



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

**Reynolds School District
Board of Education Special**

June 30, 2022

5:30 PM

Virtual Meeting

I.	5:15p - Executive Session	2
	The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(b) Personnel, ORS 192.660(2)(d) Negotiations, ORS 192.660(2)(e) Real Estate, and ORS 192.660(2)(h) Legal Counsel. Executive Session is closed to the public.	
II.	5:30p - Call to Order	3
	A. Land Acknowledgement	4
III.	5:35p - Action Items	
	A. REA MOU on Retention and Recruitment Bonus	5
IV.	5:40p - Adjourn	10



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To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent
Subject: Executive Session
Policy: [Executive Session – BDC](#)
Date: June 30, 2022

Action	<input type="checkbox"/>
Report	<input checked="" type="checkbox"/>

Connection to School Board Core Beliefs and Commitments

Safety Equity Instructional Practice Organizational Culture

Strategic Plan Goal Topic 3: Student and Staff Wellness

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

Summary:

The Reynolds School Board and the Superintendent will recess into Executive Session at 6:00p, under ORS 192.660(2)(d) Negotiations.

Executive Session is closed to the public.



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To: Board of Directors
From: Dr. Danna Diaz, Superintendent of Schools
Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent
Subject: Call to Order

Policy: [Board Meetings BD/BDA, Conduct of Board Meetings BDDF](#)

Date: June 30, 2022

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

Connection to School Board Core Beliefs and Commitments

- Safety
 Equity
 Instructional Practice
 Organizational Culture

Strategic Plan Goal Topic 3: Student and Staff Wellness

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Summary:

- a. Call to Order
- b. Roll Call
 - Position 1: Director Aaron Muñoz
 - Position 2: Director Spencer Chao
 - Position 3: Director Michael Reyes
 - Position 4: Director Cayle Tern
 - Position 5: Vice Chair Yesenia Delgado
 - Position 6: Chair Ana Gonzalez Muñoz
 - Position 7: Director Francisco Ibarra
- c. Land Use Acknowledgement

Land Acknowledgement:

We will open tonight’s meeting by acknowledging the traditional Indigenous inhabitants of this land. The purpose of these statements is to show respect for indigenous peoples and recognize their enduring relationship to the land. Practicing acknowledgment can also raise awareness about histories that are often suppressed or forgotten.

Land Use Acknowledgment & Guidelines



Approved and Adopted on May 27, 2020

Reynolds School District expresses our gratitude and appreciation to traditional village sites of the Multnomah, Kathlamet, Clackamas, bands of Chinook, Tualatin, Kalapuya, Molalla and many other Tribes who made their homes along the Columbia River, and which is now home to a vibrant native community representing over 400 different tribal nations.

We believe that it is our responsibility as a school district to educate our students, staff and families about the true history of colonialism and the continued need to address colonialism today. This land acknowledgement will encourage our community to reflect upon the land we are standing on and engage in conversations centered in honoring the land.

Land acknowledgments will take place in conjunction with the Pledge of Allegiance, which will be recited after the Land Use Acknowledgement, during the following times:

- School Board meetings
- District-wide community meetings
- School assemblies
- Athletic Competitions
- Parent and community school evening events

Land Use Acknowledgment

We respectfully acknowledge that the land on which we are gathering today is the traditional homeland of a diverse array of indigenous tribes and bands. Multnomah County rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area. Multnomah County is now home to a vibrant indigenous community representing over 400 different tribal nations.

We recognize Indigenous peoples as the traditional stewards of this land and acknowledge the enduring relationship between the land and the people since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.



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To: Board of Directors
From: Dr. Christopher Ortiz, Deputy Superintendent
Prepared by: Sarah Winters, Administrative Analyst, HCM
Subject: REA Retention and Recruitment MOU
Policy: [Board Powers and Duties - BBA](#)
Date: June 30, 2022

Action	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

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Strategic Plan Goal Topic 3: Student and Staff Wellness

We will promote a healthy learning and working environment which provides students and staff with the skills, social support, and environmental reinforcement they need to adopt long-term, healthy behaviors.

Summary:

This Memorandum of Understanding (MOU) between Reynolds School District (RSD) and Reynolds Education Association (REA) outlines the process for issuing a recognition/retention bonus to all certified employees for their service during the COVID-19 pandemic.

Please refer to the following attachment(s): REA Retention MOU

Previous Board Action:

The Board approves all agreements with bargaining units.

Background:

Not Applicable

Financial Implications:

This MOU will cost the district \$5,589,000 over the next 12 months.

Alternatives:

Not Applicable

Staff Recommendation:

Staff recommends the Board approve the agreement between REA as proposed.

