

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CENTENNIAL EDUCATION ASSOCIATION
AND THE CENTENNIAL SCHOOL DISTRICT REGARDING
APPRECIATION AND RETENTION BONUSES**

The Centennial Education Association and the Centennial School District recognize the impact of the Covid pandemic on the working conditions for 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 is to set forth the context and the terms and conditions of the appreciation and retention bonus for licensed staff.

The District will fund appreciation and retention bonuses of up to \$2,000 for each eligible staff member meeting the criteria below:

Appreciation & Retention Bonuses Up to \$2,000

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 and retention Bonus for employees employed on or before **October 31, 2022** and are continuously employed through **December 16, 2022**. This amount includes (and is not in addition to) any advertised hiring bonus offered between now and **October 31, 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.

Installment Payment Schedule

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

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

For the ECBC:

ECBC President Date

CEA President Date

CEA Bargaining Chair Date

For the District:

Superintendent Date

Director of Human Resources Date

Board Chair Date