

SIUSLAW SCHOOL DISTRICT 97J

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School District Website: <http://www.siuslaw.k12.or.us>

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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 monthly district contribution to insurance:

Whereas, the District and the Association desire that Association-represented employees may select competitive and effective insurance plans to support the overall health and well-being of the bargaining unit and the District as a whole;

Whereas, the District and the Association have executed a collective bargaining agreement for 2021-2024 that includes a "vaccine incentive" of \$10.00 a month toward the monthly district insurance contribution for Association-represented employees who provide documentation that they have completed a full vaccination cycle for COVID-19;

Whereas, this incentive was negotiated with the intention of promoting the general safety, health, and well-being of the bargaining unit and the District as a whole, and whereas the District and the Association remain committed to collaborating on safety measures related to COVID-19;

Whereas, the District desires to balance its interest in encouraging COVID-19 vaccination for all District employees with the benefit of increasing the affordability of health insurance for all employees during the time of a pandemic;

Whereas, the Association desires to encourage District policies that promote health and safety equity for all Association-represented employees and the District as a whole, throughout the COVID-19 pandemic and beyond;

The parties agree to the following with regards to the District's monthly contribution to insurance for 2021-2022:

1. For the 2021-2022 contract year only, the District shall pay the \$10.00 incentive provided in Section 23.1.1(g) of the current collective bargaining agreement between the parties ("CBA") to every Association-represented employee regardless of vaccination status, in the form of a \$10.00 addition to the monthly contribution for the 2021-2022 "Contract Year" as enumerated in the monthly contribution table included in Section 23.1.1(a) of the current CBA, for a total "Monthly District Contribution" of \$1,140.00 for 2021-2022.
2. By enacting Item 1 of this Memorandum of Understanding and increasing the District Contribution insurance value in Section 23.1.1(a) for the 2021-2022 school year, the incentive language of Section 23.1.1(g) is stricken from the current collective bargaining agreement, and is hereby declared null and void. All other provisions of the current CBA not modified by this Agreement remain in full force and effect.
3. 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.
4. 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;

5. 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

James Neider 8-24-21
Signature Date

Andrew S. Grzeskowiak 8/24/21
Signature Date

Peter Campbell, Chapter #57 Field Representative

Name

[Signature]
Signature Date

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