

## **Extended Work Year MOU, May 23, 2023**

### Extended Work Year Memorandum of Understanding

Between Reynolds School District and Reynolds Education Association

Reynolds School District No. 7, Multnomah County, Oregon (District) and the Reynolds Education Association together, "the parties," recognize that certain educators need additional time at the beginning and/or end of the school year to complete their work, prepare properly for the year ahead (or to wrap up the year), and meet student needs.

#### **A. New Hires**

The parties agree that it is important to give new hires additional time to learn RSD systems, prepare work/teaching spaces, and get generally acclimated before starting their work with students. The parties agree that it is in the interest of the District and students for educators to feel welcomed and prepared when they start.

- a. New Hires will be allotted 3 days prior to the report date of August 24, 2023, for newly hired staff at the beginning of the school year to attend District orientation, PD and meet with REA.
  - i. August 21 – August 23
- b. New Hires brought in after the school year has begun will be allotted-two days prior to starting their work. In two (2) days, the District will reserve time for new hires to have orientation and complete District mandated training, such as Safe Schools. During new hire orientation at least 30 minutes but not more than 120 minutes will be reserved for the new hires time to meet with REA as outlined in Oregon HB 2016, Section 5.
- c. All additional work days will be paid at the members hourly rate.

#### **B. Counseling**

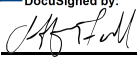
- a. Secondary building principals will make available to secondary counselors up to four (4) days additional paid time to be used outside of the approved 186/187 day certified contract and in June and/or August, to prepare for incoming students.
- b. The specific days will be mutually agreed upon in writing between the counselor and the principal prior to the last day of the certified contract of the prior year.
- c. Members who opt not to accept the offer will not be paid and may not seek to receive those days retroactively.
- d. Members who accept the offer to work those additional days will be paid at their hourly rate.


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- e. Members may work from home during these additional days with the understanding that they are available via phone and email during the specified work hours.
- f. Member responsibilities during the additional days will be mutually agreed upon between counselor and building administrator.

C. By mutual agreement this MOU may be reopened to address potential needs. This agreement will expire on June 30, 2024.

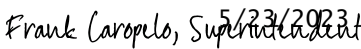
**For the Association:**


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 Jeffrey Fuller  
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 REA President

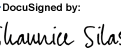
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 Brian Jay, Bargaining Chair  
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 Amber Brune, Contract Maintenance Chair  
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 Amber Brune  
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 Contract Maintenance Chair

**For the District:**

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 Frank Caropelo, Superintendent  
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 Superintendent  
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 Frank Caropelo

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 Wade Bakley, Chief of Staff  
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 Shaunice Silas  
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 Shaunice Silas  
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 Executive Director of HR