



Oregon School Employees Association

www.osea.org

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MEMORANDUM of UNDERSTANDING

Agreement between Silver Falls School District and OSEA Chapter No. 148.

As a result of House Bill 4030, the Silver Falls School District and OSEA Chapter No. 148 have agreed to implement a recruitment bonus for new employees to the District in the following department areas (includes multiple job titles):

- Food Service
- Information Technology (I.T.)

The following individual job titles also qualify for a recruitment bonus:

- Custodian
- Maintenance 1
- Special Needs Assistant
- Campus Security II

The recruitment bonus for employees hired following the signing of this Agreement is set at \$750, dispersed in three equal payments, in the third, sixth and ninth pay cycle following the hire date. Payment is contingent upon being employed on the date for payroll in each of the identified months.

A referral bonus for any current Classified employee who refers someone in the above stated departments or job titles who is successfully hired following the signing of this Agreement will be set at \$300. Disbursement will be in three equal payments, in the third, sixth and ninth pay cycle following the hire date of the new employee. Payment is contingent upon the referred employee maintaining employment on the date for payroll in each of the identified months. Referrals will be determined by the HR Department during the onboarding process. New hires will be asked to identify the one most influential classified employee who caused them to apply for employment with the District and that employee will be the individual who receives the referral bonus.

This MOU shall not set any precedence in the future or be used to establish a past practice. All provisions of the parties CBA not expressly modified by this MOU shall remain in full force and effect. Unless modified by this memorandum all the other terms and conditions of the current collective bargaining agreement shall remain in effect. Terms of this memorandum shall be



primary when the terms of this memorandum conflict with the current collective bargaining agreement.

This memorandum constitutes the sole and entire existing agreement between the parties and expresses all obligations of, and restrictions imposed upon, the District and the Union. The memorandum is subject to amendment, alterations, or additions only by a subsequent written agreement between and executed by the District and the Union, with the exception sections that state otherwise. A waiver of any breach, term or condition of the memorandum by either party shall not constitute a precedent in the future enforcement of all of its terms and conditions.

This memorandum will go into effect and apply to any new hires following the signing of this memorandum by both parties. It expires on June 30, 2023.

This MOU is not enforceable unless the following signatures are present:

- Designee of the employer,
- Designee of OSEA, and
- The Chapter President (or their designee)

This MOU does not go into effect until it has been ratified by the local union chapter membership. OSEA will send written notification to the employer when that has occurred.

Any disputes involving this MOU shall be handled in accordance with the grievance procedure, of the collective Bargaining agreement. Nothing in this agreement is meant to deprive an employee of their rights under the law.

For the District:  Date: 9-27-22

For the Chapter:  Date: 9-27-22

For OSEA:  Date: 9-27-22

