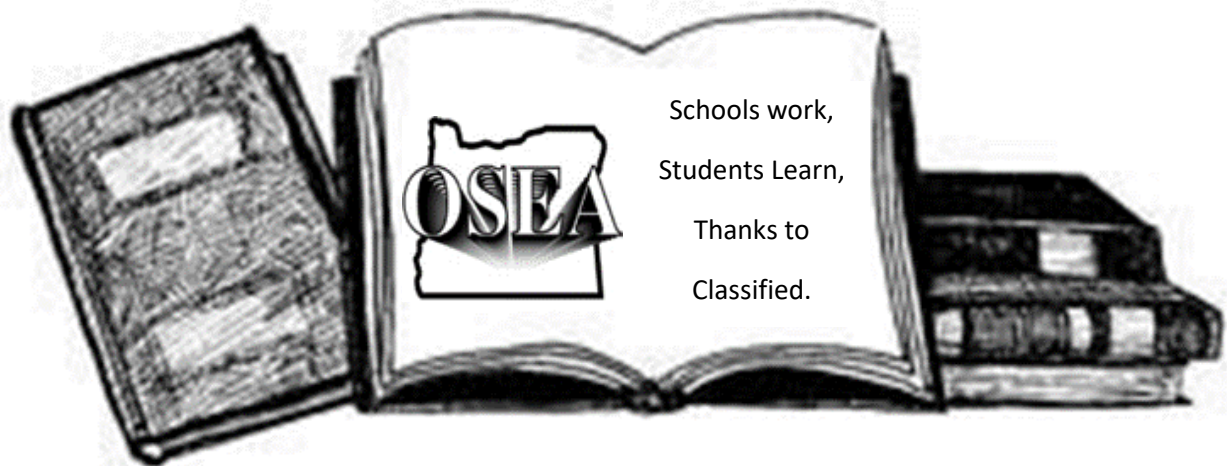


Collective Bargaining Agreement
Between
Sheridan School District 48J
And
Oregon School Employees Association
AFT Local 6732, ALF-CIO
on behalf of
OSEA Chapter 98



2025-2028

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PREAMBLE

- A. This Agreement is entered into between the Board of Education on behalf of Sheridan School District No. 48J, Sheridan, Yamhill County, Oregon, herein referred to as the “Board” or “District,” and the Oregon School Employees Association, herein referred to as the “Union” or “OSEA,” on behalf of OSEA Chapter 98.
- B. The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours, and conditions of employment for classified personnel included in the bargaining unit.

ARTICLE 1: RECOGNITION

- A. The Board recognizes the Union as the exclusive bargaining representative on wages, hours, and conditions of employment for all classified personnel employed by the District.
- B. Supervisors, confidential employees, substitutes, temporary, or contract agency employees are not represented by OSEA and therefore have no rights under the Collective Bargaining Agreement.
- C. Substitute employees are defined as those hired to temporarily replace bargaining unit employees who are on approved paid or unpaid leave of absence.
- D. Temporary employees are defined as those hired for a special assignment or project for not more than ninety (90) workdays. If a temporary employee's employment exceeds ninety (90) workdays, the employee shall become a regular classified employee with full rights under this Agreement.
- E. Supervisors are employees as defined by ORS 243.650(23). Confidential employees are employees as defined by ORS 243.650(6).
- F. The purpose of this Article is to recognize the right of the bargaining agent to represent employees in the bargaining unit in negotiations with the Board. Granting recognition is not to be construed as obligating the Board in any way to continue any functions or policies. The Board reserves the right to create, combine, or eliminate any positions as, in its judgment, is deemed necessary.

ARTICLE 2: DISTRICT RESPONSIBILITIES

- A. The Board shall carry out the will of the people in this District in all matters pertaining to public education. It shall be responsible for carrying out certain mandatory laws and shall consider and accept, or reject, the provisions of permissive laws. The Board shall act in its policy forming capacity relating to the selection of the Superintendent and faculty, the school budget, the acquisition of school sites and buildings, the expansion of the education system, the organization of schools and salary schedules.
- B. In all cases where Oregon Revised Statutes do not provide or prohibit, the Board shall consider itself the agent responsible for establishing and appraising the educational activities. The Board shall also appraise the efficiency of operation of general activities, and the worth and value of the results of the activities in relation to the efficiency and value of programs. In addition, the Board shall see that its policies are carried out.

ARTICLE 3: NONDISCRIMINATION

The Union and the District affirm their adherence to the principles of free choice and agree that they shall not discriminate against any employee covered by this Agreement because of age, race/color, religion, gender, sexual identity, sexual orientation, national origin, physical/mental disability (unless the disability constitutes a bona fide occupational disqualification), marital or veteran status or membership or non-membership in the Union.

ARTICLE 4: PAYROLL DEDUCTIONS

- A. Any member of the bargaining unit may authorize the District to deduct from their pay the amount of dues, fees, and/or assessments charged by the union. This authorization must be in writing and forwarded to the Payroll Office. Authorizations for payroll deduction under this Article shall remain valid until revoked by the employee in writing.
- B. The amounts deducted by the District shall be remitted, together with an itemized statement, to the Association by the first day of the month after such deductions are made.
- C. Upon hire, the District shall notify the Association of all new employees covered by this Agreement, and any employees covered by this Agreement who terminate employment. The notification of new employees shall contain the names of the employees, their job classification, work locations and home addresses and phone numbers.
- D. The Association agrees that it will indemnify, defend and hold the District harmless from all suits, actions, proceedings or claims against the District involving the application of this Article
- E. To protect employees' personal information, the District will abide by ORS 192.355(2)(a) and ORS 192.345(7). The District will notify the Association within 24 hours if a third party requests the personal information of employees.
- F. In the event that Fair Share fees are deemed legal, the parties agree to reinstate fair share fees equal to the amount of Union dues for all employees in the bargaining unit who are not members of the Union.

ARTICLE 5: UNION SECURITY/CONTRACTING OUT

- A. Employees have the right to join the Union, but membership in the Union shall not be required as a condition of employment. The District will advise all newly employed bargaining unit members at the time of their employment that the Union is their exclusive representative and shall inform all new employees that the collective bargaining agreement is available on the district webpage.
- B. The District will maintain a copy of the current collective bargaining agreement at all jobsites, as well as contact information for union representatives.
- C. **Contracting Out**
 - 1. Under the requirements of state law, if the District decides to take steps to contract out work done exclusively by bargaining unit members, the District will notify the Union in writing of the proposed action.
 - 2. If the Union demands to bargain within fourteen (14) days, the decision and impact of contracting out will be bargained in accordance with ORS 243.698, except that the ninety (90) day period shall be reduced to a forty-five (45) day period (expedited bargaining).
 - 3. In the event the District chooses to contract out bargaining unit positions, current employees shall be given first consideration for all positions. The Association retains its right to bargain over the impact of the decision.

ARTICLE 6: EMPLOYEE EVALUATION AND PROBATIONARY PERIOD

- A. The District and OSEA will form a committee to create an evaluation process for bargaining unit members. The evaluation process will use current technology and be applicable to all OSEA positions. The goal of the evaluation process is to provide relevant feedback to improve job performance and determine future employment with the District.
 - 1. The OSEA President shall appoint the OSEA committee members.
 - 2. The committee will have equal members of OSEA members and District representatives.
 - 3. The committee will meet monthly to establish an evaluation process and then meet annually to review.
- B. The written evaluation will be shared with the employee, providing an opportunity to discuss the performance evaluation.
- C. Evaluation of a bargaining unit member shall be conducted by the employee's immediate supervisor. An employee's immediate supervisor must be an administrator or other management staff and not a member of any bargaining unit.
- D. The District will provide classified employees a yearly survey, providing feedback on the employee's supervisor.
- E. All new classified employees will serve a one hundred twenty (120) calendar-day probationary period. Prior to the completion of their probationary period, their job performance shall be evaluated by their supervisor. If there are no job performance issues, regular employee status may be presumed at the completion of the probationary period.

Probationary employees may be disciplined, demoted, or dismissed only for just cause. The grievance process for probationary status employees shall conclude with Level 3, Appeal to the School Board, and shall not be subject to arbitration or unfair labor practice.

