

AGREEMENT BETWEEN

**Central Linn
School District #552C**



AND

**Oregon School Employees
Association
Chapter #87**

July 1, 2026 to June 30, 2028

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Article 1 – Preamble/Recognition

- 1.1 This Agreement is made and entered into this July 1, 2026, by the Oregon School Employees Association (OSEA), Chapter 87 (hereinafter referred to as the “Association”), and the Board of Education of Central Linn School District No. 552C (hereinafter referred to as the District).

Now, therefore, the parties hereto agree to be bound by the articles set forth on this page and in the following attached pages.

- 1.2 The Board recognizes the Association as the sole and exclusive bargaining representative for all the classified employees in the unit excluding supervisory, temporary, substitute, confidential, exempt and grant-funded employees (other than special education and Title I) and as defined herein.

1.3 **Definitions:**

- 1.3.1 **Employee** – The term “employee” shall include all bargaining unit employees unless specifically excluded.
- 1.3.2 **Substitute Employee** – A “substitute employee” is one hired for the purpose of filling a vacant position for a short period of time or of an employee on District authorized leave.
- 1.3.3 **Temporary Employee** – A “temporary employee” is one who is hired for a limited period of time in one (1) contract year. Temporary assignments that exceed one (1) contract year shall be considered regular and filled in accordance with the terms of this agreement.
- 1.3.4 **Supervisory and Confidential Employees** – Defined in accordance with ORS 243.650.
- 1.3.5 **Exempt Employees** – An exempt employee is someone with specialty skills and District level responsibilities under the direct supervision of the Superintendent and shall be classified as such at the discretion of the Superintendent.
- 1.3.6 **Grant-Funded Employees** – A “grant-funded employee” is one who is hired for a specific project or purpose and compensated primarily from grant funds for a limited or specific period of time in accordance with the grant(s).

Article 2 – Management

2.1 All rights and responsibilities to manage and operate the school system not specifically limited by this Agreement are retained by the District.

2.2 Funding

The parties recognize that revenues to fund the compensation provided by this Agreement must be approved through established budget procedures. All such compensation is, therefore, contingent upon sources of revenue. Because of this, the District cannot and does not guarantee any level of employment, either in quantity or length of service, in the bargaining unit covered by this Agreement.

2.3 The District has the right and responsibility to assign working hours and days.

Article 3 – Association Dues Checkoff

- 3.1 The Board agrees to deduct from the wages of new employees the payment of dues to the Association authorized in writing by each employee on the form and invoice provided by the Association.
- 3.2 The Board further agrees to continue to honor present dues deduction authorization executed by employees in favor of the Association.
- 3.3 The Board agrees to transmit the dues deducted in 3.1, and 3.2 to the State office of the Oregon School Employees Association.
- 3.4 The Association agrees to indemnify and save the Board, including each individual school board member, harmless against any and all claims, demands, costs, suits, or other forms of liability including back pay and all court or administrative agency costs that may arise out of or by reason of, action by the Board for the purpose of complying with this Article.

Article 4 – Association Rights and Responsibility

4.1 Designated Representatives

- 4.1.1 Association classified “designated representatives” for the purposes of the Article shall include chapter executive board officers and their designated trained classified members.
- 4.1.2 The non-employee Association field representative shall be permitted access to the Employer’s/District facilities for the purpose of engaging in the activities described in this Article

4.2 Use of District’s Facilities and Equipment for Meeting/Communication with Employees

- 4.2.1 Pursuant to ORS 243.804 Association classified representatives and field representatives shall be allowed access to employees within the bargaining unit during work hours using employer facilities, equipment, and communications (email, mailboxes, courier service, etc.) and without loss of compensation or benefits for any employee.
- 4.2.2 The Association or Committees of the Association shall be allowed the use of the facilities of the District for the purpose of conducting Association business. It shall be the Association’s responsibility to notify the administration of its desire to use District facilities and to work with the Administration in scheduling Association business such that the scheduling does not interfere with District operations.
- 4.2.3 The Association shall be allowed use of such office equipment and supplies as needed to provide duplicating and informational materials to the employees. The Association shall maintain a record of all uses, including long-distance phone calls and reimburse the District for the cost.
- 4.2.4 The District shall provide the Association with reasonable bulletin board space for the use of the Association in communication with employees. Such bulletin boards shall be available in any building where employees are working.

