

MEMORANDUM OF UNDERSTANDING

Between Rainier School District

And

Oregon School Employees Association (OSEA) Rainier Chapter 89

The purpose and intent of this agreement is to clarify vacation accrual for employees who occupy a position having a work year of less than twelve (12) months, and work more than their original work assignment.

Employees assigned at less than twelve (12) month employment who work (12) months during the year will have the same vacation accrual as above, but that vacation pay will be prorated based on the number of hours worked. Less than twelve (12) month employees hired before July 1, 2002, will have their vacation frozen at the number of days they received for the fiscal year 2001-2002 and therefore remain grandfathered into the collective bargaining agreement in place at the time of hire.

Purpose:

To clarify vacation accrual for employees who work twelve (12) months during the year and the formula for which vacation is prorated based on the number of hours worked.

Intent:

Employees who work twelve months during a single year will earn vacation at a rate of one hour for every 26 hours worked, as shown below:

Total Hours	Earned Hours
2080	80
1560	60
1040	40
520	20

Unless later agreed by the parties in writing, the agreement is a status quo condition of the contract and will be incorporated into the parties' successor contract.

Rainier School District

Date

OSEA Rainer Chapter

Date

OSEA Field Representative

Date