

MEMORANDUM OF AGREEMENT
Between
Hillsboro Classified United, Local-4671, AFT-Oregon, AFT, AFL-CIO
And
Hillsboro School District 1J
Summer Bargaining Unit Work

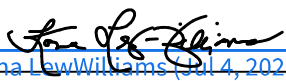
The parties agree to the following parameters for less than 12-month employees for bargaining unit work in the summer:

1. Non-current bargaining unit employees will not become bargaining unit members due to summer employment.
2. Current employees must be available for all summer work for which they apply and are hired to perform. The District may accommodate special scheduling requests.
3. The terms and conditions of the current Collective Bargaining Agreement (CBA) remain in effect during summer work periods for current employees, except in the following situations:
 - a. Regular posting requirements do not apply.
 - b. Current bargaining unit Employees shall be notified of available summer work as soon as reasonable. As much as is practical, the District will prefer to hire current bargaining unit employees and will consider seniority in the process.
 - c. Current bargaining unit employees may be released from extra summer work without recourse through the grievance procedures, any such release will not affect the current bargaining unit employee's regular position.
 - d. The exception to this would be egregious behavior on the part of an employee that would result in dismissal or discipline in their regular position.
4. The wages for each position are noted on the postings, and no wage shall be lower than Step I of the current Classified Salary Schedule.
5. Positions that do not appear on the Current Classified Salary Schedule shall be paid no lower than Step I of a comparable classification as determined by the District.
6. These summer positions shall not affect current employee's benefits or leaves, with the exception of PERS contributions and sick leave. Additionally, these positions may not reflect the employee's regular contract hours.

7. In accordance with Oregon law, employees performing summer work shall accrue sick leave at the rate of 1 hour for every 30 hours worked. All regular bargaining unit employees will be able to use previously accrued sick leave earned through their regular contract.
8. The parties agree that some summer positions rely on grant monies and all summer positions or their availability can change from year to year.
9. Any issues will be discussed between the parties in Labor Management.

This MOA shall become effective upon signature of both parties and shall remain in effect until June 30, 2027.

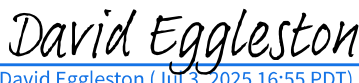
For the District:


Kona LewWilliams (Jul 4, 2025 13:24 PDT)
Kona Lew-Williams
District HR Officer

07/04/2025

Date

For Hillsboro Classified Union #4671:


David Eggleston (Jul 3, 2025 16:55 PDT)
David Eggleston
President

07/03/2025

Date