4.3 Employee Orientation

- 4.3.1 During group orientation events or activities at the beginning of the academic year, the Association shall be provided with a designated time to meet with new classified employees for a period of thirty (30) minutes and up to forty-five (45) minutes as needed and permitted to setup a table to meet directly with all bargaining unit employees before, during and after breaks.
- 4.3.2 Within 30 calendar days of hire date, the Association shall be allowed to meet with newly hired classified employees for orientation during regular work hours at the regular work locations for a period of thirty (30) minutes. No employee shall suffer a loss in compensation or benefits as a result of participating in or attending Association orientations.

4.4 Bargaining Unit Member Notifications

- 4.4.1 By the tenth (10th) day after a new classified employee begins employment, the Employer/District shall provide the Association chapter president and field representative the following information for the new employee following ORS 243.804: name, date of hire, cellular, work and home telephone numbers, work and personal email addresses, home and mailing address, job title, salary and work location. In addition to this information above, the OSEA Director of Fiscal Operations at classified@osea.org shall be provided with the employee's Employer/District ID number or OSEA's CE number information. Information shall be provided in an editable digital file format (Excel preferred).
- 4.4.2 Pursuant to ORS 243.804 every one hundred and twenty (120) days, the Employer/District shall provide the Association's chapter president and field representative, the following information for all classified employees: name, date of hire, cellular, work and home telephone numbers, work and personal email addresses, home and mailing address, job title, salary and work location. In addition to this information above, the OSEA Director of Fiscal Operations at classified@osea.org shall be provided with the employee's Employer/District ID number or OSEA's CE number information. Information shall be provided in an editable digital file format (Excel preferred).

4.5 OSEA Representation Time

- 4.5.1 The designated Association classified representatives and field representatives shall be allowed reasonable, not unlimited time to engage in representational activities during work hours and at the Employer/District's facilities. Issues requiring representation shall be addressed through joint labor management committee and mutually agreed upon prior to discussion. Employees shall suffer no loss of compensation or benefits to engage in their representation. Classified Association representatives shall suffer no loss of compensation or benefits to perform representation activities:
- a. Investigate and process grievances and other workplace-related complaints.
 - b. Attend investigatory meetings, hearings, and other due process proceedings.
 - c. Participate in, or prepare for, proceedings that arise from a dispute involving the collective bargaining agreement, including arbitration proceedings, administrative hearings and other proceedings before the Employment Relations Board.
 - d. Engage in collective bargaining.
 - e. Attend labor-management meetings, safety committee meetings and any other meetings between representatives of the Employer/District and the Association to discuss employment relations.
 - f. Provide information regarding the collective bargaining agreement to newly hired bargaining unit employees within thirty (30) calendar days from the date of hire for a period of at least one (1) hour, during new employee orientation at individual/group meetings that may take place during work hours, without loss of compensation or benefits to the newly hired employee(s).
 - g. Testify in a legal proceeding in which the designated union representative has been subpoenaed as a witness.

4.5.2 Trade time shall be provided for any hours worked over the normal work week that would otherwise require overtime compensation.

Article 5 – Workday/Workweek/Overtime

5.1 Workday

An employee in the bargaining unit shall not be required to work more than forty (40) hours per week without compensation of time and one-half (1 ½) of the employee's regular rate of pay.

5.1.1 Employees who work less than forty (40) per week may take flex time with District approval in lieu of regular pay at the rate of one (1) hour flex time for each hour worked over their regularly scheduled shift if they so choose. Flex time (is) to be arranged with the building principal and used within one (1) week of accrual. Any hours worked over forty (40) hours per week do not qualify as flex time and shall be compensated as overtime at the one and one-half (1 ½) hour rate.

5.1.2 Overtime is calculated based on hours actually worked. Leave time and holidays do not count towards hours worked. The required overtime pay is one and a half (1 ½) times the hourly rate for actual hours worked in excess of forty (40) hours in a workweek. In lieu of overtime pay, an employee may elect to receive compensatory time off equal to the overtime hours worked, provided such election is made in writing and includes the number of overtime hours worked, the date overtime was earned, and the date the compensatory time will be used. Compensatory time must be used within one (1) week of accrual.

5.1.3 Each employee shall receive a fifteen (15) minute break during each four (4) hour period of consecutive work. Such breaks shall be as close as possible to the midpoint of the work period. Such breaks will be scheduled by the employee's immediate supervisor. Supervisors will provide a written copy of break/lunch schedule to all employees. Breaks will not be used for regular early departure or late arrival nor are they regarded as accumulative if not taken.