- F. The District shall retain the right to return a regular status employee on a ninety (90) calendar day promotional probationary status to their previous position if, in the District's judgment, their work performance fails to meet required work standards or upon request of the employee to be returned to their immediate previous position.

ARTICLE 7: ASSIGNMENTS AND TRANSFERS

A. Vacancies

1. Employees within the District will be notified of vacant positions as they occur, with consideration given to the District employees already employed. Announcements for open positions shall be emailed to all employees at least five days prior to posting the position for outside applicants.
2. When a position is posted, the following procedures will be followed:
 - a. The posted notice shall include the application requirements and a statement of the duties and responsibilities of the vacant position and the knowledge, skills, and abilities which describe the qualifications for the position. The notice will be dated with the date posted and include the closing date, if one is designated.
 - b. Any person in the bargaining unit may submit an application within the time limit set forth in the posting. The District will give consideration to all internal applicants and will interview a minimum of two (2) internal applicants if they meet the minimum qualifications for the position. If an internal applicant is qualified for the open position, preference shall be given to the internal applicant.
 - c. When the vacancy is filled, the District shall notify all internal applicants of the action taken. Any internal applicant not selected for the position may request and will be furnished with a statement of the reason(s) for non-selection, provided that the request is submitted within ten (10) working days from the day the employee was notified.
 - d. Any internal applicant not selected for the position may request a meeting with the appropriate supervisor to discuss the reason(s) for non-selection, and what action(s) could be taken by the employee to improve their skills.

B. Assignments and Transfers

1. Work assignments shall be made by the District, taking into consideration, so far as practical, the employee's training, experience, specific achievements, and seniority within the District.
2. **Involuntary Transfer.** When making involuntary transfers, the District, where practical, shall take the training, experience, specific achievements, seniority within the District, and wishes and convenience of the employee into consideration; however, it is understood that the job requirements and best interests of the school system are of primary importance. Involuntary transfers to a lower classification that result in a reduction of pay shall be considered disciplinary and be subject to the provisions of articles 22 and 23 of this CBA.

3. **Voluntary Transfer.** Any employee desiring a transfer to another position shall make their request known to the District. Applications for transfer must be in writing and renewed annually in order to remain valid.
4. Employees transferred or promoted to a higher job classification shall be placed at a level in the new classification that provides a salary not less than 2% higher than the previous salary before transfer. In determining this placement, consideration shall be given to employees' experience and years of service.

ARTICLE 8: LAYOFF AND RECALL

A. **Definitions**

1. District seniority shall be defined as the total length of continuous service within the District as a classified employee. Seniority shall begin at the time of hire and shall not be broken by unpaid leave, except that unpaid leave of greater than ninety (90) workdays shall be used to break ties in seniority. The time of hire is defined as the first day of actual service as a classified employee.
2. Classification seniority shall be defined as the total length of continuous service within a classification. Seniority shall begin at the time of hire and shall not be broken by unpaid leave, except that unpaid leave of greater than ninety (90) workdays shall be used to break ties in seniority. The time of hire is defined as the first day of actual service in a classification.
3. Ties for position on the seniority list, after ninety (90) days of leave are subtracted (per number 2, above), shall be broken by the drawing of lots in the presence of Association and District representatives.

B. **Layoffs (Reduction in Force)**

1. A layoff is a reduction of more than two hours in an employee's daily work schedule.
2. The District shall determine when a layoff or hour reduction is necessary and what position(s) be cut or hours reduced. However, the District agrees that such a layoff or hour reduction shall be determined by the employee's District seniority. Specialized training and/or experience may also be considered. Layoffs shall be implemented in accordance with the procedures included herein.
3. A reduction of up to two hours in an employee's daily work schedule shall not be considered a layoff and shall not be subject to the provisions of this section.
4. Whenever the District determines a layoff is necessary, it shall immediately provide the Union President (of OSEA Chapter 98) a layoff list. Except in the event of an emergency, affected employees shall be notified at least fifteen (15) calendar days prior to the effective date of the layoff. In the event of school closure due to lack of funds, however, the notice shall be ten (10) calendar days.
5. Employees notified of an impending layoff must be considered for a position in another job classification based upon their training, experience, specific achievements, and seniority with the District.
6. The OSEA Chapter 98 President and Vice President shall not lose employment as the result of a layoff during the life of this contract.

C. Bumping Rights

1. No employee may displace (bump) a more senior employee.
2. An employee notified of a layoff may only bump the least senior person in the employee's job classification or any lower ranked job in the classification group.
3. An employee who works less than four (4) hours daily may not bump a person working four or more hours daily.
4. An employee working more than four (4) hours daily may exercise bumping rights into a position having fewer than four (4) hours. The employee shall still retain recall rights to a position with the same pay and number of hours as that which they held before layoff and for which the employee is qualified.
5. An employee transferred to a temporary position as a result of a layoff shall continue to be a regular employee and shall not lose recall rights to a regular position.
6. A laid off employee who previously worked in a different classification for the district may "bump" a member in the previous classification as long as two conditions are met:
 - a. The laid off employee has greater classification seniority than the person to be "bumped"; and,
 - b. The laid off employee had satisfactory evaluation in their current position and in their position in the previous classification.
7. Laid-off employees shall remain on the recall list:
 - a. Until such time as they are restored to the greater of 80% of hours or receive full restoration of benefits.
 - b. A period no longer than 27 months.

D. Recall Procedure

1. The District shall determine which position(s) or hours will be restored. This recall provision will be in effect for two (2) years from the date of layoff or hour reduction.
2. Recalled or restored hour(s) restoration shall be by inverse order of layoff or hour reduction when more than one employee is involved in the same work classification group.
3. Notice of recall shall be sent via certified mail to the last address given to the District Office by the employee. The employee shall have fifteen (15) calendar days from the date the notice of recall was mailed to notify the District of their intent to return. The employee must report on the starting date specified by the District. Failure to notify the District of intent to return or to return to work on the given date shall be considered the

resignation of said employee.

4. A laid-off employee may request consideration from the Superintendent/Designee to remain on the recall list beyond one offer.
5. Each employee shall keep the District informed of their current address for recall notification.
6. If an employee on layoff status who, prior to layoff, held a full-time position accepts a part-time position, the employee remains on the recall list until such time as the employee is restored to a full-time position for which the employee is qualified, based upon training, experience, and specific achievements.
7. Upon request, the District agrees to provide the Union a complete list of all classified employees, including each employee's date of hire and total experience in job classification and in the District.

E. Layoff Benefits

1. Subject to the group employee insurance carrier, the District shall extend coverage under its medical program, for the balance of the layoff to employees who are laid off. The District will pay the cost of such medical premiums during the first three (3) months following layoff and such coverage may be continued by the employee for the balance of the layoff provided the employee pays the premium. Employees who accept other employment shall not be eligible for the extension of group insurance coverage, except as provided under COBRA guidelines.
2. All benefits to which an employee was entitled at the time of their layoff will be restored upon their return to active employment and the employee will be placed on the proper step of the salary schedule for the employee's current position according to the employee's experience and education.
3. Time that an employee spends on the layoff list does not count toward movement on the salary schedule nor toward accrual of benefits. But in the situation where an employee works at least 135 student contact days in a year they will receive credit for vertical movement on the salary schedule.

F. School Closure

The employment relationship between the bargaining unit members and the District shall continue to the extent described in this Article during any period of school closure, due to lack of funding, and the District acknowledges that the bargaining unit members are temporarily laid off unless otherwise notified. Employees are not paid for any days laid off and District paid portions of the insurance premium shall cease with coverage continued only if employees pay the premium.

G. **Review Process**

The application of this Article may be reviewed through the grievance procedure contained elsewhere in this Agreement.

