

MEMORANDUM OF AGREEMENT
Between
Hillsboro School District 1J
And
Hillsboro Classified United

Subsidized Child Care
Memorandum of Agreement
September 14, 2020

This Memorandum of Agreement is hereby entered into by and between the Hillsboro School District (District) and the Hillsboro Classified United (HCU) for the purpose of temporarily modifying the compensation package provided to members of the HCU bargaining unit.

WHEREAS, the parties recognize that the current COVID-19 pandemic has created numerous challenges for District employees that necessitate a coordinated response; and

WHEREAS, the closure or partial closure of area schools places a unique burden on employees with school-aged children and the District Board of Directors has taken action to assist in alleviating that burden;

THEREFORE, the parties agree to the following:

1. The District may offer subsidized childcare for bargaining unit members with school age dependent children whose school or place of childcare is closed as a result of the COVID-19 pandemic. Access to this childcare program and any subsidized rate associated with it shall be considered a temporary component of the official compensation package of bargaining unit members.
2. Bargaining unit members who elect to participate in the District-subsidized child care program will be responsible for all non-subsidized costs related to that program, relative to recorded services received.
3. Any difference in cost between the rate charged to bargaining unit members and the market rate for childcare due to full or partial subsidy by the District shall be treated as compensation or related benefit for tax purposes. This amount will be reported monthly by the provider to the payroll department to meet IRS tax reporting requirements.
4. Specific details of the program, including the actual cost, shall be at the discretion of the District. The District reserves the right to discontinue this program at any time with no less than fourteen days' notice to participating employees.
5. This MOA shall not serve to set precedent or otherwise create an ongoing entitlement or expectation beyond the duration of the existence of the program. The MOA will be in effect through the duration of the program or by June 30, 2021. All other provisions of the parties' collective bargaining agreement shall remain in effect.

For the District:

Kona Lew-Williams

Kona Lew-Williams, Chief Human Resources Officer

Sep 14, 2020

Date

For the Union:

Melody Hansen

Melody Hansen, HCU President

Sep 15, 2020

Date

Signature: *Kona Lew-Williams*
Kona Lew-Williams (Sep 14, 2020 17:52 PDT)

Email: lewillk@hsd.k12.or.us

Signature: *Melody Hansen*
Melody Hansen (Sep 15, 2020 16:10 PDT)

Email: president@hcu4671.org









HCU Subsidized Child Care MOA 9.11.2020

Final Audit Report

2020-09-15

Created:	2020-09-15
By:	Carol Helfer (helferc@hds.k12.or.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAwZWulx92tXrzKT07ILDKSuGUqj14GOIS

"HCU Subsidized Child Care MOA 9.11.2020" History

-  Document created by Carol Helfer (helferc@hds.k12.or.us)
2020-09-15 - 0:49:24 AM GMT- IP address: 107.77.205.225
-  Document emailed to Kona Lew-Williams (lewwillk@hds.k12.or.us) for signature
2020-09-15 - 0:50:42 AM GMT
-  Email viewed by Kona Lew-Williams (lewwillk@hds.k12.or.us)
2020-09-15 - 0:50:58 AM GMT- IP address: 50.39.173.180
-  Document e-signed by Kona Lew-Williams (lewwillk@hds.k12.or.us)
Signature Date: 2020-09-15 - 0:52:06 AM GMT - Time Source: server- IP address: 50.39.173.180
-  Document emailed to Melody Hansen (president@hcu4671.org) for signature
2020-09-15 - 0:52:08 AM GMT
-  Email viewed by Melody Hansen (president@hcu4671.org)
2020-09-15 - 11:09:26 PM GMT- IP address: 66.249.84.77
-  Document e-signed by Melody Hansen (president@hcu4671.org)
Signature Date: 2020-09-15 - 11:10:38 PM GMT - Time Source: server- IP address: 73.25.31.233
-  Signed document emailed to Kona Lew-Williams (lewwillk@hds.k12.or.us), Melody Hansen (president@hcu4671.org) and Carol Helfer (helferc@hds.k12.or.us)
2020-09-15 - 11:10:38 PM GMT