

Memorandum of Agreement
Between
Sutherlin School District #130
And
Oregon School Employees Association Classified Employees Chapter #11, AFT
Local 6732

The Collective Bargaining Agreement Between OSEA Classified Employees Chapter #11, AFT Local 6732 and Sutherlin School District #130 in effect July 1, 2019 through June 30, 2021 will remain in effect through June 30, 2022 with the following amendments:

Amendment 1:

Article III – Association Dues Check Off

3.3 Within ten (10) calendar days of hire, and every one-hundred twenty days (120) calendar days thereafter, if the information is available, the District shall provide the Oregon School Employees Association the following information for all newly hired employees:

- Employee name
- Date of hire
- Job Title
- Work location
- Hourly rate of pay
- Cellular, home, and work telephone numbers
- Personal and work email address
- Home or personal mailing address

Amendment 2:

Article IV – Association Rights and Responsibilities

4.6 Association Leave

- A. The Association Officers and designated representatives shall be granted reasonable release time off with pay from their regular school duties when required by the District to attend meetings related to collective bargaining

between parties including contract administration, grievance investigation, grievance proceedings, contract negotiations, arbitration preparation, and arbitration hearings.

It is understood the Association representatives minimize interruption to normal school duties.

The OSEA Field Representative shall have the right to use school buildings at reasonable hours for meetings with members of the bargaining unit and monitor contract compliance. Such meetings will be scheduled with the building principal and shall not interrupt or interfere with normal school operations or interfere with the employees work.

- B. Custodians shall be granted time off without loss of pay from their regular school duties to attend meetings of the Association held within the District. Attendance at such meetings shall be scheduled with prior notification to the superintendent or designee not less than one (1) day prior to the meeting and with minimal interference with normal school duties. All duty time used by the custodian to attend such meetings shall be made up by the custodian at the end of the employee's regular shift on the day on which the employee attended the meeting.

- 4.9 The District shall provide the OSEA Association's Field Representative no less than thirty (30) minutes and up to one-hundred twenty (120) minute to meet with newly hired employees within thirty (30) calendar days from the date of hire to introduce them to the Association and the Collective Bargaining Agreement. This meeting shall be on paid time.

Amendment 3:

Article VIII – Salaries

- 8.2 Salaries for the classified employees in the bargaining unit shall be the same as indicated on the attached addendum and by this reference is incorporated herein and shall be increased by three (3) percent over the 2021-2022 schedule.

Steps will occur on July 1, 2021 for all eligible employees (with the exception of summer temporary duty assignments).

Step increments shall not be granted while a person is under a corrective action plan. It is the intent of the District to complete a corrective action plan for school-year employees at least one (1) week prior to the end of the school year. Upon successful

completion of the corrective action plan, the employee will retroactively receive the step increase if it was withheld.

Amendment 4:

Article IX- Benefits

All provisions of Article IX not expressly addressed in the following sections remain unchanged and in full force and effect for the duration of this Memorandum of Agreement.

9.3 Insurance

The parties agree the District's contributions shall be allocated using the OEGB rate structure. For example, if OEGB insurance is purchased using tiered rates, the District and the Association agree that District caps will be set at tier level with the District paying the lesser of {A} or the actual cost of any employee's primary medical, dental, and vision insurance premiums.

There will be no "unused employer contribution" to be used toward other coverages and no funds will be paid as cash. The District and the Union agree premiums shall include any administrative fees. Any administrative costs assessed by OEGB shall be considered to be part of premium costs for the insurance program and are subject to the same contribution limitations stated above. The District will not be responsible for any costs associated with the insurance program beyond the negotiated contribution.

It is understood and agreed that any employees eligible for insurance coverage under any state offered health plans that do not meet the requirements for eligibility under this contract will not receive any District contribution. Furthermore, by enrolling in any of the plans employee agree to payroll deduction for the full premiums of selected plans including any administration fees.

- A. Effective on the insurance anniversary date the District shall contribute for each employee in the bargaining unit who works twenty-five (25) or more hours per week or who is a bus driver with two (2) or more runs per day at least three (3) days per week (or a "me too" if certified staff's bargaining agreement is higher) towards an insurance plan package mutually identified by the parties for employees and their eligible dependents:

Insurance Year
2021-2022

Monthly District Contribution
\$1,393.00

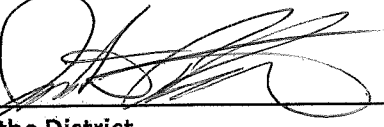
The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Agreement will remain in full force and effect.

The terms set forth in this Agreement are entered into on a one-time basis. This Memorandum of Agreement will expire when a successor agreement for the 2021-2022 bargaining agreement is in place.

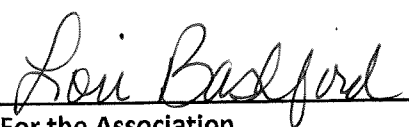
Agreed to this 4th day of JUNE, 2021



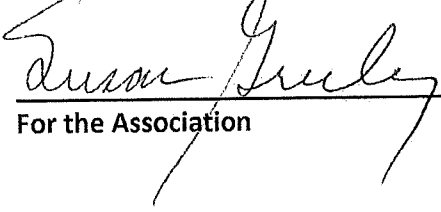
For the District



For the District



For the Association



For the Association