

RSD Summer School MOU 4/6/23

**Memorandum of Agreement Between Reynolds School District and
Reynolds Education Association on 2023 Summer School**

Reynolds School District No. 7, Multnomah County, Oregon (District) and the Reynolds Education Association together, “the parties,” recognize that the safety of staff, students and families is a primary concern for professional educators. In addition, the Parties agree that the working conditions of professional educators during the COVID Pandemic are significantly altered when professional educators are engaged in in-person learning. The District will provide Summer School programs in accordance with current guidelines set forth by the Governor, ODE, and local health authorities.

1. The work schedule for the 2023 Summer School session must comply with Articles 7 and 9 of the current Collective Bargaining Agreement. Class and cohort size will comply with Article 27.
2. The District will follow the most current RSSL guidance.
3. 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 per diem if the contract day should need to be extended.
4. Appropriate Personal Protective Equipment (PPE) and/or Essential Protective Gear (EPG) will be made available to any staff member who requests them during the summer school session. Every classroom and workspace shall be provided hand sanitizer. All hand washing/hand sanitizing supplies provided shall be checked and restocked immediately as needed and prior to the beginning of each day.
5. All staff will be provided a confidential space to conduct tasks requiring confidentiality when appropriate and needed for their assignment.

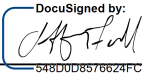
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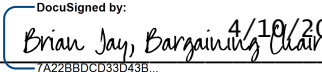
6. Job postings for Summer School positions will be building-specific and advertised via an email survey provided by the District. Such positions will be filled by interested in-building staff first who are qualified by endorsement. In the event that no in-building personnel are interested or qualified 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.
7. Certified staff members who fill Summer School positions for the 2023 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 2022-2023 salary schedule as of March 1, 2023. 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 into Timeclock Plus on weekly basis every Friday. Timeclock Plus codes shall be entered into the system and staff will be provided the correct codes prior to the start of Summer School. Staff will be paid on August 1, 2023, August 19, 2023, September 1, 2023 and September 16, 2023. Bonus will be paid by September 16, 2023. 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 5, H. of the CBA; all other provisions of Article 5 will be adhered to during Summer School.
8. 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 per diem 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 per diem rate.
9. In addition to the rates of pay, staff who miss 2 days or less of the summer program will be entitled to a bonus.
 - a. For staff working positions listed as "Full Day," the bonus will be \$500.
 - b. For staff working positions listed as "1/2 Day," the bonus will be \$250.

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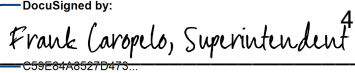
- c. Job shares are allowable and encouraged. Staff who opt for job sharing will split the applicable bonus 50/50. For "Full Day" job shares, the bonus will be \$250 each. For "1/2 Day" job shares, the bonus will be \$125 each.
 - d. Bonuses cannot be split into smaller increments.
10. It is understood 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, including quarantine, 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.
11. If a classroom or school program is permanently dissolved or closed, staff will be given the option to be reassigned to other buildings for the remainder of the summer program. Staff who elect to be reassigned for the summer will be afforded a minimum of one transition day prior to beginning an assignment at a new work site. At least half of any transition period will be member directed.
- a. If a classroom or school program is closed, and staff choose not to be reassigned, they will qualify for half the applicable bonus as outlined in section 9 if the closure takes place on or before July 25th. If the closure takes place after July 25th, those staff will qualify for the entire applicable bonus as outlined in section 9.
12. By mutual agreement, the 2023 Summer School MOU may be reopened to address potential needs. Any new guidelines, exceptions or amendments to RSSL/ODE guidance for onsite instruction, including but not limited to a change in mask-wearing, PPE, or social distancing policies, and/or any changes that substantially change working or safety conditions, must be negotiated with the Association.
13. This Summer School agreement will expire on August 28, 2023.


For the Association:


DocuSigned by:

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 Jeffrey Fuller
 REA President
 Date 4/10/2023

DocuSigned by:

 7A228BDCD33D43B...
 Brian Jay
 Bargaining Chair
 Date 4/10/2023

For the District:

DocuSigned by:

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 Dr. Frank Caropelo,
 Superintendent
 Date 4/10/2023

DocuSigned by:

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 Wade Bakley
 Chief of Staff
 Date 4/11/2023

DocuSigned by:

 0F63C50F98D3463...
 Dr. Koreen Barreras-Brown.
 Chief Academic Officer
 Date 4/11/2023