

*Sign-on/ Referral /Retention Bonus MOU 6/29/22*

Memorandum of Understanding Between Reynolds School District and  
Reynolds Education Association

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

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

A. The district will issue a retention stipend for the amount of \$4500 with the following stipulations:

1. The first retention stipend will be issued in the July 13, 2022 corrections payroll in the amount of \$2500.
2. To qualify for the July 13, 2022 retention stipend, a licensed employee must have been employed by the District and reported for duty by Monday, January 3, 2022, and must still be employed on June 1, 2022.
3. The second retention stipend will be issued in the November 2022 corrections payroll in the amount of \$1000
4. In order to qualify for the November 2022 retention stipend, a licensed 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.
5. The third retention stipend will be issued in the May 2023 corrections payroll in the amount of \$1000.
6. In order to qualify for the May 2023 retention stipend, a licensed 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.
7. Part-time employees will receive the full retention stipend amount and will not be prorated based on full-time equivalency (FTE).
8. Licensed employees who are on a full school year leave of absence will not qualify and will not receive a retention stipend during the year in which they are on leave.
9. Licensed hourly employees, coaches (unless employed in another licensed position for the District), and substitute teachers are not eligible for the retention stipend.

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10. 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.
11. Employees who receive the first retention stipend in July 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.

B. 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 include\*:

- a. School-based counselors
- b. School-based ELD teachers
- c. School-based Music teachers
- d. SPED-Speech Language Pathologists
- e. School-based Immersion Teachers
- f. SPED-Educators
- g. School-based Social Workers
- h. SPED-School Psychologists

\*TOSA and Administrator positions are not included.

1. The sign-on bonus will be issued with the January 2023 payroll in the amount of \$2000.
2. In order to qualify for the January 2023 sign-on bonus, a licensed employee must have been employed by the District and reported for duty by Tuesday, January 3, 2023.
3. The second sign-on bonus will be issued with the June 2023 payroll in the amount of \$2000.
4. In order to qualify for the June 2023 sign-on bonus, a licensed employee must have been employed by the District and reported for duty by Thursday, June 1, 2023.
5. All new employees who qualify for the sign-on bonus under Section B shall not qualify for the retention stipend under Section A of this MOU.

C. Effective April 1, 2022 through December 31, 2022, RSD employees who refer a candidate in one of the job classifications outlined in section 11 and who meet all the following criteria are eligible for a \$500 referral stipend:

- a. Referring employee remains employed by RSD through the February payroll 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;

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d. The referred candidate is successfully hired for the 2022-2023 school year and remains employed through the last day of the first semester.

1. The referral stipend will be paid to eligible employees with the February 2023 regular payroll.

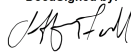
D. The total retention stipend amount agreed to within this MOU for certified RSD staff shall be equal to or greater than any retention stipend or bonus amounts agreed to with any other bargaining units and/or employee groups within the Reynolds School District for the 2021-2022 and 2022-2023 school 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 2021-2022 and 2022-2023 school years, the district will increase the amount of the retention stipends for certified RSD staff to an equivalent total amount.


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 June 1, 2023 or once all three retention stipend payments have been issued, whichever comes later, and shall not set any precedent.

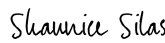
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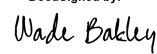
For the Association:

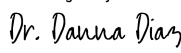
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Jeffrey Fuller  
Date  
REA President


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Bruce Marsh  
Date  
Co-Bargaining Chair

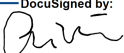
For the District:

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Shaunice Silas  
Date  
Executive Director of HCM

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Wade Bakley  
Date  
Principal, RHS

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Dr. Danna Diaz  
Date  
Superintendent

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Dr. Christopher Ortiz  
Date  
Deputy Superintendent

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Ana Gonzalez Muñoz  
Date  
Board Chair