ARTICLE 9: WORK SCHEDULES

- A. Work hours and days shall be set by the District, as included on the employee's working agreement, unless otherwise addressed herein. It is recognized that the Board has the responsibility to set the annual school calendar. Classified employees shall be provided an annual work calendar, via email, that indicate every work day and all holidays for that employee by July 1st. A copy of the adopted calendar will be provided with the employee's working agreement.
- B. In addition to regular work hours, employees shall attend staff meetings outside of building hours when and as required by the Superintendent or immediate supervisor. All effort shall be made to allow at least two days' notice. If an employee is required to attend said staff meetings, the employee will be paid for this time.
- C. Employees shall adhere to the daily schedule and shall make no commitments which preclude their being present in their assigned responsibilities. Request for exceptions must be submitted to their immediate supervisor, and approval granted, prior to the anticipated employee absence and/or late arrival or early leaving. Employees shall not leave the buildings to which they are assigned without the consent of their immediate supervisor, except during their lunch break.
- D. The work schedule shall be the number of days included in the working agreement, less those days not worked due to school being closed, as covered herein.
- E. Employees shall be paid for District scheduled holidays, as included on the employee's calendar, when the employee has worked the immediate workday before and after such holiday.
- F. Paid holidays are as follows:

Regular school year employees:

Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Martin Luther King Day
Memorial Day

12-Month employees:

Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
New Year's Day
Martin Luther King Day
Memorial Day
Juneteenth
Independence Day

Holiday pay shall be equal to the employee's standard rate of pay for the hours normally scheduled to be worked. Example: a classified employee scheduled to work three and one-half (3½) hours per day, shall receive three and one-half (3½) hours of holiday pay for each holiday for which they are eligible.

- G. Employees will be provided with an unpaid, thirty (30) minute duty free meal period if they are scheduled to work more than six hours. The supervisor shall schedule this meal period as near mid-shift as possible.
- H. Each employee shall receive a ten (10) minute break for each four (4) hour period of work or major portion thereof as indicated in the state wage and hour regulations. The rest period shall be assigned by the supervisor as close to the middle of the work period as is practicable.

ARTICLE 10: COMPENSATION

- A. The compensation schedules for employees is attached to this Agreement as Appendices A, B, and C by this reference incorporated herein. Appendix A shall be effective on July 1, 2025 - June 30, 2026. Appendix B shall be effective July 1, 2026 - June 30, 2027. Appendix C shall be effective July 1, 2027 - June 30, 2028.

Salary Increase:

2025-2026: A three and a half percent (3.5%) cost of living increase shall be applied to the 2024-2025 salary schedule.

2026-2027: A three and half percent (3.5%) cost of living increase shall be applied to the 2025-2026 salary schedule.

2027-2028: A three and half percent (3.5%) cost of living increase shall be applied to the 2026-2027 salary schedule.

- B. Employees who worked at least 90 days the prior year, shall automatically move step-to-step up the salary range for their classification until they reach the top step of the range. Employees who worked less than 90 days will stay at the current step. The effective date for each year's step increase is July 1st.
- C. If the licensed unit bargains a greater yearly percentage increase through the life of this contract the district will revise the classified salary schedule to reflect an increase equal to that of the licensed unit.
- D. The District agrees to pay the employee's required contribution in accordance with ORS 238.200 and shall "pick-up", assume, and pay six percent (6%) employee contribution to the Public Employee Retirement Fund for the employee members who participate in Public Employee Retirement System (PERS). Such "pick-up" or payment of employee member monthly contributions to the system shall continue for the remainder of this Agreement.
- E. In the event of a situation beyond the control of the Board which requires the closing of schools, the school year may be extended to compensate for the number of days lost in the schools, at the discretion of the Board. However, in compliance with Oregon wage and hour laws, the District recognizes that it must pay employees at their regular rate of pay for any days worked during an extension of the school year.
- F. Overtime as determined by Oregon law will be compensated at one and one-half (1 1/2) times the hourly salary.
- G. Custodians and Cafeteria employees shall receive a \$25 per month for clothing allowance to cover the purchase of work clothing.
- H. The Board shall pay an employee mileage for use of the employee's personal automobile at the current government rate per mile for all authorized business when prior administrator approval is received.

I. Reimbursement

1. The District shall reimburse employees for their expenses for workshops and for class registration fees, when such activities are related to their assigned work and have prior approval of the Principal and/or Superintendent.
 2. In addition, when the District mandates that an employee take a special class to obtain a license or permit, the employee shall be paid for the hours of the class or training at the regular rate of pay. If this class or training causes the employee's workweek to exceed forty (40) hours, the pay rate shall be at the overtime rate (time and a half) for the hours over forty (40) for that week.
 3. If a Title I Educational Assistant takes classes to meet the new Title I Educational Assistant requirements, the District shall provide tuition reimbursement upon advance approval of the Principal and the Superintendent. Title I Educational Assistant tuition reimbursement shall come from the Title I budget.
 4. The District agrees to reimburse employees for personal insurance deductible amount up to \$300, or a maximum of \$300 to be applied to the loss or damage if not insured, when personal property is lost or damaged as a result of theft or vandalism and when all reasonable precautions have been taken by the employee to safeguard against loss or damage.
 5. The District shall promote reasonable rules and regulations outlining the procedures and documentation needed for payment of a reimbursable claim. Those rules shall be governed by the following provisions:
 - a. Employees must report the theft or vandalism to the appropriate police officials within seventy-two (72) hours of knowledge of the incident.
 - b. Employees must complete a statement for district records explaining the circumstances surrounding theft or vandalism.
 - c. Repair or replacement costs shall be based on the most current and available rates and/or prices.
- J. An employee temporarily assigned by the District to replace an absent employee who is in a higher paying classification shall be considered acting out of classification after five (5) consecutive working days, and, said employee shall be entitled to the same rate of pay as the absent employee.
- K. The Employee Handbook shall outline the procedure for staff to choose to either receive their July and August pay with the June payroll or to have July and August checks distributed in July and August.

L. Longevity Pay

Employees who have been employed by the District for fifteen (15) to nineteen (19) years without break in service, and who are at the top step of the salary schedule shall receive a \$500 stipend beginning in year fifteen (15).

Employees who have been employed by the District for twenty (20) or more years without a break in service, and who are at the top step of the salary schedule shall receive a \$750 stipend beginning in year 20 and continuing on for each subsequent year of service in the district.

Employees who achieve their respective longevity years between July 1st and December 31st will begin receiving their stipend on their January paycheck. Employees who achieve the respective longevity years between January 1st and June 30th will begin receiving pay for their longevity level on their first paycheck of the following school year.

- M. Compensatory time may be granted for hours worked beyond the regular work schedule, at the sole discretion of the District and upon prior approval of the employee's supervisor.

N. Salary Schedule Placement

At the time an employee is newly hired, the District will designate the proper placement of the employee on the appropriate wage schedule on the basis of bona fide factors, such as the employee's relevant work experience, training, and skills, in accordance with the Oregon Pay Equity law.

A regular status employee who is hired into a higher paid range job title shall be placed on the higher pay range in accordance with the Oregon Pay Equity law.

A change in Position involving duties with lesser responsibilities (demotion) shall be in accordance with the Oregon Pay Equity law.

O. Licensed Vacancy Coverage

If a licensed vacancy is unable to be filled by another licensed staff member or licensed substitute, a classified staff member may fill the vacancy in a supervisory capacity (for no more than two class periods or the equated time of two class periods) but is not to provide instruction to students. The classified employee will only be assigned to this supervisory duty by mutual agreement between the employee and the administration.

A licensed staff member will be available for backup support if needed.

The district will provide any training necessary for the classified employee to fulfill the supervisory duties.

Substandard performance in the assignment shall not result in discipline for the employee but may result in no longer being offered the assignment. However, misconduct could result in discipline.

Administration will consider the duties of the classified staff member, prior to assignment to the licensed vacancy, to minimize disruption to students; for instance, a classified staff member already assigned to a student group during the vacant period should not be reassigned to the licensed vacancy.

Classified staff shall be compensated \$50 per day in addition to their regular daily wages when asked to fill a licensed vacancy, regardless of the number of class periods covered.

P. Retire/Rehire

In the event the District offers post-retirement employment, it is agreed that the work shall be considered bargaining unit work and that the employee shall be subject to all terms and conditions of the collective bargaining agreement except as follows:

1. The District may designate the duration of a retiree's post-retirement employment with the District. At the conclusion of that duration, the employee shall have no right to continued employment with the District and may not challenge the District's decision not to extend employment further.
2. Employees shall maintain their same placement on the salary schedule as when they retired.
3. The District will continue to make insurance contributions as defined in Article 17 of this agreement.
4. Articles 8 (Layoff and Recall) and 16 (Leave Without Pay) shall not apply to employees rehired after retirement.
5. All accrued leave allocations shall terminate at the time of retirement and shall no longer be available for use.
6. Employees will accrue one day of sick leave per month. This leave may be used as defined in this collective bargaining agreement. Sick leave will be awarded at the beginning of each month.
7. Employees will accrue personal days per article 15 of the Collective Bargaining Agreement, however they shall not be eligible for personal leave cash out.

