Memorandum of Agreement
Between
Jefferson County School District #509j
And
Oregon School Employees Association Madras Chapter 54

This Memorandum of Agreement is entered into by and between the Jefferson County School District 509j ("District") and the Oregon School Employees Association Madras Chapter 54 ("Association"). The District and Association are parties to a collective bargaining agreement (CBA) with effective dates of July 1, 2024 – June 30, 2027.

RECITALS

1. The District and the Association met to negotiate a limited re-opener of the CBA for wages, insurance and an optional additional article from each party. They came to a tentative agreement on terms on June 16, 2025.
2. The parties' intention with this Memorandum of Agreement is to memorialize the agreement reached by the parties which included bargained changes to CBA Articles 13, 15, 27, and new wage schedules for 2025-26 and 2026-27. This agreement was ratified by Madras Chapter 54 members on June 26, 2025, and by the District on July 17, 2025.

TERMS OF MEMORANDUM OF AGREEMENT

1. Articles 13, 15, and 27, contained in the current collective bargaining agreement were changed through negotiations between the parties. The resulting changes to Article language are detailed below and new wage schedule documents for 2025-26 and 2026-27 are herein attached. These articles and new wage schedules shall be provided to bargaining unit members and included with the parties' current CBA on the District website for easy access for all staff.

2. Article 13 – Health and Insurance Benefits

   Effective 10/1/25 the District insurance contribution shall be increased to $1,732.
   Effective 10/1/26 the District insurance contribution shall be increased to $1,791.

3. Effective 10/1/25 the insurance cap opt-out amount shall be increased to $6,000 annually.

4. Article 15.8.1 - Sick Leave Donation

   If an employee uses all of their sick leave and other appropriate paid leaves accrued by the employee and is absent for an unpaid OFLA/FMLA qualifying leave, the District will allow bargaining unit members to voluntarily donate earned/unused leave on an individual basis to provide leave for another employee. Employees on Oregon Paid Family Leave are not eligible for donations under this provision. Once PLO is concluded, the employee may request/receive sick leave donations.

   When a need for donations is recognized, the District shall allow the Association to notify the membership of the need for donations of leave with the employee's permission. An employee may donate up to a maximum of two (2) days of their accrued but unused sick, personal and/or vacation leave to be used by the designated employee.

   The maximum amount of leave donated to each employee in need shall not exceed sixty (60) days. The District shall account for any donations and use. If more leave is donated than required, donated leave not accessed shall remain in a donated leave account and used by the next employee requiring assistance.

   On 6/30/27 the ability of employees to donate sick leave shall expire. Employees may continue to donate PE and/or vacation leave.

5. Article 27 – Wage Schedules

   Effective July 1, 2025, the 2025-26 wage schedule shall be increased by 3.1% over the 2024-25 wage schedule.
   Effective July 1, 2026, the 2026-27 wage schedule shall be increased by 3.0% over the 2025-26 wage schedule.
   Effective July 1, 2025, the EA2 job classification shall be moved up from Range N to Range M.
   Effective July 1, 2025, the EA1 job classification shall be moved up from Range O to Range N.

5. Article 27.10.2 - Option for Twelve (12) Equal Paychecks

   For employees hired before June 30, 2025, employees who work less than 12 months shall have the option of receiving twelve (12) equal pay checks. Employees who choose 12 equal pay checks (September-August) must notify the district and submit required paperwork no later than September 5 of each year. Employees shall receive three (3) equal pay checks on the normally scheduled payday in the month of June for June, July, and August. If an employee has selected the twelve-month option and resigns, is terminated, or is otherwise removed from employment by the District, and the employee has been overpaid, then the district may deduct the overpayment from the employee's final paycheck.

6. Article 27.12 – Employee Underpayment or Overpayment

   If the District or an employee believe there has been either an underpayment or an overpayment in an employee's wages and the District finds there has been an underpayment or overpayment, the District shall take the appropriate steps to correct the payment error by working with the employee to either pay out any underpayment in compliance with Oregon law, or coming to an agreement with the employee to determine a repayment plan, if any will be created.

7. New and Resurrected Job Descriptions

   A new Driver Trainer Assistant job description shall be written, and the position wages shall be bargained.

   The existing Lead Transportation Mechanic job description shall be returned to the wage schedule and be placed on the new "B+" wage range. The parties shall meet and confer, and should an employee currently be working in that role according to the duties and responsibilities of the job description, they shall be reclassified into the position without the need to post the position.

