

**Memorandum of Agreement Between Reynolds School District and
Reynolds Education Association on 2024 Summer School**

Reynolds School District No. 7, Multnomah County, Oregon (District) and the Reynolds Education Association (“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.

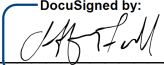
1. The work schedule for the 2024 Summer School session must comply with Articles 7 and 9 of the current Collective Bargaining Agreement.
2. As part of Summer School programming, administrators may assign necessary duties that are not ordinarily a part of an educator’s regular work responsibilities, so long as such duties are equitably shouldered by all educators through a schedule rotation. Examples of such duties might include bus off and on-boarding, breakfast, lunch or recess supervision, transitions between cohorts, etc. Schedules may be flexed by mutual agreement between administrator and member. This could include starting or leaving 15 minutes earlier, exchanges of additional break or lunch or prep time for duty, or compensation at hourly rate if the contract day should need to be extended.
3. All staff will be provided a confidential space to conduct tasks requiring confidentiality when appropriate and needed for their assignment.
4. Job postings for Summer School positions will be building-specific and advertised via an email notification provided by the District. Such positions will be filled by interested in-building staff first who are qualified by endorsement. In the event that no in-building personnel are interested or qualified by endorsement to fill a position, a candidate will be sought elsewhere within the District. When more than one candidate is interested in a position, the process currently used for voluntary transfers within the district, including internal interviews if necessary, will be implemented to determine selection. If no qualified staff members are interested in advertised summer school positions, such jobs will be posted on the District website and standard hiring protocols will be used to fill the position.
5. Certified staff members who fill Summer School positions for the 2024 session will be paid at their hourly rate for all working hours and will be protected by the current Collective Bargaining Agreement, regardless of their assignment including those serving in administration positions. Certified staff members shall be paid based on the 2023-2024 salary schedule as of March 1, 2024. If such members fill positions which traditionally fall under the SUN Schools umbrella, those positions will be funded by the Reynolds School District at the hourly rate. This change is possible due to state level funds not traditionally available and is not intended to establish precedent. Hours worked will be entered daily into the provided time sheet system. Staff will be paid for Summer School hours on the established monthly pay dates for substitutes and temporary staff, currently July 12 (hours worked June 16–30), August 1 (hours worked July 1–15), August 15 (hours worked July 16–31), August 30 (hours worked August 1–15), and September 13 (hours worked August 16–31). Bonus will be paid on September 13, 2024. Any late entries will be paid no later than the following scheduled pay date. Staff working Summer School shall not be evaluated as per Article

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- 5, H. of the CBA; all other provisions of Article 5 will be adhered to during Summer School.
6. Certified staff members who work full time will be afforded a minimum of one (1) hour of paid prep time per day and paid lunch breaks per day commensurate with current contract language in Article 9. All certified staff members shall be given eight (8) hours of pre-instructional preparation time before students begin summer school at their hourly rate. This day is to be used by members to prepare classrooms, materials, and lessons. There shall be no required district and/or building staff meetings on this day. Any professional development will occur prior to the start of summer school and will be paid at the certified staff member’s hourly rate.
 7. In addition to the rates of pay, staff who miss 2 days or less (between July 8, 2024 and August 2, 2024) of the summer program will be entitled to a bonus.
 - a. For staff working positions listed as “Full Day” (academics and enrichment) the bonus will be \$500.
 - b. For staff working positions listed as “1/2 Day” (academics only) the bonus will be \$250.
 - c. Job shares are allowable and encouraged. Staff who opt for job sharing will split the applicable bonus 50/50. For “Full Day” job shares, the bonus will be \$250 each. For “1/2 Day” job shares, the bonus will be \$125 each.
 - d. Bonuses cannot be split into smaller increments.
 8. In addition to the rates of pay, staff (teacher and family engagement facilitator) who miss 0 days in the Early Kindergarten Transition program will be entitled to a bonus of \$500. Job shares are allowed. Staff who opt for job sharing will split the applicable bonus 50/50 to be \$250 each.
 9. It is understood that staff who are hired to perform in-person duties during Summer School will do so on site and will not be allowed to work remotely for such work. Any staff member who cannot report due to illness will need to request a substitute through the Summer School Coordinator or designated administrator. Designated administrators-will be identified for staff prior to the start of summer session.

This Summer School agreement will expire on August 28, 2024.

For the Association:

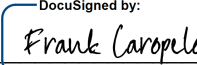
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 4/26/2024

 Jeffrey Fuller Date
 REA President

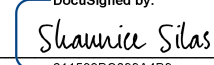
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 4/26/2024

 Brian Jay Date
 Bargaining Chair

For the District:

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 4/25/2024

 Dr. Frank Caropelo Date
 Superintendent

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 4/25/2024

 Shaunice Silas Date
 Executive Director of HR