ARTICLE 11: VACATION

- A. Vacation for twelve-month employees who have worked the number of consecutive years listed:

Years Worked Vacation Time	
Years Worked	Vacation Time
1-5 years	10 days
6+ years	One additional day per year, maximum of fifteen (15) total days

- B. Allowed vacation time must be taken between July 1 and June 30 of the year it is available. There will be no carryover of vacation to a subsequent contract year, unless approved in advance by the Superintendent.

ARTICLE 12: PERSONNEL FILES

- A. The official files for all employees are confidential and shall be kept in the District Office.
- B. An employee may make a written statement relating to any evaluation, reprimand, charge, action, or any matter placed in the employee's personnel file and such statement shall be attached to the item and placed in the personnel file. The employee shall give a copy of the statement to the employee's supervisor.
- C. The personnel file shall be open for inspection by the employee but shall be open only to such other persons as are officially designated by the District, Board, or by the employee. An employee may authorize whomever the employee wishes to view the employee's personnel file as long as the employee is either present in person or has signed a written authorization allowing another person to view the contents of the personnel file. The employee or the person the employee authorized to inspect the personnel file, may request copies of the contents of the personnel file. Items mutually agreed upon by the immediate supervisor, Superintendent, and employee may be removed.
- D. Personnel files shall not contain any information on District job performance that does not bear the employee's signature or initials indicating the employee has been shown the material, or a statement by the immediate supervisor that the employee has been shown the materials and has refused to sign or initial such material.

ARTICLE 13: UNION RIGHTS

- A. District email, and intra-school mail facilities may be used for distribution of Union communications so long as such communications are labeled as Union materials and contain the name of the authorizing Union official and are not detrimental to District employee relations or defaming to any individual or school district. The Union may also distribute union materials using the District email system.
- B. Union materials may be distributed to the staff within the immediate building at any time with the provision that this does not interfere with work responsibilities.
- C. Union members may make brief announcements at staff meetings, if time permits.
- D. **Meetings**

Whenever the District schedules negotiations, grievance proceedings, or other meetings during working hours, any representative of the Union or any employee who is required to participate or is called as a witness by either party shall suffer no loss in pay.

- E. The District shall allow designated union representatives reasonable time to engage in the following activities during the employee's regularly scheduled work hours and at the District's facilities, without loss of compensation, seniority, leave accrual or any other benefits:
 - 1. Investigate and process grievances and other workplace-related complaints on behalf of the exclusive representative;
 - 2. Attend investigatory meetings, due process hearings involving represented employees;
 - 3. Participate in, or prepare for proceedings under ORS 243.650 to 243.782 or that arise from a dispute involving the collective bargaining agreement, including arbitration proceedings, administrative hearings and other proceedings before the Employment Relations Board;
 - 4. Act as a representative of the exclusive representative for employees within the bargaining unit for purposes of collective bargaining;
 - 5. Attend labor-management meetings, held by a committee composed of employers, employees and representatives of the labor organization to discuss employment relations;
 - 6. Provide information regarding the collective bargaining agreement to newly hired bargaining unit employees within thirty (30) calendar days from the date of hire for a period of at least thirty (30) minutes, during new employee orientation or at individual/group meetings that may take place during work hours;
 - 7. Testify in a legal proceeding in which the public employee has been subpoenaed as a witness

- F. For the purpose of this Article, “designated representatives” shall include chapter executive board officers and building representatives.
- G. The District shall not reduce a designated representative’s work hours to accommodate the designated representative’s performance of the activities listed above. However, the designated representative and their supervisor may agree to a flex schedule that allows the designated representative to perform the activities above during paid work hours.
- H. The District may refuse to authorize additional work hours that incur overtime pay as a result of performing the activities listed above.

I. **New Hires**

- 1. The District shall provide the Charter President and OSEA’s Director of Fiscal Operations (classified@osea.org) with an editable spreadsheet containing the following information (to the extent it exists within District records) for each employee in the bargaining unit, within ten (10) calendar days from the date of hire, or proceeding from the employee’s first payroll and every September 1 for employees in the bargaining unit who are hired:
 - a. The employee’s name and date of hire;
 - b. Contact information including:
 - 1. cellular, home and work telephone numbers;
 - 2. personal and work electronic mail addresses; and
 - 3. home or personal mailing address; and
 - c. Employment information including the employee’s job title, salary and worksite location.

J. **Employee Orientations**

- 1. If the District conducts an employee orientation, the District shall provide the union up to thirty (30) minutes to make a presentation to all bargaining unit members. The union shall also be permitted to set up a table at the orientation to meet directly with employees before, after, and during breaks at the orientation. No employee shall suffer a loss in compensation or benefits as a result of participating in or attending the union’s presentation
- 2. When a bargaining unit employee is hired after the employee orientation or when the District does not conduct an orientation, the union shall be permitted to meet with newly hired bargaining unit employees for up to thirty (30) minutes during work hours without loss in compensation or benefits for the newly hired employee or for designated representatives attending the meeting. Unless otherwise agreed, meetings with newly

hired employees shall take place at the newly hired employee's regular work location, within thirty (30) calendar days from the date of hire.

3. The Union shall be permitted to meet with employees during regular work hours at their regular work location to discuss grievances, complaints, and other workplace related matters, without loss of compensation or benefits to any employee, including any designated representative attending the meeting, so long as the meeting does not occur during and/or interfere with student-contact time.
- K. The Union may use District facilities and equipment, including computers, typewriters, copiers, printers, calculators, audiovisual equipment, and all other equipment, at reasonable times, with approval of the building administrator and when such equipment is not otherwise in use. The Union will pay for the reasonable cost of all materials and supplies incidental to such use and for any repairs necessitated as a result thereof.
- L. The Union shall have in each building, the exclusive use of a bulletin board for Union information.
- M. A night custodian on duty may attend a Union meeting within their building with the approval of the supervisor. One Union representative from each building may attend an association meeting in another building with approval of their supervisor.
- N. The Union may request time release for certain employees to attend to Union business. The Union shall reimburse the District at the released employee's current hourly rate, including any associated payroll taxes. The District reserves the right to approve any release time.

ARTICLE 14: SICK LEAVE

- A. Sick leave is to be used for an employee's or family member's mental or physical illness, injury or health condition or need for medical diagnosis of these conditions or need for preventive medical care or treatment, or dental care; and will be granted as provided by ORS 332.507.

"Family member" means any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.

- B. Sick leave may also be used for approved FMLA, OFLA, and PLO (Paid Leave Oregon) in accordance with applicable regulations.
- C. The District shall allow the following number of days sick leave for employees covered under this Agreement, based on one day sick leave for each month worked, whereby the District pays full salary. This leave shall be front-loaded at the beginning of the school year, or upon hire, and shall accumulate without limit. A new employee is eligible to use their sick leave after working 30 calendar days after their start date. A "day" of sick leave shall be equal to the number of hours an employee is contracted to work. Example: A classified employee contracted to work four (4) hours per day, shall have their sick leave "day" be four (4) hours of paid sick leave. The District shall track sick leave by the hour so that if an employee's hours change, the hours of leave for a "day" can be adjusted to reflect their new schedule. This definition of "day" shall also be applicable to all other leaves covered in this contract (Articles 15-16).

Time Worked	Days Sick Leave
Regular School Year	10 Days
11 Months (220 days)	11 Days
12 Months (260 days)	12 Days

- D. When an employee will be absent, due to personal illness or injury, they shall give notice to their supervisor. If the absence is for three (3) or more consecutive days, the supervisor shall be notified of the probable date of return. The Superintendent may require a physician's written verification when sick leave exceeds five (5) consecutive workdays.
- E. An employee returning from any illness, whether or not sick leave benefits have been paid, may be required to submit to a medical examination at the expense of the District or furnish a medical doctor's certificate of good health prior to returning to work in order to safeguard the health of students and other employees.
- F. If, at the beginning of a school year, an employee previously employed for at least one year, is ill and unable to resume their work duties, and such employee has unused accumulated sick leave days at the end of the prior school year, they will be allowed to use such previously accumulated sick leave days while they remain ill and unable to work. Such employee shall not be credited with additional sick leave days until they have returned full time to their assigned duties.

