

**2024-2026
EMPLOYEE COMPENSATION AND BENEFITS
MEMORANDUM OF UNDERSTANDING**

This agreement is between the Medford School District (District) and the Oregon School Employees Association, Medford Chapter 15 (Association). The existing collective bargaining agreement (CBA) remains in full effect, except as provided below.

4.01 WAGES

- a. Effective July 1, 2022, the District will increase the base wage schedule by three percent (3%).

Effective July 1, 2023, the District will increase the base wage schedule by six and one quarter percent (6.25%)

This pay increase will be retroactive to July 1, 2023 and be paid via a supplemental payroll at a date determined after all parties have signed this Memorandum of Understanding. The retroactive payment will only apply to current employees as of the date of all parties signing. The net increase that employees will see is 4.25%, because they have already received a COLA of 2%.

Effective July 1, 2024, the District will increase the base wage schedule by four and three tenths percent (4.3%).

Effective July 1, 2025, the District will increase the base wage schedule by three percent (3%).

- b. Employees who begin working with the District on or after July 1, 2017 shall be paid based on actual time worked during the pay period recorded in the electronic timekeeping system. This may be referenced as "paid based on punches." All employees hired prior to July 1, 2017, will be grandfathered into the current timekeeping system, but may volunteer to be paid based on time actually worked.
- c. Employees who began working with the District on July 1, 2017, or after, will be paid on a bi-weekly basis. All employees hired prior to July 1, 2017 will be grandfathered into the current payroll process, but may volunteer to move to bi-weekly payroll. Beginning July 1, 2025 all classified employees who have not yet moved to bi-weekly pay shall transition to bi-weekly pay and be paid according to their punches, and will no longer have the option to spread their pay. Employees moving from monthly to bi-weekly pay shall be paid a one-time stipend of fifteen hundred (\$1500) dollars to help ease the transition.

To align with other contracts, current non-twelve month monthly paid employees will receive their July and August paychecks during the month of June. Employees who work through the end of their contract will be paid on their next regular payday.

Additional changes besides the base wage increases noted above for 2023-2024, 2024-2025 and 2025-2026 will be made to Appendix A, Classified Wage Schedule beginning in the 2024-2025 school year as follows:

- Custodian I range moved to 13-24, replacing previous range 10-21
- Custodian II range moved to 16-27, replacing previous range 14-25
- Head Custodian range moved to 19-30, replacing previous range 18-29
- Special Education Assistant I range moved to 13-24, from 12-23
- Child Development Center Assistant I and Child Development Center Assistant II position descriptions will be dissolved and renamed Child Development Assistant with the same range as the current Child Development Assistant II position, range 10-21

Employees in these positions will be moved to the same step within the new range (example: Custodian I who would have been on the second step of the range after the step increase on July 1, 2024 (step 11) will move to step 14 on the new range.

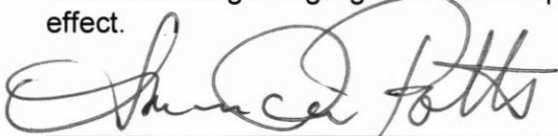
New Position added:

- Addition of Senior IT Analyst position with range 42-53

This position will have a job description reviewed by the Position Review Committee and approved by Labor Management prior to the District posting the position. This position is not a supervisory position and will be part of the bargaining unit. For purposes of defining Reduction in Force, outlined in Article 8.04.i, this job will be placed at top of Category 5 above Applications and Data Analyst


Conclusion

This MOU shall be non-precedent setting, nor establish a past practice. All sections of the Collective Bargaining Agreement not specifically mentioned in this MOU are in full force and effect.



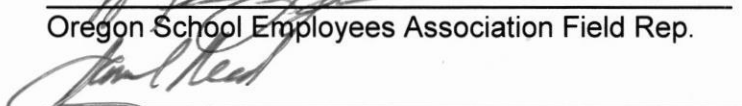
Oregon School Employees Association President

4/19/2024
Date



Oregon School Employees Association Field Rep.

4-19-24
Date



For the District

4-19-24
Date