

MEMORANDUM OF AGREEMENT

Between Harrisburg School District (District) and
The Classified Employees of the Harrisburg Education Association (Association)

The District and the Association now enter into the following Memorandum of Agreement to add compensation for classified support staff assigned to monitoring and/or supervising student study hall.

1. The Association and District agree that for the 2023-24 school year:
 - a. Any classified employee assigned to monitor student study hall will receive a one-time annual \$500 stipend if any class they are assigned to monitor exceeds 24 students.
 - b. The official student count will be determined in October when the Oregon Department of Education determines the official ADM for the district.
 - c. Note: There is only one single stipend paid, not a separate stipend for each class.

The parties acknowledge that this Agreement is contractual and not a mere recital and they sign this Agreement of their own free will and accord.

This Memorandum of Agreement shall expire on October 26, 2024.

Kimberly Kahle
For the Association

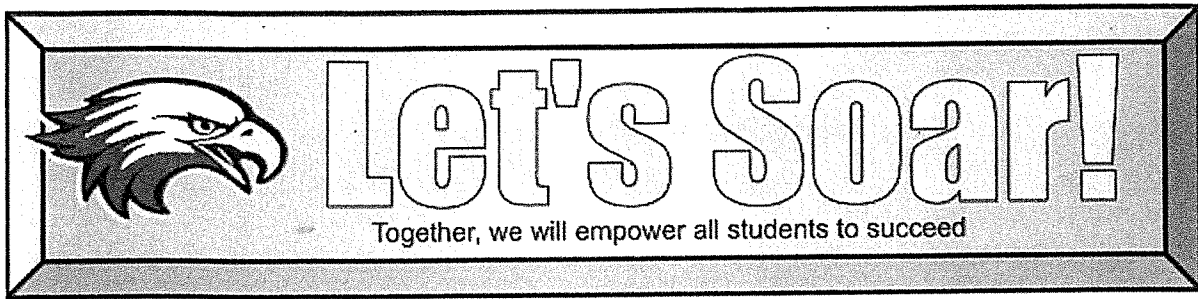
Kimberly Kahle
For the Association - PRINT Name

October 2023
Date

Steve Woods
For the District

Steve Woods
For the District - PRINT Name

10-26-2023
Date



MEMORANDUM OF AGREEMENT

Between Harrisburg School District (District) and
The Classified Employees of the Harrisburg Education Association (Association)

The District and the Association now enter into the following Memorandum of Agreement for the purpose of adding a Perfect Attendance stipend for all classified employees.

1. The Association and District agree that for the 2023-24 school year:
 - a. Employees who achieve "perfect attendance" as defined below will receive a \$500 stipend sometime in June following the last contracted work day.
 - b. Perfect attendance means the employee is present for all contracted days and present during contracted work hours. Employees who miss work time for any reason that is for "personal reasons" will not be eligible for a perfect attendance stipend. Examples that would be considered personal could include, but are not limited to illness, accidents, or bereavement.
 - c. Activities or functions considered to be work-related that are part of the employee's job description will not disqualify the employee from receiving the perfect attendance stipend. Some examples may include but are not limited to attending a work-related conference or training, coaching, or supervising a district-related activity. In addition, jury duty would also be an acceptable activity that would not disqualify the employee from the perfect attendance stipend.

The parties acknowledge that this Agreement is contractual and not a mere recital and they sign this Agreement of their own free will and accord.

This Memorandum of Agreement shall expire on June 30, 2024.

Kimberly Kahle
For the Association

Kimberly Kahle
For the Association - PRINT Name

11/9/23
Date

Steve Woods
For the District

Steve Woods
For the District - PRINT Name

11/15/23
Date