- G. All sick leave benefits shall terminate and/or be forfeited upon termination of employment for any reason, except upon retirement, at which time all of the accumulated sick leave may be applied to Public Employee Retirement System.
- H. An employee transferring from another Oregon school district shall be allowed to transfer an unlimited number of accumulated sick leave days. The transfer will be effective after the employee has worked for the Sheridan District for thirty (30) working days.
- I. Any employee obtaining sick leave benefits by fraud, deceit, or falsified statement shall be subject to discipline up to and including dismissal.

J. **Sick Leave Bank**

A voluntary sick leave bank will be established for employees who are beyond their probationary period of employment. Employees who have taken PERS retirement and are re-employed by the District are ineligible for sick leave bank contributions or benefits.

The Sick Leave Bank (SLB) is available to an employee who is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition which has caused or is likely to cause the employee to take leave without pay or terminate their employment. This condition must be certified by a doctor.

1. All employees who are beyond their probationary period may annually donate one day of sick leave to the bank. A "day" for the purpose of this section, is defined as the employee's regular work day. Any unused sick leave will continue to accrue.
2. The recipient of donated sick leave hours must first have used all of the employee's accumulated sick leave, personal leave, and vacation time and must not be drawing Workers' Compensation at the time of transfer. Recipient may only receive the number of hours equivalent to 20 days of the employee's regular work days.
3. At the beginning of each school year, the Union shall advise members of the bargaining unit as follows:
 - a. That eligible employees may donate one day of the employee's accumulated sick leave to the Union's sick leave bank
 - b. That such donations are completely voluntary.
 - c. That the Union or its administrative designee shall administer all disbursements from the sick leave bank.
 - d. That only those who have donated hours within the last three years will be eligible to apply for hours from the bank.
 - e. If the Sick Leave Bank falls below 100 hours, the Union will ask for additional donations from the bargaining unit members.

- f. Employees who retire or separate from the district may donate up to five (5) days of the accumulated sick leave to the Sick Leave Bank.
 - g. That those who have donated hours within the last three years will be eligible to apply for hours from the bank.
4. Eligible employees shall confirm their desire to donate to the sick leave bank no later than ten (10) workdays after the beginning of each school year or 10 days after the end of an employee's probationary period. Such confirmation shall be in writing and personally signed by the donating employee.
 5. The Union or its administrative designee of the sick leave bank shall develop policies governing the operation of the sick leave bank. The parties agree that the sick leave bank shall not be operative until such time as policies have been adopted by the Union or its administrative designee and a copy of the policies have been forwarded to the District and each member of the bargaining unit.
 6. The District shall transfer sick leave to the sick leave bank in accordance with the authorized donor confirmations that are received within the annual enrollment period as specified in Subsection 5 of this Section.
 7. The Union or its administrative designee shall administer disbursements from the Union's sick leave bank account. Each time such disbursement is to be made, the Union shall advise the District, in writing, the exact number of hours of sick leave and to whom sick leave hours are to be transferred. At no time shall the total number of sick leave hours to be transferred exceed the total number of hours recorded in the sick leave bank.
 8. The Union does hereby indemnify and will defend the District against all claims, charges, damages, legal fees, and costs incurred as a result of its maintenance of the sick leave bank.

ARTICLE 15: PAID LEAVES

A. **Extreme Illness Leave**

1. Leave with full pay shall be allowed up to a maximum of three (3) days, noncumulative, during any school year, for extreme illness (i.e., you or an immediate family member need to go to the hospital for an emergency procedure that was not planned or scheduled and requires the services of a licensed practitioner). Additional days may be considered and approved by the Superintendent. Days exceeding the maximum without approval of the Superintendent shall be deducted from employee's salary.
2. Immediate family includes mother, father, spouse, child, brother, sister, grandparents, grandchildren, mother-in-law, and father-in-law, and any other relative living in the same household.

B. **Bereavement Leave**

Up to five (5) days leave per year with pay may be authorized by the District in the event of the death of any member of the immediate family. Bereavement leave is available for use within 60 days after an employee learns of the death of a family member.

Immediate family includes any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship. Classified employees who qualify for OFLA may take an additional (5) days of unpaid bereavement leave but may use accumulated sick leave to take any portion of those OFLA bereavement days as paid. Additional paid days may be considered and approved by the Superintendent.

C. **Military Leave**

Military leave shall be allowed in accordance with federal and state laws relating to such leave.

D. **Professional Leave**

Leave with or without pay may be granted by the District for attending conferences or for other purposes related to the employee's assignments, when prior approval is received from the District.

E. **Jury Duty Leave**

An employee shall be granted leave with pay for service upon a jury. Any compensation received for serving on a jury, minus expenses, shall be reported to the District that and that compensation amount will be deducted from the employee's next paycheck. Upon being excused from jury service during any day, an employee shall immediately return to complete their assignment for the remainder of their regular workday.

F. Witness/Appearence Leave

Leave with pay shall be granted for an appearance before court, legislative committee, or judicial body as a witness in response to a subpoena or other directive by proper authority as it pertains to matters related to District business. Any compensation received for serving as a witness, minus expenses, shall be reported to the District and that compensation amount will be deducted from the employee's next paycheck.

G. Emergency Leave

1. The District may grant approval of emergency leave upon receiving a written request from the employee following such absence. A maximum of one (1) day will be granted for emergencies of a serious nature beyond the employee's control which must be taken care of during regular working hours. This leave is noncumulative.
2. In requesting emergency leave, the employee will state in writing the general nature of the emergency and indicate why it couldn't be taken care of outside regular school hours. The written application shall be reviewed by the Superintendent, or their designee, who will provide a written response. If not in agreement with the Superintendent's decision, the employee may request in writing that the Board review the request.

H. Emergency Closure

1. Each employee may be granted three (3) days leave with pay each year where inclement weather or unforeseen events necessitate delayed starts, early dismissal, and/or District closure.
2. Unused leave is noncumulative.
3. Leave may only be used to make-up time when the District has determined a closure is necessary.
4. If the beginning of the school day is delayed due emergency closure, employees shall report to work at the District designated delayed start time.
5. Employees whose workday begins at or later than the delayed start time shall report to work at their normal time.
6. If school closes early due to emergency closure, employees will be allowed to leave after the District determines the employee's responsibilities to students are completed.
7. If an unplanned school closure occurs and the employee has previously scheduled leave, they will be considered to have taken the scheduled leave and have it appropriately deducted.

I. **Personal Leave**

Employees who are regularly scheduled to work six and one-half (6 ½) hours per day and have a minimum of a 175-day contract will be allowed three (3) paid days per year personal leave. This leave will not accumulate from year to year. Personal leave can be used at the discretion of the employee provided no more than ten percent (10%) of the members of the bargaining unit utilize personal leave on any given day. Employees who do not use their personal leave time will be paid their regular wage for unused time at the end of the school year. Personal Leave payout will be automatic and paid on the employees last yearly paycheck.

J. **OSEA State Conference/Training Leave**

Employees shall be granted leave to attend the OSEA state conference or trainings. Employees may utilize any paid leave available to attend such functions. If no paid leave is available, they shall be granted unpaid leave.

ARTICLE 16: LEAVE WITHOUT PAY

A. **Leave Without Pay**

1. An employee may be granted up to one (1) year leave without pay upon request to the Superintendent.
2. An employee who is granted leave without pay more than thirty (30) continuous calendar days is assured of the following:
 - a. An employee may continue insurance programs by paying in advance each month the cost of the monthly insurance premium to the District Office, subject to the insurance carrier rules and regulations.
 - b. An employee on leave shall retain all benefits which state law provides and all seniority accrued prior to the leave, including any cumulative paid leave that was on the books prior to the employee's leave.
 - c. Upon returning to duty from such leave, the employee shall be placed in their classification with the same hours and at the same step on the salary schedule as when the employee began their leave without pay.

B. **Union Leave**

The OSEA Chapter 98 President or their designee may request up to a total of five (5) employee days per year of unpaid Union leave, subject to the operating needs of the District. Such leave shall be requested through the Superintendent at least five (5) working days in advance by the OSEA Chapter 98 President.