5.1.4 Breaks may not be combined with or used to extend a meal period or shorten the workday except as allowed by law.

5.1.5 Each employee working five (5) hours or more shall receive an uninterrupted, unpaid lunch period of at least one half (½) hour. An employee on an unpaid lunch period is free to leave the building during the duty-free period. Employees working five (5) hours or more may not use the lunch period to shorten the workday, except as allowed by law.

5.1.6 Bus Drivers will be required to drive routes, trips, events, and other activities as determined by the District as a condition of employment and not to exceed daily limits established by ODE and FMCSA. If a bus driver chooses to work more hours fulfilling staffing shortages (assistants, lunch supervision, office support) with the approval of the Superintendent, the Driver will be paid at their regular rate.

5.2 Call Back

5.2.1 When employees are called back to work after their regularly scheduled day for such reasons as emergencies resulting from vandalism, fire, theft, damage, and other causes, they shall be compensated for a minimum of two (2) hours at the rate of time and one-half (1 ½) of that employee's regular rate of pay.

5.2.2 When employees are called back for reasons outlined in Article 5.2 to work on paid holidays specified in this Agreement, they shall receive twice (2x) their hourly rate for all hours worked on these days in addition to holiday pay.

5.3 Work Week

For the purpose of payment of overtime rates and flex time, the workweek begins at 12:01 A.M. on Sunday and ends at midnight the following Saturday.

5.4 Assignment of Extra Hours – Custodial and Transportation

5.4.1 Prior to September 1 of each school year, the District shall arrange the names of all district transportation and custodial staff in order of District seniority for purposes of establishing overtime rotation boards for within the department. The list will be posted in each building. Employees hired on or after September 1 of each year will be placed at the bottom of the list. Only overtime authorized in advance by the supervisor shall be permitted.

5.4.2 When extra hours are contemplated (such as Saturday or Sunday assignment or extra trips), the District official when possible shall provide a forty-eight (48) hour notice and shall offer the opportunity to work the day(s) or hours to the first person listed on the overtime board for the building or department. If the person accepts or declines the offer, their name shall be moved to the bottom of the list. The offer of this assignment or of the next assignment shall be made to the next person listed. The person's name shall then be moved to the bottom of the list and so on until all persons have had an opportunity for an assignment, whereupon, the rotation shall begin again.

5.4.3 In the event that no one accepts the assignment or route, the District may first ask subcontracted employees before assigning any person(s) on the list to the assignment provided, however, no employee shall be assigned, consecutively to an involuntary Saturday and/or Sunday assignment. An involuntary assignment shall not cause rotation of names on the rotation board.

5.4.4 Employees who have not indicated a desire to work on Saturday or Sunday shall not be required to work on Saturday or Sunday except:

1. Unless sufficient numbers of employees in the classification fail to volunteer in which case employees will be assigned in the inverse order of the classification seniority within the building; or

2. In the event of an emergency; or
3. In the event the assignment requires a special skill.

Overtime for work on Saturday and Sunday will be paid only when it causes the pay period to exceed forty (40) hours for that workweek. Except in given cases of emergencies, employees assigned to work on Saturday or Sunday shall be given, where practical, a minimum of two (2) days' notice.

5.5 Split Shift

If an employee other than bus drivers is required to work a split shift as defined below, they shall be notified at least 48 hours in advance. Bus drivers shall be exempt from split shift pay.

A. Split shift is defined as two (2) or more hours difference between the ending time of one shift and the beginning time of the next shift within a given twenty-four (24) hour workday; 12:00am-11:59pm

- 5.6 The District may not use substitutes to avoid overtime for bus drivers, however, where no regular drivers are available substitute drivers may be used to drive activity runs.

Article 6 – Layoff/Recall

- 6.1 In the event that it is determined that a layoff is necessary, the Board will use job category seniority within the affected job classification to determine which employees will be laid off. Such layoffs in a job category shall be by inverse order of hire into that job category. If two (2) or more employees subject to layoff have equal job category seniority, the determination shall be made first by seniority within the job classification category, then District seniority, and finally by lot. Employees reclassified as a result of this Agreement will retain current classification seniority.

- 6.1.1 An employee is deemed to be on layoff status when the employee's remaining work hours have been reduced by twenty-five percent (25%) or more, based upon the employee's total, normal annual work hours.

6.2 Layoff Procedure

6.2.1 Classification/Categories

For the purpose of the layoff process, classification and job categories are defined as follows:

Food Service Classification: including the following job categories: Cook.

