

## MEMORANDUM OF UNDERSTANDING

October 1, 2020-June 30, 2022

The Silver Falls School District (“District”) and the Silver Falls Education Association (“Association”) hereby agree that the following article will be extended from its original expiration date of April, 2020, to June 30, 2022. Any use of the word “teacher” is defined in Article 1 of the current Collective Bargaining Agreement.

### 1. Article 23. Employee Compensation

With this memorandum the Silver Falls School District and the Silver Falls Education Association commit to continuation of the collaborative development and implementation of a new professional compensation and salary advancement schedule (referred to hereafter as PEER Compensation Model) for educators entering the profession. The PEER Compensation Model is designed to incorporate the core values of the SFSD to align more closely with professional development and experiences that correlate to teacher effectiveness.

This Memorandum of Understanding is established to address the continuing design process, establish parameters for implementation, and identify mechanisms for termination of this work if determined necessary by the parties. It is expected that subsequent modifications to this MOU will be necessary as key design features are added and amended throughout the next four years. Conditions will be added or removed based upon mutual agreement of both parties.

For 2020-2022 school years the PEER Compensation Model will be an “opt-in” option for interested SFSD teachers.

The two-year continuation period will allow for thoughtful assessments of the Compensation Model. The District and Association are committed to a collaborative design and review process. Teachers will comprise majority membership on the Creative Compensation Committee.

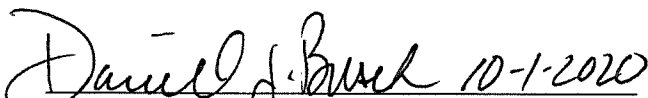
The parties commit to the following conditions for the MOU:

1. The parties agree to an additional two-year evaluation of the PEER Compensation Model, recognizing that additional work and agreements will be required.
2. Any teacher in the SFSD can opt into the PEER model during the annual open enrollment period.
3. Upon renewal of this MOU, any teacher on the PEER model can opt out during the open enrollment period (October 1-16, 2020) and return to the current pay scale without lost wages. The teacher will move back to their proper placement on the original salary schedule, without a loss of pay. If a teacher is placed on a higher step than they would have earned traditionally, they will remain on that step until they meet the criteria to advance, or up to three years, whichever comes first. The teacher will not lose a year of

experience. All other teachers choosing to opt in must remain on the PEER model until the end of the MOU.

4. The PEER Compensation Model will be implemented parallel to the existing salary schedule structure, and the existing schedule will apply to all employees who do not opt into the new model. The PEER model will not modify the existing Collective Bargaining Agreement in terms of salary, benefits, or working conditions established therein. In subsequent years, any cost of living adjustment applied to the existing salary schedule will also be applied to the new compensation schedule.
5. Advancement criteria and processes around any element of the plan will be defined in the PEER Handbook. The criteria will be reviewed by the District and Association annually. Modifications to this MOU may be necessary as key design features are added and amended throughout the next four years. Conditions will be added or removed based upon mutual agreement of both parties. Collective bargaining may result in amendments to this agreement.
6. The PEER model incorporates specific criteria for step and level advancement. These will be outlined in the PEER Handbook.
7. The parties recognize that economic conditions or other factors could arise that may cause the parties to consider termination of this agreement. The parties are committed to a collaborative process to first work to resolve any conflicts or issues prior to choosing termination. In the event that the district determines that the PEER compensation model is not fiscally sustainable, the district retains the right to discontinue the PEER compensation model. In the event of termination of the PEER compensation model, all certified staff on the new schedule would be placed on the existing schedule, with no loss of salary.
8. Discipline, transfer, recall, reduction in force, and retention will be determined by the provisions established in the Collective Bargaining Agreement.

As mutual partners to this new salary schedule opportunity, the District and Association recognize the need for regular, ongoing communication and a commitment to positive resolution of emerging issues. Both parties acknowledge the unique and uncharted nature of this work and enter into this agreement with a shared commitment to consider new means of support, resources, and opportunities for the teaching profession.

  
Date  
Dan Busch  
SFSD Assistant Superintendent

  
Date  
Michelle Stadel  
SFEA President