ARTICLE 17: INSURANCE

- A. The District agrees to contribute for each employee who is regularly scheduled to work at least six and one-half ($6\frac{1}{2}$) hours per day towards health, dental, and vision insurance premiums for employee, employee and spouse, employee and child, and family coverage under a group plan recommended by the majority of the District staff, classified/certificated/administrative, and approved by the Board.
1. For employees hired prior to July 1, 2000, insurance contributions shall be prorated as follows:
 - a. All employees who qualify under the insurance companies' requirements are eligible for contributions, as set forth below:
 - b. Proration shall be based on a six and one-half ($6\frac{1}{2}$) hour employee being eligible for 100% contribution. ($32\frac{1}{2}$ hours per normal week).
 - c. Employees whose normal daily work schedule is less than six and one-half ($6\frac{1}{2}$) hours shall be prorated based on the six and one-half ($6\frac{1}{2}$) hours. For example: an employee working four (4) hours daily shall be prorated using the formula: $4 \div 6\frac{1}{2} = 61.5\%$ contribution.
 2. For employees hired after June 30, 2000, the insurance benefits shall be prorated as follows:
 - a. An employee whose normal daily work schedule is less than four (4) hours shall not qualify for contributions.
 - b. Temporary employees who are employed for less than 90 calendar days shall not be eligible for contributions. If their employment goes beyond 90 calendar days and the employee otherwise qualifies, then they would become eligible.
 - c. Employees whose normal daily work schedule is six and one-half ($6\frac{1}{2}$) or more hours ($32\frac{1}{2}$ hours per normal week) shall be eligible for 100% contribution.
 - d. Employees whose normal daily work schedule is more than four (4) hours, but less than six and one-half ($6\frac{1}{2}$) hours shall have their contributions prorated based on an eight (8) hour workday. For example: an employee working five (5) hours daily shall be prorated using the formula $5 \div 8 = 62.5\%$ contribution.
- B. Insurance coverage shall be effective the first of the month following the employee's first paycheck. For example, an employee who starts on October 18 would have insurance coverage on December 1.

- C. The District will pay the premium for medical, dental and vision for each eligible employee covered by this contract up to a maximum premium by insurance tier per month per eligible employee:

	Employee Only	Employee + Spouse	Employee +Children	Employee + Family
2025 – 26	\$898.00	\$1,963.00	\$1,710.00	\$2,780.00

The parties agree to reopen this article for negotiation in the spring of 2026 and 2027 to determine the district insurance allocation.

Sheridan School District agrees that classified employees who work four (4) hours or more per day and are eligible for medical/dental/vision benefits may choose to opt out of the group insurance program by notifying the District, in writing, of their desire to opt out, and by providing proof that the individual is covered by other medical insurance coverage.

Members who opt out of the group insurance will receive a pro-rated amount up to \$595 monthly contribution toward an HRA for allowable medical costs. An employee who elects partial coverage (i.e. dental and/or vision) shall forfeit any HRA contribution and will pay for that monthly insurance premium via payroll deduction.

Sheridan School District agrees that members who participate in an eligible medical plan, any amount remaining between monthly premium and district contribution, up to \$600 per month, shall be deposited into a Health Savings Account (HSA) for employee use.

D. **Insurance Committee**

A committee composed of two (2) members designated by the Union and two (2) members designated by the District shall review the health insurance programs purchased by the District. The committee shall monitor current health insurance coverage and examine problems which arise. The Committee shall meet as necessary and forward any suggestions or recommendations to the Superintendent by May 1 of each contract year. The District's actions under this section are not subject to the grievance procedure. For all insurance programs the Board reserves the right to approve the carriers of all plans of insurance.

- E. The parties recognize there are times when retirement serves the interest of the District and the employee. Therefore, the following program has been established.

1. **Eligibility**

To be eligible to participate in the District's retirement benefit option employees must have retired from the Sheridan School District and be eligible for full benefits under the Public Employee Retirement System (PERS).

2. **Benefits**

- a. For employees electing to retire, the District shall offer, at the retiring employee's expense, the same medical and dental insurance coverage available to current bargaining unit members in accordance with the insurance carrier's underwriting requirements. The retired employee must elect to participate no later than sixty (60) days after the date of retirement. The coverage is available until the retiree dies or becomes eligible for Medicare, whichever occurs first. The coverage is available for the retiree's spouse until the spouse dies or is eligible for Medicare, whichever occurs first.
- b. The retiree, or the surviving spouse of a deceased employee, is responsible for payment of the entire medical/dental premium. The payment must be received by the District on or before the 25th of each month or coverage may be canceled without notice to the retiree or surviving spouse. If payment has not been received by the 25th, the District will notify the retiree or surviving spouse that payment has not been received. However, the ultimate responsibility for payment being received in time to be forwarded to the insurance company belongs to the retiree or surviving spouse. Failure to do so could result in cancellation of coverage by the insurance company.
- c. Retirees or surviving spouse will be notified as soon as possible if modifications in coverage or premium need to be made. The Board will consider any input which the retiree, surviving spouse, or Union may provide before making a final decision on carrier, coverage, and/or premium.

ARTICLE 18: SAVINGS CLAUSE

If any provision of this Agreement is held to be invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any provision should be restrained of any such tribunal, the remainder of the Agreement shall not be affected thereby, and upon the request of either the District or the Union, the parties shall enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for such provision.

ARTICLE 19: LABOR MANAGEMENT

- A. Representatives from the Union and the District shall meet bi-monthly during the school year. These meetings will be scheduled prior to September 30th. The meeting dates will be established by mutual agreement of the Union and the District. A meeting may be canceled, if and only if, both parties agree that there is nothing to discuss. There shall be six (6) members who will attend these meetings. Three (3) shall be appointed by the Superintendent and three (3) by the president of OSEA Chapter 98. If the meetings are scheduled during work hours, the District shall release the employees with pay. If the meeting is not during an employee's scheduled work time, the meeting time shall not be considered compensable.
- B. The purpose of these meetings shall be to discuss matters of concern regarding the terms of their agreement and any other matters that are of concern to the Union or the District.
- C. Either the District or the Union may decide that the Labor-Management meetings may be suspended after written notification has been received by the District from OSEA Chapter 98 for a request to negotiate a successor agreement. If the meetings are suspended during bargaining, they may resume once both parties have ratified the agreement.

ARTICLE 20: RECLASSIFICATION

- A. The District recognizes that the duties and responsibilities of a classified position can be modified by two means. One is a change in the job description, and the other is an evolution of the job functions as a result of the needs of the District.
- B. When the District changes the duties of a job by way of change in the job description, the District shall notify the union of the proposed change and will meet with the union to bargain the placement of the position on the wage scale. Bargaining placement on the wage schedule shall be conducted according to the expedited bargaining provisions of ORS 243.698.
 - 1. District shall provide a current job description each year with the employee agreement.
- C. When the union feels a position has evolved into a different classification, the two parties shall meet to bargain the placement of the position on the wage scale. Bargaining placement on the wage schedule shall be conducted according to the expedited bargaining provisions of ORS 243.698.
- D. Should either the District, employee, or the Union believe that the duties the employee is currently performing are more properly within a different existing job classification, a proposed change will be brought to the next Reclassification meeting. The reclassification meetings shall be during the following months: October, January, and April. A committee comprised of three (3) Union members and three (3) District representatives shall be appointed by each side to study the issue.
- E. The Union and District representatives in the reclassification meetings will consider the merits of the reclassification request based on whether the majority of the employee's currently assigned duties/time more accurately matches their current job description, or the existing position proposed by the District employee or the Union.
- F. The recommendation of the reclassification/change meetings will be issued in writing to the Superintendent within ten (10) working days of the above referenced meeting. The Superintendent will either approve or deny the recommendation and will issue a written decision within ten (10) working days of receipt of the recommendation. Approved reclassification will become effective on the date the Superintendent issues written approval, retroactive to the date the employee's request was made. No decision of the committee is subject to the grievance procedure.
- G. Any bargaining unit work removed from an employee through this process shall still be performed by bargaining unit members.
- H. Employees who move classifications can request their employment history, as documented in the latest employment application, be evaluated by the placement committee. There will be no decrease in step placement because of this evaluation.
- I. Employees that have questions regarding their placement on the salary schedule may bring those questions to the reclassification committee.

