

Appendix 1



MEMORANDUM OF UNDERSTANDING

Between the
BEAVERTON SCHOOL DISTRICT
and the
BEAVERTON EDUCATION ASSOCIATION
Effective July 1, 2018 – June 30, 2022

In September 2017, the District implemented ninety (90) minutes of weekly Wednesday early release for the purpose of teacher collaboration. As a result, licensed substitutes' hours were reduced by ninety (90) minutes on Wednesdays, making it more challenging for them to earn insurance benefits as outlined in Article 9 of the Collective Bargaining Agreement.

During 2018 negotiations, the parties agreed to the following Article 9 Benefits adjustments for as long as ninety (90) minutes of weekly early release remains in effect, not to exceed the duration of the 2018-2022 Collective Bargaining Agreement. This memorandum shall not supersede the Collective Bargaining Agreement nor establish a precedent in its interpretation or application, except as specified herein.

Article 9 A. 1.a

Substitute teachers who have substituted a minimum of fifty-three (53) full days, or the equivalent of 425 hours in combined full and partial days in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health insurance plan.

Article 9 A. 1.b

Retired Beaverton School District teachers who do not qualify for insurance under Article 9, Section 3 (a) who have substituted a minimum of forty-six (46) full days, or the equivalent of 366 hours in combined full and partial days in the Beaverton School District the previous year are eligible to participate in the District's Kaiser group health insurance plan.

Article 9 A. 1.c

Substitute teachers hired January - June who substitute twenty-nine (29) or the equivalent of 234 hours in combined full and partial days in the Beaverton School District will be eligible for insurance the following school year. This provision A1 (c) applies only to substitute employees who have not been previously hired a substitute in the District.

Article 9 A. 3.a

Retired teachers, who have been full-time teachers in the Beaverton School District in the immediately preceding school year, and who are selected by Beaverton School District to sub, will qualify for substitute insurance benefits if they sub for a minimum of twenty-three (23) full days or 183 hours from September – January. If these criteria are not met, they will no longer receive the substitute's medical benefit until such time as they qualify under Article 9, Section A1 (b).

District Goal: WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.