

MEMORANDUM of UNDERSTANDING

Agreement Between Silver Falls School District and OSEA Silver Falls Chapter #148.

1. Employees actively employed by SFSD in a regular or temporary position on May 13th, 2022, will receive a one-time stipend based on their hire date according to the date ranges below:
 - Employees hired on or before June 30, 2021, will receive \$500
 - Employees hired on or after July 1, 2021, and May 13, 2022 will receive \$250
 - Employees hired on or after July 1, 2021, and maintain employment through October 15, 2022, will receive another \$250.
2. Instances in which an employee may have more than one employment segment with SFSD, the most recent hire date will be used unless the segments are within consecutive semesters.
3. Employees on an unpaid leave of absence will receive a prorated stipend.
4. Student workers, coaches, and other employees who perform work for SFSD on an intermittent basis, are not eligible for this stipend.

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 a member of their rights under the law.

For the District: Daniel J. Busch Date: May 19, 2020

For the Chapter: [Signature] Date: 5-19-22

For OSEA: [Signature] Date: 5-19-22

