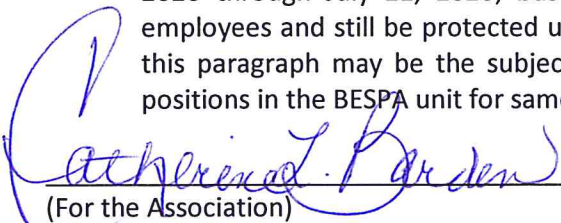


**Letter of Agreement  
between the  
Beaverton Educational Support Personnel /MEA/NEA ("Association")  
and the  
Beaverton School District ("District")**

**Date: Jun 25, 2020**

Beaverton Schools and the Beaverton Educational Support Personnel Association (BESPA) agree to the following:

1. If particular bargaining unit members in the transportation department are subject to layoff on Monday, June 29, 2020, and said member has any merit days accumulated, then the District agrees to pay the bargaining member at 100% of their daily rate for their regular runs during the 2019-2020 school year. "The District and Bargaining Unit understand that this is a one-time, non-precedent setting agreement and will not, under any circumstance, be repeated in the future even under substantially similar circumstances."
2. If particular bargaining unit members in the transportation department are subject to layoff on Monday, June 29, 2020, and said member has any sick days accumulated, then the District agrees to pay the bargaining member at 30% of their daily rate for their regular runs during the 2019-2020 school year. "The District and Bargaining Unit understand that this is a one-time, non-precedent setting agreement and will not, under any circumstance, be repeated in the future even under substantially similar circumstances." For any bargaining member who drives for the SPARKS program, they will be compensated for any remaining sick or merit days after July 21, 2020.
3. By entering into this Agreement, neither Board nor Association waive any other rights or protections respectively afforded to them by the terms of the Agreement, except as are otherwise specifically waived, modified or relinquished herein.
4. Current BESPA bus drivers assigned to the summer SPARKS program prior to the end of the day on June 22, 2020, will be offered to continue their summer work assignment, voluntarily driving bus for the District through the end of the day on July 21, 2020. During the period from June 30, 2020 through July 21, 2020, bus drivers will be considered and paid as Beaverton School employees and still be protected under the BESPA collective bargaining agreement. Nothing in this paragraph may be the subject of a grievance or precedent setting for this or any other positions in the BESPA unit for same or similar circumstances in the future.

  
\_\_\_\_\_  
(For the Association)

6-25-2020  
(date)

  
\_\_\_\_\_  
(For the District)

6-25-2020  
(date)