ARTICLE 21: SAFE WORKING CONDITIONS

- A. The District will provide a safe and healthful working environment by complying with state and federal laws and regulations pertaining to workplace safety and equipment safety.
- B. The District and the Union mutually agree to work together to promote a safe and healthy work environment within the District. The classified employees serving on a safety committee shall be appointed by the chapter president. Building safety committee reports will be emailed to the chapter president.
- C. In the event that District is notified by the OHA or local county health organization of an outbreak or situations where employees are likely to be exposed to serious contagious diseases, illnesses or other health hazards, the District will make a reasonable effort to provide this information to the employees who are likely to be exposed, unless confidentiality laws prevent it from doing so. Furthermore, the District will follow all policies mandated by the OHA, local health organizations, and CDC.
- D. In the event District administrators are aware of situations where students, being assigned to employees have had severe behavioral problems in the past that are likely to pose safety problems in the future, the District shall make a reasonable effort to keep those employees informed of these facts unless prevented from doing so by the laws of confidentiality. This might include information related to safety protocols for individual students and behavior intervention plans the employee will participate in implementing, as well as information required by law related to illegal activity.
- E. To reduce the potential for harm to staff members, the District may provide the following when appropriate (list is not all inclusive and is based on individual statement and staff needs):
 - 1. Training of employees on proper lifting techniques;
 - 2. Lifting equipment (back supporter, mechanical lift) when the student's size warrants;
 - 3. Safety equipment such as bite guards, spit guards, and protective gloves.
- F. School administrators shall handle behavioral referrals through a process based on the District's disciplinary standards.
- G. Annually the District will review with the Union officers, or their designee, the training needs and concerns of members and propose a schedule and format to address those needs.
- H. In accordance with ORS 343.068: Employees assigned to work with a student with specialized needs and who assist the student with the educational, behavioral, medical, health or disability-related support needs of the student must:
 - 1. Have access to the individualized education program, 504 Plan, behavior intervention plan, medical support protocols or any other documentation related to the school district employee's responsibilities to assist with the student's educational, behavioral, medical, health or disability-related support needs.
 - 2. Be consulted with when the education plan for the student is being developed, reviewed or revised, including being invited to, and compensated for attending, meetings regarding:
 - a. The student's individualized education program, 504 Plan or behavior intervention plan; **or**

- b. The student, when the decisions made and issues discussed are related to the responsibilities of the school district employee to support the student or when the school district employee has unique information about the student's needs and present level of performance.
- 3. For the purpose of paragraph (a) of this subsection, a school district employee attending a meeting may not substitute for the participation of a licensed regular education teacher.
- 4. All school district employees assigned to work with a student with specialized needs to carry out duties related to the implementation of an individualized education program, 504 Plan, behavior intervention plan or medical support protocol must be provided by the school district with adequate training to safely carry out each of the specialized duties assigned to the school district employee.
- 5. The District shall provide any specialized training, free of charge to the employee. Once the employee is assigned to perform job duties that requires specialized support, training shall occur as quickly as possible.
- 6. During in-service at the beginning of the school year the district shall provide employees who are assigned to work with students with educational, behavioral, medical, health, or disability related support paid time to review the students' IEP, 504 Plans, medical support protocols, or any other documentation that relates to the employees' responsibilities to assist the assigned student(s).
- 7. Employees hired after the beginning of the school year in-service shall be provided paid time during non-student time for reviewing the documentation related to their responsibilities.

ARTICLE 22: JUST CAUSE & DISCIPLINE

- A. An employee may not be disciplined except for just cause.
- B. Discipline shall be defined as: written warnings, letter of reprimands, dismissal, demotion, or suspension without pay. Any appeal of a written warning or letter of reprimand shall be limited to Level Two of the contractual grievance procedure.
- C. An employee shall have the right to write and attach a rebuttal to any disciplinary document placed in their personnel file. This shall be done within two (2) weeks of the employee's receipt of the disciplinary document.
- D. An employee's signature on a disciplinary document is only to acknowledge the receipt of the document and doesn't necessarily signify agreement with the contents of the document.
- E. In cases of very serious misconduct, the principles of progressive discipline shall not apply.
- F. Members of the classified bargaining unit shall not be criticized or reprimanded in front of staff members, students, or parents.
- G. The employee shall have the right to have a designated Union representative present during any meeting that might reasonably be expected to result in any disciplinary action.

ARTICLE 23: GRIEVANCE PROCEDURE

A. **Definitions**

1. "Grievance" shall mean any dispute between an employee, group of employees, or the Union and the District involving the interpretation or application of any one or more provisions of this Agreement.
2. "Grievant" is the person or persons who has and is submitting the grievance.
3. The "Party in Interest" is either the person or persons filing the grievance or the person or persons against whom the grievance is filed.
4. "Representative" is the one who may speak for and/or advise a party in interest.
5. "Immediate Supervisor" is the one who has direct administrative or supervisory responsibility over the grievant in the area of grievance as stated in school board policy.
6. The term "days" when used in this article, except where otherwise indicated, shall mean the grievant's working days.
7. "Persons officially involved" means the Superintendent, their representative and/or consultant, the grievant, their representative, and witnesses.
8. "Union" means the ERB certified exclusive representative for the District's classified employees (OSEA).

B. **General Procedures**

1. These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum. The time limits can be extended by written mutual consent of the parties involved at any level of the procedures.
2. All parties should attempt to complete the procedures by the end of the school year. The parties shall make good faith effort to shorten the number of days provided at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into summer vacation period or the following year.
3. Efforts should be made to resolve differences through a discussion with the immediate supervisor before formal procedures are used. However, the parties may mutually agree to file a grievance at Level Two - Superintendent, grievance procedure in the event the immediate supervisor does not have the authority to remedy or adjust the grievance. If the grievance is against the Superintendent, the grievance shall be filed at Level Three – School Board.

4. The employee shall have the right to have a designated Union representative present during all levels of the grievance procedure, including the School Board hearing.

C. Level One - Immediate Supervisor (as defined by ORS 243.650(23))

The grievant may file a written grievance with their immediate supervisor. The written grievance shall be filed with the immediate supervisor not later than fifteen (15) days following the grievant's knowledge of the event, which is the subject of the grievance. The grievance shall set forth the grounds upon which the complaint is based and reason(s) why the grievant considers the decision rendered during the informal discussions are unacceptable. The immediate supervisor shall communicate to the aggrieved the decision in writing not more than five (5) days after the filing of the written grievance. Within five (5) days of receipt of the decision rendered by the immediate supervisor, the grievant, if they are not satisfied with the decision of the immediate supervisor, may appeal in writing to the Superintendent. The written appeal will include an explanation of why the decision at Level One is unacceptable.

D. Level Two - Superintendent

Appeals to the Superintendent shall be heard by the Superintendent within ten (10) days of their receipt of the appeal. Written notice of the time and place of the hearing shall be given five (5) days prior thereto to the grievant or any other persons officially involved in the grievance. Attendance at the hearing of the appeal shall be restricted to persons officially involved. Parties in interest may elect to call witnesses who shall appear individually at the hearing. Within five (5) days of hearing the appeal, the Superintendent or their designee shall communicate to the grievant and all other parties officially present at the hearing their written decision which shall include supporting reasons. If the grievant is not satisfied with the decision of the Superintendent they may file a written appeal with the school board within five (5) days from the receipt of the Superintendent's decision. The appeal shall state the grievant's reason for appealing the decision of the Superintendent and request appeal to Level Three, the School Board.

E. Level Three - School Board

Within five (5) days of the receipt of the appeal, the School Board will notify all official parties of a hearing to be held within (10) days of the receipt of the appeal. The School Board shall hear arguments of the Superintendent and the grievant at a closed session if permissible under Oregon public records laws. Within five (5) days following the hearing the School Board shall render a decision in writing to all official parties which decision shall be final and binding upon them unless the grievant appeals to arbitration.

