

MEMORANDUM OF AGREEMENT
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 Agreement (MOA) regarding the wages, benefits, and working conditions of bargaining unit members during the District's 2023 Summer School. This Memorandum of Agreement is effective during Summer School sessions from July 5, 2023 through August 3, 2023.

WAGES:

The District and the Union agree that less than 12-month employees hired for the entire Summer School program will receive five dollars (\$5.00) per hour in addition to their 2023-2024-hourly wage for time worked while Summer School is in session.

In addition to the rate of pay (\$5.00 hr. in additional to their 2023-2024-hourly), staff who miss 2 days or less of the summer program will be entitled to an additional \$500 bonus paid in August 2023.

Twelve (12)-month employees who work on campus for the Summer School session will receive a one-time stipend of \$200 to appear on the August 20, 2023 paycheck. This change is possible due to State-level funds not traditionally available and does not establish precedent.

STAFF SELECTION:

Current non-12-month employees who have indicated interest by April 24, 2024 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.
3. 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.
4. The District shall not hire non-bargaining unit employees for the Summer School program unless there are not enough bargaining unit applicants to fulfill the program needs.
 - a. The hiring of non-bargaining unit employees for 2023 Summer School program will not set precedent for any future action.

COMMUNICATION:

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.

For the Chapter

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Susan Mutschler Date
President

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Teri Staudinger Date
Field Representative

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Dr. Frank Caropelo, Date
Superintendent

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Chief of Staff

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Chief of Academics