

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OREGON SCHOOL EMPLOYEES' ASSOCIATION CHAPTER 21
AND
DOUGLAS COUNTY SCHOOL DISTRICT NO. 4**

The Oregon School Employees Association Chapter 21 and the Douglas County School District No. 4 have agreed to the following contract items for the 2021-2022, 2022-2023, and 2023-2024 school years. The current contract with these modifications will remain in full force and effect until June 30, 2024, or until a successor agreement is ratified.

The parties agreed to the following increase in salaries for the Food Services group due to additional funding received from federal programs. The 2021-2022 Hourly Rate Schedule will be adjusted to add an additional \$1.00 to each classification and step within the Food Services Group. The revised 2022-2023 and 2023-2024 Food Service Group Rate Schedules follow the increases outlined in the 2021-2024 Collective Bargaining Agreement (Article 11.1), applied to the revised Food Service Group 2021-2022 Schedule. These increases will be as of January 18, 2022

Appendix A: Classified Employees' Hourly Rate Schedule 2021-2022

Food Services Group						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Food Service Assistant	\$13.50	\$14.06	\$14.65	\$15.26	\$15.90	\$16.57
Food Service Elementary Lead	\$14.51	\$15.07	\$15.66	\$16.27	\$16.91	\$17.58
Food Service Secondary Lead	\$15.11	\$15.70	\$16.32	\$16.96	\$17.63	\$18.33
Food Service High School Lead	\$15.88	\$16.50	\$17.16	\$17.85	\$18.56	\$19.30

Appendix B: Classified Employees' Hourly Rate Schedule 2022-23

Food Services Group						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Food Service Assistant	\$13.91	\$14.48	\$15.09	\$15.72	\$16.38	\$17.07
Food Service Elementary Lead	\$14.95	\$15.52	\$16.13	\$16.76	\$17.42	\$18.11
Food Service Secondary Lead	\$15.56	\$16.17	\$16.81	\$17.47	\$18.16	\$18.88
Food Service High School Lead	\$16.36	\$17.00	\$17.67	\$18.39	\$19.12	\$19.88

Appendix C: Classified Employees' Hourly Rate Schedule 2023-2024

Food Services Group						
Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Food Service Assistant	\$14.19	\$14.77	\$15.39	\$16.03	\$16.71	\$17.41
Food Service Elementary Lead	\$15.25	\$15.83	\$16.45	\$17.10	\$17.77	\$18.47
Food Service Secondary Lead	\$15.87	\$16.49	\$17.15	\$17.82	\$18.52	\$19.26
Food Service High School Lead	\$16.69	\$17.34	\$18.02	\$18.76	\$19.50	\$20.28

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

The terms of the agreement will be effective upon the signature of all parties.

The parties agree to extend the terms of this agreement through June 30, 2024, or until a successor agreement is ratified.

Rebecca P. Larson
For the District

2/23/22
Date

[Signature]
For the Association

3/2/2022
Date

[Signature]
For the Association

3/2/2022
Date