F. Level Four - Arbitration

If the grievance has not been settled, the Union may, within ten (10) days after the response of the Board of Directors is due, serve notice of its intent to arbitrate the grievance. Such notice shall be in writing and delivered to the Superintendent. After the Union has indicated its desire to take a grievance to arbitration, the Union shall request the Employment Relations Board to

submit a list of names of five (5) arbitrators to the parties. The parties shall select an arbitrator from the list by such method as they may jointly elect, or if they are unable to agree upon such method, then by the method of alternate striking of names under which the party that is to strike first shall be determined by lot. Nothing in this section shall prohibit the parties from agreeing upon a permanent arbitrator or permanent list. The arbitrator's decision shall be final and binding, but they shall have no power to alter, modify, add to, or detract from the terms of the Agreement. Their decision shall be within the scope and terms of the Agreement and in writing. The arbitrator's fee and expenses shall be shared equally between the parties. All other expenses shall be borne exclusively by the party requiring the service or item for which payment is to be made.


ARTICLE 24: TERM OF AGREEMENT

- A. This Agreement, effective July 1, 2025, shall be binding on the Board, Union, their members and those they represent, and shall remain in force and effect through June 30, 2028. This Agreement may be reopened for further negotiations only by mutual agreement with both parties.
- B. The parties agree to enter into negotiations over a successor Agreement upon written notice by either party to the other no later than December 15 of the final year of the term of this Agreement.
- C. After the EOBB publishes new insurance rates and plans, but not later than June 1, the parties will meet to negotiate over health insurance contribution for July 1 of the following year.
- D. Commencing not later than June 1, the parties will meet to negotiate over salary for July 1, for the following year.

Signed this 18th day of June, 2025



Board Chairperson

DocuSigned by:


C388376ABCE140A
OSEA Chapter 98 President
Mandi Kadell



Superintendent

DocuSigned by:


2E293EDFF152464...
OSEA Field Representative
Teri Staudinger

Salary Schedule

Salary Differential

Trainings/Skills – each skill is an additional .55 cent per hour paid on student contract days:

Toileting – assist with toileting

Medial – give injections, insert suppositories, dispense medications

Bilingual – bilingual translation and/or interpretation

Library Assistant - If operating school library without licensed librarian +.55/hour

Head Custodian – If also in charge of all building maintenance +.55/hour

Library Media Specialist

The current Library Media Assistant may advance to the position of School Library Media Specialist by completing 24 hours of continuing education within the area of Media/Technology/Library. An employee may complete the 24 hours of continuing education by successfully completing courses approved by the building Principal or Superintendent. Examples of such courses are: Use, design and production of printed, audiovisual and electronic forms of educational media; Selection and utilization of media to include children's and young adult literature; Administration of library media collections; or Implementation of a library informational skills program.

The District will grant tuition reimbursement for successfully completed approved classes.

Appendix A

2025-26 Salary Schedule

3.5% Increase over 2024-25

CLASSIFICATION	1	2	3	4	5	6	7	8	9	10	11
Head Custodian	24.07	24.57	25.07	25.56	26.06	26.60	27.15	27.67	28.22	28.78	29.36
Custodian II	22.12	22.56	23.02	23.46	23.94	24.43	24.89	25.40	25.90	26.43	26.97
Custodian I	18.98	19.36	19.74	20.13	20.53	20.96	21.37	21.81	22.23	22.68	23.12
Head Cook	20.34	20.75	21.17	21.58	22.02	22.45	22.88	23.35	23.83	24.29	24.79
Assistant Cook	18.06	18.43	18.81	19.18	19.54	19.93	20.34	20.75	21.18	21.59	22.02
IA	17.51	17.87	18.23	18.60	18.97	19.34	19.73	20.12	20.53	20.94	21.36
IA SPED	18.18	18.53	18.90	19.28	19.68	20.07	20.47	20.88	21.29	21.75	22.17
Library Assistant	17.51	17.87	18.23	18.60	18.97	19.34	19.73	20.12	20.53	20.94	21.36
Library Media Specialist	19.12	19.49	19.89	20.30	20.70	21.10	21.53	21.96	22.40	22.84	23.30
Head Secretary	21.51	21.93	22.38	22.82	23.28	23.74	24.22	24.70	25.20	25.72	26.23
Asst. Secretary	18.03	18.39	18.77	19.13	19.51	19.90	20.31	20.71	21.13	21.56	21.98
Student Services Secretary	20.80	21.22	21.64	22.08	22.50	22.98	23.43	23.89	24.36	24.86	25.37
Student Mngr/SHA	22.88	23.35	23.83	24.29	24.79	25.27	25.78	26.30	26.83	27.37	27.91
SLPA/SRA	23.10	23.58	24.03	24.53	25.02	25.52	26.02	26.56	27.07	27.61	28.16

Appendix B

2026-27 Salary Schedule

3.5% Increase over 2025-26

CLASSIFICATION	1	2	3	4	5	6	7	8	9	10	11
Head Custodian	24.91	25.43	25.95	26.45	26.97	27.53	28.10	28.64	29.21	29.79	30.39
Custodian II	22.89	23.35	23.83	24.28	24.78	25.29	25.76	26.29	26.81	27.36	27.91
Custodian I	19.64	20.04	20.43	20.83	21.25	21.69	22.12	22.57	23.01	23.47	23.93
Head Cook	21.05	21.48	21.91	22.34	22.79	23.24	23.68	24.17	24.66	25.14	25.66
Assistant Cook	18.69	19.08	19.47	19.85	20.22	20.63	21.05	21.48	21.92	22.35	22.79
IA	18.12	18.50	18.87	19.25	19.63	20.02	20.42	20.82	21.25	21.67	22.11
IA SPED	18.82	19.18	19.56	19.95	20.37	20.77	21.19	21.61	22.04	22.51	22.95
Library Assistant	18.12	18.50	18.87	19.25	19.63	20.02	20.42	20.82	21.25	21.67	22.11
Library Media Specialist	19.79	20.17	20.59	21.01	21.42	21.84	22.28	22.73	23.18	23.64	24.12
Head Secretary	22.26	22.70	23.16	23.62	24.09	24.57	25.07	25.56	26.08	26.62	27.15
Asst. Secretary	18.66	19.03	19.43	19.80	20.19	20.60	21.02	21.43	21.87	22.31	22.75
Student Services Secretary	21.53	21.96	22.40	22.85	23.29	23.78	24.25	24.73	25.21	25.73	26.26
Student Mngr/SHA	23.68	24.17	24.66	25.14	25.66	26.15	26.68	27.22	27.77	28.33	28.89
SLPA/SRA	23.91	24.41	24.87	25.39	25.90	26.41	26.93	27.49	28.02	28.58	29.15

Appendix C

2027-28 Salary Schedule

3.5% Increase over 2026-27

CLASSIFICATION	1	2	3	4	5	6	7	8	9	10	11
Head Custodian	25.78	26.32	26.86	27.38	27.91	28.49	29.08	29.64	30.23	30.83	31.45
Custodian II	23.69	24.17	24.66	25.13	25.65	26.18	26.66	27.21	27.75	28.32	28.89
Custodian I	20.33	20.74	21.15	21.56	21.99	22.45	22.89	23.36	23.82	24.29	24.77
Head Cook	21.79	22.23	22.68	23.12	23.59	24.05	24.51	25.02	25.52	26.02	26.56
Assistant Cook	19.34	19.75	20.15	20.54	20.93	21.35	21.79	22.23	22.69	23.13	23.59
IA	18.75	19.15	19.53	19.92	20.32	20.72	21.13	21.55	21.99	22.43	22.88
IA SPED	19.48	19.85	20.24	20.65	21.08	21.50	21.93	22.37	22.81	23.30	23.75
Library Assistant	18.75	19.15	19.53	19.92	20.32	20.72	21.13	21.55	21.99	22.43	22.88
Library Media Specialist	20.48	20.88	21.31	21.75	22.17	22.60	23.06	23.53	23.99	24.47	24.96
Head Secretary	23.04	23.49	23.97	24.45	24.93	25.43	25.95	26.45	26.99	27.55	28.10
Asst. Secretary	19.31	19.70	20.11	20.49	20.90	21.32	21.76	22.18	22.64	23.09	23.55
Student Services Secretary	22.28	22.73	23.18	23.65	24.11	24.61	25.10	25.60	26.09	26.63	27.18
Student Mngr/SHA	24.51	25.02	25.52	26.02	26.56	27.07	27.61	28.17	28.74	29.32	29.90
SLPA/SRA	24.75	25.26	25.74	26.28	26.81	27.33	27.87	28.45	29.00	29.58	30.17