

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ROSEBURG EDUCATION ASSOCIATION AND  
DOUGLAS COUNTY SCHOOL DISTRICT NO. 4**

The Roseburg Education Association and the Douglas County School District #4 have agreed to the following contract items for 2019-2020 and 2020-2021 school years. The current contract with these modifications will remain in full force and effect until June 30, 2021, or until a successor agreement is ratified.

The parties agreed to the following:

**Article XV. Re-Employment of Oregon PERS Working Retirees**

- A. The District is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Licensed staff offered employment following their PERS retirement will move to Temporary status.
1. Licensed employees shall give 60 days' notice prior to their effective PERS retirement date.
  2. Workdays shall include any and all scheduled conference days, in-service and student instructional days.
  3. District insurance contributions will remain at the capped amount as stated in Article VI.
  4. The employee will move to Temporary status but will retain salary placement and advance with contract employees as outlined in Article VII.
  5. Continuation of employment shall be based on the employee's successful evaluation. Working retirees will continue to be evaluated as a contract teacher following the District's prescribed evaluation schedule.
  6. The District will notify the working retiree by April 30 of continuation of employment for the following school year. The employee will respond with their intent to return or resign no later than May 15.
- B. Retired licensed staff shall have the benefit of the provisions of this Agreement except as follows:
1. The termination of the employee's limited duration assignment in completing the school year shall not be considered a discipline or dismissal and shall not grant the employee rights under Article IX, Layoff/Recall.
  2. No PERS contributions will be made after the PERS retirement date.
  3. Retirees do not carry forward or earn incentive leave.
  4. Sick leave will be accrued at one day per month after PERS retirement date and will be front loaded. Sick leave does not carry over from year to year.
  5. Personal leave will be awarded at one day per year and does not carry over from year to year. Unused personal leave will be paid off as outlined in Article VIII.
  6. This option is not necessarily available to an employee who is currently on a Plan of Assistance or Last Chance Agreement or for whom the District has other valid cause to deny this benefit.

The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Understanding will remain in full force and effect.

The terms of the agreement will be effective upon the signature of all parties.

For the District

Date

For the Association

Date