

Memorandum of Understanding
between the
Beaverton Education Association
and the
Beaverton School District

The COVID-19 pandemic of 2020 and 2021 has impacted the labor economy and conditions of employment for substitute teachers. The critical shortage of substitute teachers available to cover absences of regular classroom teachers has highlighted the necessity to remain competitive with the pay provided to substitute teachers throughout the region.

The Association and the District do hereby agree to adjust the compensation of substitute teachers as of the date of signature on this agreement until the completion of the 2021-2022 school year as follows:

For the term of this MOU, compensation for substitutes shall be calculated as follows:

1. During the 2021-22 school year, the substitute daily rate will be \$230.

Work Incentive Adjustments

1. For the term of this MOU, a substitute teacher who has worked sixty five percent (65%) of the student contact days (full or half days) in the first time period will receive a \$500 cash incentive. A substitute teacher who has worked eighty two percent (82%) of the student contact days (full or half days) in the first time period will receive an additional \$400 cash incentive.
2. For the term of this MOU, a substitute teacher who has worked sixty five percent (65%) of the student contact days (full or half days) in the second time period will receive a \$700 cash incentive. A substitute teacher who has worked eighty two percent (82%) of the student contact days (full or half days) in the second time period will receive an additional \$400 cash incentive.
3. For the term of this MOU, a substitute teacher who has worked sixty five percent (65%) of the student contact days (full or half days) in the third time period will receive a \$900

cash incentive. A substitute teacher who has worked eighty two percent (82%) of the student contact days (full or half days) in the third time period will receive an additional \$400 cash incentive.

All incentives will be paid to the member by the second payroll cycle following the applicable time period. Members may earn incentives in each or all time periods and the earning of such incentives will not be dependent on having worked in another time period. Time periods and corresponding dates mutually agreed to by the district and BEA are updated annually in the substitute handbook.

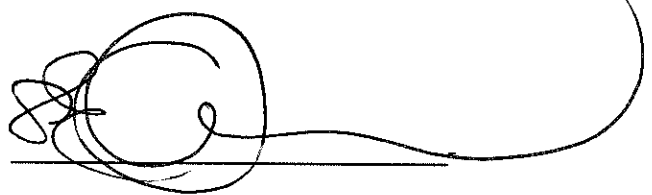
The term of this agreement is from the date of signatures of the consenting parties until June 30, 2022.

For the Association:

Sara Schmitt 10-21-21

Sara Schmitt, BEA President

For the District:

A handwritten signature in black ink, consisting of a large, stylized 'S' followed by a long, sweeping horizontal line that curves upwards at the end.

Susan Rodriguez, Chief HR Officer