8. Any provisions of the parties' collective bargaining agreement not expressly modified by the re-opener bargaining and reflected in this memorandum of agreement and included in the attached negotiated documents shall remain in full force and effect.

9. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the collective bargaining agreement between the parties.

10. This agreement shall be executed upon signature of the parties below.

For OSEA Madras Chapter 54

Chapter President — Date

Cydnie Meyer 8/1/25

OSEA Director of Field Operations — Date

For Jefferson County School District 509J

8/28/25
Date

Jack J Brown 8/29/25
Date

Appendix A

2025-2026 CLASSIFIED WAGE SCHEDULE

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	$ 37.80	$ 38.53	$ 39.26	$ 40.02	$ 40.76	$ 41.55	$ 42.27	$ 43.01	$ 43.77	$ 44.52
B+	$ 33.22	$ 33.93	$ 34.68	$ 35.45	$ 36.18	$ 36.93	$ 37.66	$ 38.35	$ 39.18	$ 40.04
B	$ 30.96	$ 31.69	$ 32.45	$ 33.22	$ 33.93	$ 34.68	$ 35.45	$ 36.18	$ 36.93	$ 37.66
C	$ 29.63	$ 30.39	$ 31.11	$ 32.01	$ 32.73	$ 33.43	$ 34.20	$ 34.93	$ 35.67	$ 36.41
D	$ 27.52	$ 28.23	$ 28.98	$ 29.63	$ 30.38	$ 30.12	$ 31.74	$ 32.64	$ 33.25	$ 33.93
E	$ 26.84	$ 27.78	$ 28.48	$ 29.19	$ 29.99	$ 30.72	$ 31.46	$ 32.19	$ 32.94	$ 33.65
F	$ 25.47	$ 26.30	$ 27.03	$ 27.82	$ 28.43	$ 29.12	$ 29.63	$ 30.56	$ 31.33	$ 32.08
G	$ 24.52	$ 25.31	$ 26.04	$ 26.83	$ 27.45	$ 28.09	$ 28.63	$ 29.58	$ 30.31	$ 31.06
H	$ 24.18	$ 24.93	$ 25.47	$ 26.30	$ 27.03	$ 27.79	$ 28.43	$ 29.17	$ 29.86	$ 30.59
I	$ 23.38	$ 24.06	$ 24.83	$ 25.45	$ 26.25	$ 27.00	$ 27.78	$ 28.43	$ 29.17	$ 29.86
J	$ 22.69	$ 23.52	$ 24.25	$ 24.64	$ 25.83	$ 26.51	$ 27.22	$ 27.92	$ 28.74	$ 29.38
K	$ 22.27	$ 23.03	$ 23.66	$ 24.42	$ 25.14	$ 25.91	$ 26.54	$ 27.28	$ 27.96	$ 28.72
L	$ 21.41	$ 22.10	$ 22.85	$ 23.54	$ 24.33	$ 25.00	$ 28.70	$ 26.45	$ 27.13	$ 27.85
M	$ 19.61	$ 20.21	$ 20.81	$ 21.39	$ 22.10	$ 22.69	$ 23.36	$ 23.89	$ 24.52	$ 25.10
N	$ 18.68	$ 19.28	$ 19.87	$ 20.49	$ 21.14	$ 21.75	$ 22.35	$ 22.99	$ 23.56	$ 24.19
O	$ 17.82	$ 18.27	$ 18.82	$ 19.36	$ 19.85	$ 20.22	$ 20.82	$ 21.33	$ 21.75	$ 22.21
p	$ 17.44	$ 18.01	$ 18.41	$ 18.98	$ 19.43	$ 19.89	$ 20.42	$ 20.84	$ 21.35	$ 21.93
Q	$ 16.61	$ 16.97	$ 17.44	$ 18.01	$ 18.41	$ 19.02	$ 19.51	$ 19.93	$ 20.49	$ 21.01

Job Classifications

Administration

G	Accounting Clerk I
M	Department Secretary
A	Network Administrator
B	Network Specialist
D	Payroll/Business Specialist
K	Secretary II
K	HS Student Affairs Bookkeeper
D	Technology Assistant
C	Transportation Coordinator

Food Service

N	Assistant Cooks
p	Cooks Helper
0	Food Service Delivery
L	Head Cook
N	Satellite Cooks
N	Snack Bar Cooks

