Memorandum of Agreement
Between
Pleasant Hill School District #1
And
Oregon School Employees Association Pleasant Hill Chapter 36

This Memorandum of Agreement is entered into by and between the Pleasant Hill School District #1 ("District") and the Oregon School Employees Association Pleasant Hill Chapter 36 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2022 – June 30, 2025.

RECITALS

The parties' intention with this Memorandum of Agreement (" MOA") is to comply with SB 283 (Section 18 (2), and with reference to ORS 332.554) for classified school employees working for a school district or education service district which has an effective date of July 1, 2023:

A classified school employee shall have the right to be dismissed, demoted, or disciplined only for just cause.

Notably, there are no exclusions or exceptions. Every classified school employee—regardless of length of employment—is entitled to "just cause" for discipline.

Current CBA language includes:

1. Article 12.1 - Discipline: No permanent employees will be disciplined in writing and/or reduced in rank or compensation without just cause.

2. Article 12.2 - Dismissal: No permanent (non-probationary) employee will be dismissed without just cause.

3. Article 12.3 - Formal disciplinary actions will be managed in a confidential and professional manner so that employee privacy is maintained.

TERMS OF MEMORANDUM OF AGREEMENT

The parties agree to the following changes to CBA language and provisions:

1. Article 12.1 Dismissal, Demotion, Discipline: A classified school employee shall have the right to be dismissed, demoted, or disciplined only for just cause.

2. (previous) Article 12.2 – *Removed*

3. (new) Article 12.2 - Formal disciplinary actions will be managed in a confidential and professional manner so that employee privacy is maintained.

4. (previous) Article 12.3 – *Removed*

5. Any provisions of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.

6. Any disputes regarding an alleged violation or the interpretation or application of this Agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.

7. This MOA shall become effective upon signature of the parties retroactively to July 1, 2023.

For OSEA

Christy McAllister 8/15/23
Pleasant Hill Chapter 36 ~~President~~ Secretary Date

8/15/2023
~~OSEA Field~~ Representative Date

For Pleasant Hill School District #1

8-15-23
Superintendent Date