



LANE EDUCATION SERVICE DISTRICT

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EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Memorandum of Understanding

The LANE EDUCATION SERVICE DISTRICT Board of Directors (hereinafter referred to as "District") and LANE COUNTY EDUCATION ASSOCIATION (hereinafter referred to as "Association") hereby agree that the District is facing unprecedented challenges in recruiting and hiring staff for vacant positions. The District and the Association agree that coordinated efforts involving employees actively sharing information about vacancies and encouraging individuals to apply for vacant positions is valuable to the District's recruitment efforts and valuable to the Association members who are impacted by staffing shortages. To this end the follow recruitment/referral bonus will be implemented effective October 1, 2021 thru June 2023.

1. A current employee who has referred a successful applicant will receive a \$200 bonus when the applicant successful completes 3 months of employment. The employee will receive another \$300 if the applicant successfully completes 9 month months of employment and is being recommended for continued employment.
2. Referred applicants who are hired and successfully complete 9 months of employment and are being recommended for continued employment will receive \$500 at the end of that 9 month period.
3. Bonuses will be included in payroll in the month following the 3 or 9 month period.
4. The use of recruitment bonuses will be evaluated in April 2023 to determine effectiveness, and if the program should be continued or modified.

EXCEPT as modified in this Memorandum of Understanding, the 2019-23 Collective Bargaining Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the Association has this Memorandum of Understanding to be signed by its President and Negotiations Chair, and the District has caused this Memorandum of Understanding to be signed by its chairperson, on the dates indicated.

LANE COUNTY
EDUCATION ASSOCIATION

LANE EDUCATION SERVICE DISTRICT

BY: [Signature]
Co-LCEA President

BY: [Signature]
Lane ESD Chairperson
VICE

BY: [Signature]
Co-LCEA President

DATE: 10.05.2021

DATE: 10-4-21