members of the Union's bargaining unit ("Contracting Out MOU"). Since that time, the parties have become aware of two errors in the Contracting Out MOU, which the parties agree to correct through this Amendment #1.


The Contracting Out MOU is hereby amended as follows:

1. The date in Section 1 of the Contracting Out MOU is amended to read:

For the period of November 1, 2022 through June 30, **2023**, the District shall initiate contracted out work that, that is being performed by members of the Union's bargaining unit only when there are no applicants or qualified candidates to fill positions within the OSEA bargaining unit. RSD will not contract out positions until they have actively worked to fill a position. Actively worked is defined as the posting of a vacant position with targeted interview dates occurring within 60 days of position posting. If the District has posted vacant positions but has been unable to fill the vacant positions within 60 days, the District may hire a contracted employee.

2. The title for Ms. Sheila Holt should be changed from OSEA Secretary to OSEA Treasurer.
3. The remaining terms of the Contracting Out MOU remain the same.

Signatures:

DocuSigned by:

C59E84A8627D473...
Frank Caropelo
Title: Superintendent

2/23/2023

Date

DocuSigned by:

583B862B78B8473...
Dr. Christopher Ortiz
Title: Deputy Superintendent

2/23/2023

Date

DocuSigned by:
Shaunice Silas
611583BC099A4B9...

Ms. Shaunice Silas
Title: Executive Director Human Resources

2/23/2023

Date

DocuSigned by:
Teri Staudinger
2E293EDFF152464...

Teri Staudinger
Title: OSEA Field Representative

3/1/2023

Date

DocuSigned by:
Susan Mutschler
26986B64453B4CA...

Ms. Susan Mutschler
Title: President OSEA

2/23/2023

Date

DocuSigned by:
Sheila Holt
GBE6FF1C87ED4F7...

Ms. Sheila Holt
Title: OSEA Secretary

2/28/2023

Date

DocuSigned by:
Wade Bakely
1DCBA950F4DA448...

Mr. Wade Bakely
Title: Chief of Staff

2/28/2023

Date

DocuSigned by:
Brenda Fox
C56A47D31E554AA...

Ms. Brenda Fox
Title: Director of Employee and Labor Relations

2/27/2023

Date