

SIUSLAW SCHOOL DISTRICT 97J

2111 Oak Street ♦ Florence, Oregon 97439 ♦ (541) 997-2651 ♦ Fax (541) 997-4160
School District Website: <http://www.siuslaw.k12.or.us>

"Home of
the Vikings"

Motivating and Preparing All Students to Reach Their Greatest Potential
Siuslaw Elementary School ♦ Siuslaw Middle School ♦ Siuslaw High School

MEMORANDUM OF UNDERSTANDING

Between

Oregon School Employees Association Siuslaw Chapter #57

&

Siuslaw School District 97J

This Memorandum of Understanding (MOU) ("Agreement") is entered into by and between the Oregon School Employees Association Siuslaw Chapter #57 ("OSEA") and Siuslaw School District 97J ("the District").

With regards to the 2021-2022, 2022-2023, and 2023-2024 salary schedules:

Whereas, the District has not filled the job classification of Speech Aide (~~"Am Edu"~~) since [] and has no immediate need to fill this position in the future;

Whereas, the parties mutually agree that the normal duties encompassed in the job classification of Library Aide ("Lib Spee") merit adjustment to the pay scale for Library Aide relative to the duty load and responsibility encompassed in the Life Skills Aide and Special Education ("SPED")/Independent Aide classifications;

Whereas, as a result of negotiations for a previous collective bargaining agreement ("CBA") between the parties, the job classification of Education Aide I was removed from the salary schedule;

The parties agree to the following modifications to the 2021-2022, 2022-2023, and 2023-2024 Salary Schedules:

1. The job classification of Speech Aide (~~"Am Edu"~~) shall be removed from the 2021-2022, 2022-2023, and 2023-2024 salary schedules detailed in Exhibits C1-C3 of the current CBA between the parties.
2. The District recognizes its obligation under Section 4.2.9 of the current CBA between the parties to bargain any decision to contract work that would normally be performed under the Speech Aide classification with the Association, should it desire to implement such decision so in the future.
3. The salary schedule for the Library Aide ("Lib Spee") classification shall be adjusted as provided in Exhibits M1-M3 below, recognizing that the salary schedule for Library Aide shall in all other respects remain as provided in Article 12 and Exhibits C1-C3 of the current CBA between the parties, and further recognizing that nothing in this Article or Agreement shall be construed to alter any other salary schedules for any other classifications, except as specifically provided in items (1) and (3) of this Agreement.
4. The job classification of Education Aide II ("EA II") shall be renamed to "Education Aide" or "EA," recognizing that there shall be no change to the pay rate for Education Aide II, hereinafter for the life of the Current CBA between the parties renamed Education Aide, as provided in Exhibits C1-C3 of the current CBA between the parties.
5. This Agreement shall not establish precedent or past practice between the parties and cannot be relied upon in future disputes as establishing precedent or past practice. No part of item (1) of this Agreement will become part of a successor contract to the current CBA between the parties unless specifically negotiated when bargaining begins.
6. Any disputes regarding an alleged violation, or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure provided in Article 24 of the collective bargaining agreement between the parties.

7. Except as specifically set forth herein, nothing in this Agreement impacts the rights, obligations and benefits provided in the collective bargaining agreement between the parties.

for the OSEA Siuslaw Chapter #57

For the Siuslaw School District 97J

James Neider, Chapter #57 President

Andrew S. Grzeskowiak, Superintendent

Name

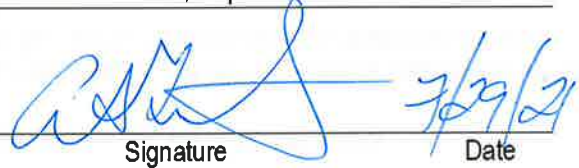
Name



Signature

7-29-21

Date



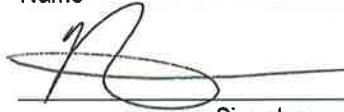
Signature

7/29/21

Date

Peter Campbell, Chapter #57 Field Representative

Name



Signature

7/29/21

Date

Exhibit M1: Library Aide ("Lib Spee") salary schedule for 2021-2022. "Life Skills Aide," "Sped Aide/Indpen Aide," and "Education Aide" are only included for reference and remain exactly as provided in the current CBA between the parties.

Step	Life Skills Aide	Library Aide	SPED Aide Indpen Aide	Education Aide
1	16.00	15.75	15.50	15.00
2	16.40	16.14	15.89	15.38
3	16.81	16.55	16.28	15.76
4	17.23	16.96	16.69	16.15
5	17.66	17.39	17.11	16.56
6	18.10	17.82	17.54	16.97
7	18.56	18.27	17.98	17.40
8	19.02	18.72	18.42	17.83
9	19.49	19.19	18.89	18.28
10	19.98	19.67	19.36	18.73
15 YR	20.58	20.26	19.94	19.29
20 YR	21.20	20.87	20.54	19.87
25 YR	21.83	21.49	21.15	20.47

Exhibit M2: Library Aide ("Lib Spee") salary schedule for 2022-2023. "Life Skills Aide," "Sped Aide/Indpen Aide," and "Education Aide" are only included for reference and remain exactly as provided in the current CBA between the parties.

Step	Life Skills Aide	Library Aide	SPED Aide Indpen Aide	Education Aide
1	16.16	15.91	15.66	15.15
2	16.56	16.31	16.05	15.53
3	16.98	16.71	16.45	15.92
4	17.40	17.13	16.86	16.31
5	17.84	17.56	17.28	16.72
6	18.28	18.00	17.71	17.14
7	18.74	18.45	18.16	17.57
8	19.21	18.91	18.61	18.01
9	19.69	19.38	19.07	18.46
10	20.18	19.87	19.55	18.92
15 YR	20.79	20.46	20.14	19.49
20 YR	21.41	21.08	20.74	20.07
25 YR	22.05	21.71	21.36	20.67

Exhibit M3: Library Aide ("Lib Spee") salary schedule for 2023-2024. "Life Skills Aide," "Sped Aide/Indpen Aide," and "Education Aide" are only included for reference and remain exactly as provided in the current CBA between the parties.

Step	Life Skills Aide	Library Aide	SPED Aide Indpen Aide	Education Aide
1	16.32	16.07	15.81	15.30
2	16.73	16.47	16.21	15.68
3	17.15	16.88	16.61	16.08
4	17.58	17.30	17.03	16.48
5	18.02	17.73	17.45	16.89
6	18.47	18.18	17.89	17.31
7	18.93	18.63	18.34	17.75
8	19.40	19.10	18.79	18.19
9	19.89	19.58	19.26	18.64
10	20.38	20.06	19.75	19.11
15 YR	20.99	20.67	20.34	19.68
20 YR	21.62	21.29	20.95	20.27
25 YR	22.27	21.93	21.58	20.88