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approve the MOU between REA and RSD for recognition/retention bonuses as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

Tentative Agreement Sign-on/ Referral /Retention Bonus MOU 6/29/22

Memorandum of Understanding Between Reynolds School District and
Reynolds Education Association

This Memorandum of Understanding is hereby entered into by Reynolds School District No. 7, Multnomah County, Oregon (District) and the Reynolds Education Association for the purpose of issuing a recognition/retention stipend to all certified employees for their service during the COVID-19 pandemic.

In partnership, the District and Association hereby agree to the following:

A. The district will issue a retention stipend for the amount of \$4500 with the following stipulations:

1. The first retention stipend will be issued in the July 13, 2022 corrections payroll in the amount of \$2500.
2. To qualify for the July 13, 2022 retention stipend, a licensed employee must have been employed by the District and reported for duty by Monday, January 3, 2022, and must still be employed on June 1, 2022.
3. The second retention stipend will be issued in the November 2022 corrections payroll in the amount of \$1000
4. In order to qualify for the November 2022 retention stipend, a licensed employee must have been employed by the District and reported for duty by Monday September 30, 2022 and must still be employed at the time of the second retention stipend payment.
5. The third retention stipend will be issued in the May 2023 corrections payroll in the amount of \$1000.
6. In order to qualify for the May 2023 retention stipend, a licensed employee must have been employed by the District and reported for duty by Monday April 3, 2023 and must still be employed at the time of the third retention stipend payment.
7. Part-time employees will receive the full retention stipend amount and will not be prorated based on full-time equivalency (FTE).
8. Licensed employees who are on a full school year leave of absence will not qualify and will not receive a retention stipend during the year in which they are on leave.
9. Licensed hourly employees, coaches (unless employed in another licensed position for the District), and substitute teachers are not eligible for the retention stipend.

Tentative Agreement Sign-on/ Referral /Retention Bonus MOU 6/29/22

10. Employees who are no longer employed by the District prior to the cut-off dates listed above, will not receive a prorated retention stipend based on the time previously worked.
11. Employees who receive the first retention stipend in July of 2022, who are no longer employed in the district as of September 30, 2022 will not receive the second or third retention stipend in November 2022 and May 2023.

B. Effective April 1, 2022 through December 31, 2022, new employees hired in the following job classifications will be eligible for a \$4000 sign-on bonus. Eligible job classifications include*:

- a. School-based counselors
- b. School-based ELD teachers
- c. School-based Music teachers
- d. SPED-Speech Language Pathologists
- e. School-based Immersion Teachers
- f. SPED-Educators
- g. School-based Social Workers
- h. SPED-School Psychologists

*TOSA and Administrator positions are not included.

1. The sign-on bonus will be issued with the January 2023 payroll in the amount of \$2000.
2. In order to qualify for the January 2023 sign-on bonus, a licensed employee must have been employed by the District and reported for duty by Tuesday, January 3, 2023.
3. The second sign-on bonus will be issued with the June 2023 payroll in the amount of \$2000.
4. In order to qualify for the June 2023 sign-on bonus, a licensed employee must have been employed by the District and reported for duty by Thursday, June 1, 2023.
5. All new employees who qualify for the sign-on bonus under Section B shall not qualify for the retention stipend under Section A of this MOU.

C. Effective April 1, 2022 through December 31, 2022, RSD employees who refer a candidate in one of the job classifications outlined in section 11 and who meet all the following criteria are eligible for a \$500 referral stipend:

- a. Referring employee remains employed by RSD through the February payroll payment date;
- b. Referring employee is designated by the candidate as the referring employee on the application for employment;
- c. The referred candidate is new to RSD; meaning the candidate has not previously been an RSD employee;

Tentative Agreement Sign-on/ Referral /Retention Bonus MOU 6/29/22

d. The referred candidate is successfully hired for the 2022-2023 school year and remains employed through the last day of the first semester.

1. The referral stipend will be paid to eligible employees with the February 2023 regular payroll.

D. The total retention stipend amount agreed to within this MOU for certified RSD staff shall be equal to or greater than any retention stipend or bonus amounts agreed to with any other bargaining units and/or employee groups within the Reynolds School District for the 2021-2022 and 2022-2023 school years. If the amounts agreed to within this MOU are less than the amounts agreed to with other RSD bargaining units and/or employee groups during the 2021-2022 and 2022-2023 school years, the district will increase the amount of the retention stipends for certified RSD staff to an equivalent total amount.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.

This Memorandum shall expire on June 1, 2023 or once all three retention stipend payments have been issued, whichever comes later, and shall not set any precedent.

To: Board of Directors

From: Dr. Danna Diaz, Superintendent of Schools

Prepared by: Kaylie Jeffries, Executive Assistant to the Superintendent

Subject: Adjourn

Policy: [Board Meetings – BD/BDA, Conduct of Board Meetings – BDDF](#)

Date: June 30, 2022

Action	<input checked="" type="checkbox"/>
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Adjournment

