

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OAK GROVE SCHOOL DISTRICT
&
OAK GROVE EDUCATORS ASSOCIATION**

Reopener Negotiations 2020-2021

March 31, 2021

One-Time, Off Schedule Bonus

Effective for the 2020-21 school year, each 1.0 full-time equivalent (FTE) bargaining unit member shall receive a one-time, off schedule bonus payment in the amount equal to four percent (4%) of the employee's 2020-21 base salary, less any and all applicable taxes and withholdings. To be eligible for this one-time, off schedule payment, the unit member must be employed with the District as of the date this Agreement is ratified by OGEA and approved by the Governing Board of the District. This one-time, off schedule payment shall be prorated for any bargaining unit members working less than full time during the 2020-21 school year based on the percentage that their part-time assignment bears to a full-time assignment.

This one-time, off schedule payment shall be paid in a one-time pay warrant on or before May 31, 2021.

This Agreement represents the completion of negotiations on all possible reopeners for the 2020-2021 school year. This Agreement is subject to ratification by OGEA unit members and approval of the District Governing Board.

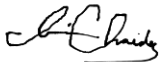
ON BEHALF OF THE DISTRICT



Andrew A. Garcia, Assistant Superintendent,
Human Resources

4/1/21

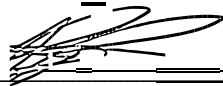
Date



Ivan Chaidez, Assistant Superintendent,
Educational Services

Date 4/1/21

ON BEHALF OF OGEA



Robert Prola, OGEA Vice President and
Bargaining Chair

April 1, 2021

Date



Maripaz Berlin, OGEA President

Date April 1, 2021