

# MEMORANDUM OF UNDERSTANDING

Between the  
**BEAVERTON SCHOOL DISTRICT**  
and the  
**Beaverton Education Association**  
Effective September 1, 2020 – June 18, 2021

Since the beginning of the 2020-21 school year, schools have been closed to regular classroom instruction due to the COVID 19 pandemic. As of April 5, 2021, schools began to re-open for hybrid instruction. These circumstances have impacted the ability of substitutes to qualify for the insurance and incentive benefits outlined in Articles 8.B.3 and 9.A of the Substitute Teacher Collective Bargaining Agreement 2018-2022. These benefits are intended to incentivize substitutes to work in Beaverton and support our ability to attract and retain quality candidates. Therefore the parties agree to adjust the contract as outlined below.

1. Substitute teachers (including BSD retirees) who qualified for the District's health insurance plan in the 2020-2021 school year, are eligible to participate in the District's health insurance plan in the 2021-2022 school year.

## **Article 8.B.3 – Salary- Work Incentive**

A substitute teacher who has worked (65% = 26 days) of the student contact days (full or half days) in the third time period will receive a (\$700) cash incentive. A substitute teacher who has worked (82% = 35 days) the student contact days (full or half days) in the third time period will receive an additional (\$200) cash incentive. The timeframe for this incentive shall be March 29, 2021 – June 18, 2021.

## **Article 9.A.1.a, b – Health Insurance – Substitute Eligibility**

- a. Substitute teachers who have substituted a minimum of-twenty (20) full days, or the equivalent of-full and partial days in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health insurance plan.
- b. Retired Beaverton School District teacher who does not qualify for insurance under Article 9, Section 3.a who have substituted a minimum of thirty-five (35) full days or the equivalent of 280 hours in combined full and partial days in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health plan.

## **Article 9.a.3 – Retired Teachers (Only applies to retirees effective July 2020)**

- a. Retired teachers, who have been full-time teachers in the Beaverton School District in the immediately preceding school year, and who are selected by Beaverton School District to sub, will qualify for substitute insurance benefits if they sub for a minimum of 15 full days or 120 hours from March – June. If these criteria are not met, they will no longer receive the substitute's medical benefit until such time as they qualify under Article 9, Section A1 (b).
- b. Retired teachers enrolled in Kaiser medical insurance will have their monthly premium credited by the same amount of dollars allowed for substitute teachers under the Kaiser program. Teachers who are

substituting after retiring from the Beaverton School District, who have been enrolled in an insurance program other than Kaiser may continue in that other insurance program until age 65, or Medicare eligible, whichever comes first, and will be provided under this Section the same number of dollars per month as they otherwise would receive towards Kaiser insurance premiums.



For the District  
Susan Rodriguez  
Chief Human Resource Officer

Date: 5-7-21



For the Association  
Sara Schmitt  
BEA President

Date: 5-7-21