

MEMORANDUM OF UNDERSTANDING

Between the
BEAVERTON SCHOOL DISTRICT
and the
BEAVERTON EDUCATION ASSOCIATION

The District and the Association acknowledge their mutual interest in aligning the Beaverton School District payroll calendar with neighboring school districts. Currently, the Beaverton School District's payroll cycle begins in August and ends in July, whereas all other Oregon school districts have adopted a September-August payroll calendar. The parties also acknowledge that, unless remedied, shifting the start of the payroll calendar to September would cause all current employees to experience a month without income.

The District and Association agree to the following:

1. Beginning with the 2024-25 school year, the District payroll calendar shall shift from August-July to September-August.
2. On August 20, 2024, the District shall pay a one-time stipend to all current bargaining unit members who were also employed by the District during the 2023-24 school year. The stipend for each of the qualifying bargaining unit members shall be equal to the normal monthly compensation earned during the 2023-2024 school year.
3. Additionally, each eligible bargaining unit member shall receive a retention bonus of \$1500, paid out in the August 20th check. All bargaining unit members who were employed by BSD as of May 30, 2024 shall be deemed eligible.
4. Bargaining unit members shall not experience a loss or pause of insurance coverage or loss of other benefits.
5. No payroll deductions shall be assessed on the stipend.
6. The stipend shall not cause any additional accrued benefits.

This agreement shall be effective upon signature by the parties.