

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 2024 Summer School. This Memorandum of Agreement is effective during Summer School sessions from July 8, 2024 through August 2, 2024.

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 their current position for time worked while Summer School is in session.

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

Hours worked during the summer will be submitted daily using the district-provided timesheet system. Payment for summer positions will be processed according to the normal payroll cycle for substitute and temporary positions, which include: July 15 (hours worked for summer program prior to July 1), August 1 (hours worked for summer program July 1-15), August 15 (hours worked for summer program July 16-31), August 30 (hours worked for summer programs August 1-15), and September 13 (any remaining summer hours). Bonuses will be processed at the pay cycle following the last day worked for summer program.

Twelve (12)-month employees who work in a building designated for a Summer School session will receive a one-time stipend of \$200 to appear on the August 20, 2024 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.

