WEA 4/30/25

THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE 1 - STATUS OF AGREEMENT

A. Recognition

The Board recognizes the Woodburn Education Association, hereinafter referred to as the "Association," as the exclusive bargaining agent with respect to employment relations, the negotiation of an Agreement, or any question arising thereunder, for the term hereof, of all full time, temporary and part-time licensed personnel employed by the District.
These personnel include but are not limited to: all school personnel licensed by TSPC: educators, counselors, school nurses, school psychologists, speech language pathologists, and social workers employed by the District. ~~The negotiated school nurse salary will appear in a separate salary scale.~~ For this agreement the terms "educator," and "employee," shall be used interchangeably.

All administrative, classified, confidential and supervisory personnel, including, but not limited to principals, assistant principals, substitutes and speech language pathology assistants shall be specifically excluded from the bargaining unit. However, such exclusion does not preclude recognition of such positions in the future. Questions of unit determination and/or clarification shall be resolved through negotiations. If the parties are unable to reach agreement, such questions shall be referred to the Employment Relations Board for a determination. ~~For this agreement the terms "educator," and "employee," shall be used interchangeably.~~

B. District Policies

This Agreement shall modify, replace, or add to any policies, rules, regulations, procedures, or practices of the District, which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and become a part of the rules and regulations, practices and procedures, which are consistent with this Agreement.

C. Copies

There shall be two signed copies of the final Agreement for the purpose of records. One shall be retained by the District and one by the Association. The cost of reproducing this Agreement shall be shared by the District and the Association.

D. Limitations

The purpose of this Article is to recognize the right of the bargaining agent to represent educators in the bargaining unit in negotiations with the Board. Granting of recognition is not to be construed as obligating the Board in any way to continue any function or policy. The Board reserves the right to create, to combine, or eliminate any positions it judges necessary, subject to the terms of the Agreement and the laws of the State of Oregon.