

Teacher Training Memorandum of Understanding (MOU)
Between Reynolds School District No. 7, Multnomah County, Oregon (District)
and the Reynolds Education Association.

This Memorandum of Understanding is hereby entered into by Reynolds School District No. 7, Multnomah County, Oregon (District) and the Reynolds Education Association for the purpose of supporting educators and guiding them in utilizing the various supports that are available to Reynolds teachers.

The District and Association recognize the need for professional development for all employees to support educators' transition into the District and support educators in the development and refinement of their teaching skills. In addition, this professional development will help educators stay current with the ever-changing educational landscape as well as promote recruitment and retention. The in-district training program will help students have a consistent learning environment and provide educators with high quality and effective strategies to make each and every student successful.

Each class will award in-district credit at a rate of 1 credit per class 10 hours of instruction. Offering in-district credit, rather than traditional college credit, provides a "soft lock" to teachers into the Reynolds School District since in-district salary schedule credits will not transfer to other districts. Classes qualify for as PDUs for TSPC licensure renewal.

Duration of MOU: July 1, 2024-June 30, 2026

Class days and time structure:

- Each class will be for a total of ten hours over four weeks. This will account for 10 hours of work, satisfying the 10:1 hours to credit formula for in-district column movement credit.
- Classes may be a mix of in-person, virtual sessions, and independent work determined by the instructor. One in-person session is required for all classes.
- Classes will be open to all certified staff.
- All asynchronous work will be uploaded on Schoology.
- Virtual class sessions will use Google Meets as provided by the District.

Class Requirements:

- All participants will be required to attend the first class meeting unless arranged with the instructor. Attendance is required at all subsequent meetings or via alternative arrangements with the instructor.
- Credits received: Each class will award 1 in-district credit for the class.
- Cost and min enrolled: The minimum enrollment will be 5 participants. The maximum enrollment will be 15 participants.
- Participants may enroll in any particular class no more than once.

Participant Tuition Cost:

- Each participant will have their tuition reimbursement account charged \$200 per course.
- The District may recover the costs of tuition from participants who fail to complete the training course or drop the course as outlined in Article 19, section B.

Instructor Requirements:

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- Instructors must have completed two years' of successful service in RSD.
- When a course is rooted in a specific licensure/subject area, instructors must be licensed in that subject.
- Instructors may only teach one training course at any time.
- Provide a course syllabus to participants at the first class meeting.

Course Proposals

Instructor Pay: \$1750 Total

- Instructor: \$1500 (20 hrs @ approx. daily rate)
- Books/Supplies/Materials/Refreshments: \$250 per class

Fall & Spring Course Catalogs:

- All course proposals will be reviewed and approved by the Professional Development Committee the semester prior to being offered, by November 15th and April 15th.
- A catalog of courses will be produced ahead of each semester.

Recordkeeping:

- Each participant will receive a certificate of completion from HR that can be used for TSPC licensure renewal and salary column movement. It is the responsibility of the participant to retain their participation certificates.
- Each instructor will submit a roster to HR with participant names who successfully completed the course no later than the end of the month during which the course was completed.


Payment:

- Instructors will be paid with the first corrections payroll following HR receipt of the roster.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.

This Memorandum shall expire on June 30, 2026 and shall not set any precedent.

For the Association:

DocuSigned by:

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Jeffrey Fuller
Date
REA President

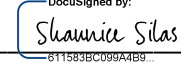
DocuSigned by:

7A228BDCD33D43B...
Brian Jay
Date
Bargaining Chair

For the District:

DocuSigned by:

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Dr. Frank Caropelo
Date
Superintendent

DocuSigned by:

611583BC096A4B9...
Shaunice Silas
Date
Executive Director of HR

Final 5/8/2024