

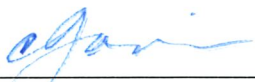
Work Week Reduction - Memorandum of Agreement

In response to the public health emergency and economic challenges presented by the COVID-19 pandemic, and because of the availability of state and federal resources that are available to employers and employees, Mt. Angel School District (hereinafter "MASD") and Mt. Angel Teacher's Association (hereinafter "MTA") agree to the following:

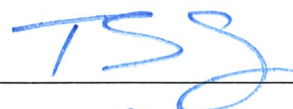
1. This memorandum shall go into effect upon signature by both parties. Both the MASD and the MTA will be seeking ratification from their membership and school board. The parties agree the ratification process will be completed no later than Thursday, May 14, 2020.
2. MASD will reduce the hours for each bargaining unit member by 20% for each workweek. The reduction in hours will be accomplished by furloughing bargaining unit members one day a week (total of five (5) furlough days). Generally the weekly furlough day will be Friday, however the furlough day can be adjusted to address workload and/or employee scheduling issues based on mutual agreement between the employee and the District.
3. Compensation for bargaining unit members shall be correspondingly reduced by 20% for each workweek when the bargaining member has a furlough day.
4. The MASD plans to submit an application to Oregon Workshare on Wednesday, May 12, 2020. The parties agree to move forward as if the MASD application will be approved. If however, if the MASD application is not approved or the program is discontinued prior to June 12, 2020 the MASD agrees to hold bargaining unit members harmless. Hold harmless within the context of this Memorandum of Agreement means that bargaining unit member's total compensation (salary received from the MASD and the monies received from the Workshare program) will be the same as if he/she was receiving their regular pay. The hold harmless does not include an obligation for the MASD to compensate the bargaining unit member for the additional monies from the Federal CARES monies (e.g. \$600 per week). This hold harmless shall also apply to their retirement benefits.
5. Bargaining unit members will continue to receive health insurance and all other benefits in accordance with the parties' current collective bargaining agreement.
6. Bargaining unit members shall not be required nor asked by the District to perform any duties during the furloughed days.
7. With assistance from MASD, bargaining unit members shall file the paperwork necessary to receive unemployment payments under the Oregon Workshare program.
8. MASD shall allow, and assist when requested, all bargaining unit members to access all available government unemployment assistance, including that provided under the Federal Pandemic Unemployment Compensation program (FPUC) as set forth in the CARES Act.
9. The furlough days will deducted on the following basis from bargaining unit members' paychecks: Prorated over final three remaining paychecks for the 2019-2020 school contract year.
10. Unless modified by this memorandum all the other terms and conditions of the current collective bargaining agreement shall remain in effect. Terms of this memorandum shall be primary when the terms of this memorandum are in conflict with the current collective bargaining agreement.
11. Those individual members who are ineligible for the program will continue to work their regular schedules.
12. This memorandum shall expire on July 1, 2020.

Mt. Angel Teacher's Association

Mt. Angel School District


Chelsea Goin
MTA president

Date
5/14/20


Tracy Stoggs
Superintendent

Date 5/14/20