Educational Assistants Classification: including the following job categories: Distance Learning, Education Assistant, Library Technician.

Facilities Technician Classification: including the following job categories: Facilities Technician.

Office Classification: including the following job categories: Office Assistant, School Secretary, Department Secretary.

Transportation Classification: including the following job classifications: Bus Driver, Student Transporter.

Community Support Classification: including the following job categories: McKinney Vento Coordinator

6.2.2 Notice

Whenever the Board determines that a layoff is necessary, it shall notify the Association within forty-eight (48) hours of that decision. Affected employees shall be notified at least thirty (30) days prior to the effective date of the layoff. When affected employees are notified, the District shall provide the Association with a copy of the seniority and layoff lists.

6.2.3 Seniority

District seniority shall mean a classified employee's total length of continuous service with the District since their last date of hire as a regular employee. Job classification seniority shall mean an employee's total length of continuous service within a job classification since their last date of hire into the job classification. Job category seniority shall mean an employee's total length of service within a job category since their last date of hire into the District. Seniority is not accrued during layoff status.

All authorized leave with pay shall be considered as continued employment for the purpose of computing seniority. An employee shall lose all seniority credit in the event of voluntary or involuntary termination. An employee who is laid off and who is subsequently reinstated shall have their full seniority earned prior to layoff restored, but shall not earn seniority during their layoff status.

6.2.4 Bumping

Bumping will occur in reverse order of seniority. An employee wishing to exercise bumping rights must notify the Superintendent in writing within five (5) working days of layoff notice.

1. **Within job category** – An employee whose position is reduced in hours in accordance with 6.1.1, above, and who has greater job category seniority may bump the employee with the next lesser category seniority that provides the same annual hours of employment, provided the laid off employee is qualified for the position as determined by the administration.
2. **Within job classification category** – If there are no positions within the same job category that provide the same annual hours at the time of layoff, the employee shall then be eligible, based on their job classification seniority, to bump the employee with the next lesser job classification seniority in a lower job classification that provides the same annual hours of employment, provided the laid off employee is qualified for the position as determined by the administration. A “lower job classification” is based on the rank order of the salaries within the same job classification listed in Section 6.2.1.
3. A laid-off employee may choose to bump into a position within their job category or job classification that provides less than their total annual hours of employment at the time of layoff if there are no other jobs available into which they are eligible to bump, provided the employee is qualified as determined by the administration. However, by doing so, the employee remains eligible to recall into a position with greater total annual hours of employment, up to the level worked at the time of their layoff, if it becomes available during the recall period.

4. Employees choosing to bump as outlined in (2) and/or (3), above, will enter the new job category or job classification at the same salary scale step as the time of layoff.
5. Pay Scales A, E and B may also bump beyond classification to other Pay Scale A, E and B positions respectively if a position is not available within classification and the employee is qualified for said position as determined by the Superintendent.

6.3 Recall

- 6.3.1 When forces again increase, the employees shall be returned in the inverse order in which they were laid off. In such cases, seniority shall be used to determine the order of layoff and return to work, consistent with the employee's ability to perform the job to which their seniority entitles them.
- 6.3.2 The employees shall have recall rights for a period of twenty-seven (27) months following the date of layoff. At the end of the twenty-seven (27) month period, the employee shall be considered to have voluntarily resigned in good standing.
- 6.3.3 Employees should inform the District at the time of layoff of an address to which recall notice may be sent. It shall be the responsibility of the employee to inform the District of any changes in address.
- 6.3.4 The employee must respond to a recall notice including their willingness to be recalled within fourteen (14) calendar days of the District's mailing a certified letter to the employee's address as contained in the District's records. If the employee cannot be reached at their last known address, or fails to respond within fourteen (14) days, or if they reject any position within their job classification that provides the same annual hours of employment worked at the time of layoff, the employee shall be deemed to have waived all rights of recall and shall be considered to have voluntarily resigned in good standing. An employee shall not be required to accept employment that requires more annual hours than worked at the time of layoff.
- 6.3.5 Should an employee accept a position with the District in a lower salary range or shorter hours, the employee shall retain all rights to be recalled to the higher range and hours.

Example – If an eight (8) hour Facilities Technician vacancy occurs, first the District will comply with Section 6.2.3 giving present senior employees an opportunity for the position and then if there are any employees either on layoff or recalled employees with shorter hours, the senior employee who has already been recalled would have precedence over the laid-off employee.