Maintenance/Custodial

I	Assistant Custodian (hired prior to 11-12-97)
L	Assistant Custodian, (hired on/after 11-12-97)
H	Head Custodian
H	Maintenance I
E	Maintenance II
Q	Maintenance Services Helper
M	Warehouse/Maintenance
A	HVAC Tech
C	LME Electrician

Instructional

F	Adventure Course Facilitator
B	American Sign Language Interpreter
M	ASL Communications Assistant
M	Safety Supervision and Support Assistant
C	Community Liaison
Q	Crossing Guard
K	Homeless Student recruiter
N	Educational Assistant I
M	Educational Assistant II
M	Educational Assistant III - ELL
M	Library Media Assistant
Q	Lunchroom/Playground Monitor (Does not require HQ status)
K	Migrant Recruiter
	SLP Assistant
N	Health Asst/Case Management

Transportation

N	Bus Aide
F	Bus Driver (w/CDL)
D	Driver Trainer
G	Driver, Type 10/20
0	Food Service Delivery
L	Head Cook
H	Head Custodian
C	Mechanic
D	Lead Driver
N	Transportation Services Helper
B+	Lead Transportation Mechanic

AppendixA

2026-2027 CLASSIFIED WAGE SCHEDULE

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
A	$ 38.93	$ 39.69	$ 40.44	$ 41.22	$ 41.98	$ 42.80	$ 43.54	$ 44.30	$ 45.08	$ 45.86
B+	$ 34.22	$ 34.95	$ 35.72	$ 36.51	$ 37.27	$ 38.04	$ 38.79	$ 39.50	$ 40.36	$ 41.24
B	$ 31.89	$ 32.64	$ 33.42	$ 34.22	$ 34.95	$ 35.72	$ 36.51	$ 37.27	$ 38.04	$ 38.79
C	$ 30.52	$ 31.30	$ 32.04	$ 32.97	$ 33.71	$ 34.43	$ 35.23	$ 35.98	$ 36.74	$ 37.50
D	$ 28.35	$ 29.08	$ 29.85	$ 30.52	$ 31.29	$ 31.98	$ 32.69	$ 33.62	$ 34.25	$ 34.95
E	$ 27.65	$ 28.61	$ 29.33	$ 30.07	$ 30.89	$ 31.64	$ 32.40	$ 33.16	$ 33.93	$ 34.66
F	$ 26.23	$ 27.09	$ 27.84	$ 28.65	$ 29.28	$ 29.99	$ 30.52	$ 31.48	$ 32.27	$ 33.04
G	$ 25.26	$ 26.07	$ 26.82	$ 27.63	$ 28.27	$ 28.93	$ 29.49	$ 30.47	$ 31.22	$ 31.99
H	$ 24.91	$ 25.68	$ 26.23	$ 27.09	$ 27.84	$ 28.62	$ 29.28	$ 30.05	$ 30.76	$ 31.51
I	$ 24.08	$ 24.78	$ 25.57	$ 26.21	$ 27.04	$ 27.81	$ 28.61	$ 29.28	$ 30.05	$ 30.76
J	$ 23.37	$ 24.23	$ 24.98	$ 25.38	$ 26.60	$ 27.31	$ 28.04	$ 28.76	$ 29.60	$ 30.26
K	$ 22.94	$ 23.72	$ 24.37	$ 25.15	$ 25.89	$ 26.69	$ 27.34	$ 28.10	$ 28.80	$ 29.58
L	$ 22.05	$ 22.72	$ 23.54	$ 24.25	$ 25.06	$ 25.75	$ 26.47	$ 27.24	$ 27.94	$ 28.69
M	$ 20.20	$ 20.82	$ 21.43	$ 22.03	$ 22.76	$ 23.37	$ 24.06	$ 24.61	$ 25.26	$ 25.85
N	$ 19.24	$ 19.86	$ 20.47	$ 21.10	$ 21.77	$ 22.40	$ 23.02	$ 23.68	$ 24.27	$ 24.92
O	$ 18.35	$ 18.82	$ 19.38	$ 19.94	$ 20.45	$ 20.83	$ 21.44	$ 21.97	$ 22.40	$ 22.88
P	$ 17.96	$ 18.55	$ 18.96	$ 19.55	$ 20.01	$ 20.49	$ 21.03	$ 21.47	$ 21.99	$ 22.59
Q	$ 17.11	$ 17.48	$ 17.96	$ 18.55	$ 18.96	$ 19.59	$ 20.10	$ 20.53	$ 21.10	$ 21.64

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F	Adventure Course Facilitator
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