

Centennial School District

18135 SE Brooklyn St
Portland, OR 97236
503-760-7990

CONFIRMATION

TO: Board of Directors
FROM: Human Resources
DATE: June 22, 2022
RE: **Approve MOU *revisions for the Appreciation & Recruitment Bonus for Certified Staff**

The *Centennial Education Association* and the Centennial School District recognize the impact of the COVID-19 pandemic on the working conditions for classified *and licensed staff*. In acknowledgement, the District will offer an appreciation and retention bonus to all licensed employees in addition to all of the other measures and supports implemented to relieve stress caused by staffing shortages and layered mitigation measures. The purpose of this Memorandum of Understanding (MOU) is to set forth the context and the terms and conditions of the appreciation and retention bonus for licensed staff.

Appreciation & Retention Bonuses of up to \$2,000 for each eligible staff member meeting the criteria below.

Two-Part Payments

Employees may qualify for up to two (2) bonuses, depending on date of hire and continued District employment on the listed dates.

- Part 1 - \$1300 appreciation Bonus for employees employed on or before May 31, 2022.
- Part 2 - \$700 recruitment (hiring) and retention Bonus for employees employed on or before October 31, 2022. This amount includes (and is not in addition to) any advertised hiring bonus offered between now and October 31, 2022.

Installment Payment Schedule

- Payment Part 1 – June 30, 2022.
- Payment Part 2 – December 16, 2022.

***Additional Requirements**

- Employees on approved leaves, FMLA, OFLA, ADA, or other protected leave will receive payment(s) upon their return to work based on their original date of hire. An employee on unpaid, unprotected, or other leave will not receive payment(s).
- Employees must be employed by the District on the date of payments (employees who retire at the end of the 2021-2022 school year or retired during the 2021-2022 school year and “worked back” through the end of the school year, will be considered still employed on June 30, 2022).
- Payments are a flat rate and shall not be prorated based on FTE.

This MOU expires on June 30, 2023, and is not precedent-setting.

It is recommended that the Board approve the memorandum of understanding to pay bonuses as outlined above.

Agenda Item: 6.5.3.