- 6.3.6 In the event an employee is laid off by the District, the laid-off employee shall be provided with the following:

1. Severance pay equal to two (2) weeks' salary, provided, however, that an employee who is currently on the recall list, and that is called to serve as a substitute shall not be entitled to receive additional severance pay as a result of the call to substitute.
2. The District shall continue its contribution to the health benefit plan (as stated in this Agreement) for one (1) pay period after the effective date of the layoff or until the employee is re-employed, whichever occurs first. Laid-off employees will then have the option to continue health insurance programs in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Article 7 – Personnel Records

- 7.1 The personnel records of any employee in the bargaining unit shall not contain any information of a critical nature that does not bear the employee's signature or initials indicating that the employee has been shown the material or a statement by a supervisor that the employee has been shown the material and has refused to sign or initial such information. The employee shall have the right to make a written statement relating to any evaluation, reprimand or other document relating to District job performance placed in the personnel file. Such employee statement shall be attached to the document and both shall be signed and dated by the employee.
- 7.2 At the employee's request, letters of caution, consultation, warning, admonishment and reprimand shall be considered temporary contents of the personnel records and shall be removed and destroyed no later than three (3) years after they have been placed in the employee's personnel file, provided the employee has maintained a clear record during those three (3) years, and the Superintendent approves the removal of the materials. Materials that are not approved for removal by the Superintendent after three (3) years shall be removed and destroyed no later than five (5) years after they have been placed in the personnel file, provided the employee has maintained a clear record during those five (5) years. All available documents that are to be used to discipline an employee must be in the personnel file.
- 7.3 Upon request by an employee or upon request of an employee's designated Union representative in a written statement signed and dated by the employee, the employee or designated representative shall have the right to inspect the employee's personnel file during regular District Office hours. Requested copies of information in the personnel file shall be provided by the District.

Article 8 – Separability of Provisions

- 8.1 In the event that any provision of this Agreement shall at any time be declared invalid by any court or competent jurisdictions, such decision shall apply only to the specific article, section or portion thereof directly specified in the decision. Such a decision shall not invalidate the entire Agreement, it being the expressed intention of the parties hereto, that all other provisions not declared invalid shall remain in full force and effect.

Article 9 – Compensation

9.1 Wage Schedule

9.1.1 Employees who are eligible to receive step movement will move one column each year of this Agreement. Steps represents a three percent (3%) increase between each step.

- 2026-2027 The wage schedule will be adjusted with a six percent (6%) cost of living adjustment (COLA).
- 2027-2028 The wage schedule will be adjusted with a three percent (3%) cost of living adjustment (COLA).

Step increases for all eligible employees shall occur July 1, of each year of the contract.

Employees who have been employed with the District for 10 consecutive years or more will be placed on the Longevity wage scale based on their years of service. The steps in the longevity bonus wage scale will represent a five percent (5%) increase between each step.

9.1.2 Direct deposit of pay is required for all employees covered under the bargaining unit. Employees have the option to utilize a direct deposit deduction for distribution to multiple accounts. During September, January, and April pay periods employees may temporarily suspend distribution to accounts other than the primary payroll account with notification to payroll by the 10th of the designated month.

9.1.3 The District will grant two (2) draws per school year at the employee's request, which will be deducted from the current month's paycheck.

One (1) subsequent draw will be permitted within the school year for emergencies. The employee must state the specific emergency listed below on the employee draw request form. An emergency is defined as an unusual, unforeseen event or unavoidable condition that requires immediate financial resources from the employee. Allowable emergency draws are permitted for the following reasons:

- death in the family necessitating unforeseen expenditures or travel;
- major car repair such as engine, transmission, or catastrophic failure (not to be confused with minor repairs, maintenance, tires, etc.);
- automobile accident leading to loss of vehicle use;
- accident or sickness (self or family) requiring immediate substantial cash outlay;

- destruction or major damage to home requiring immediate substantial cash outlay;
- theft of cash representing major portion of most recent pay;

Pay advances are limited to sixty percent (60%) of the value of the employee's regular monthly gross wages. Payroll deductions will be taken and a check will be issued for the net amount. Each draw will be deducted from the current month's paycheck, or the following month's paycheck at the district's discretion unless other arrangements have been made with the Superintendent.

The maximum number of draws that may be taken in any school year is three (3).

- 9.2 The District shall pay the six percent (6%) employee contribution to the Defined Contribution Individual Account program of the Oregon Public Service Retirement Plan (OPSRP).
- 9.3 New employees starting with the District must work a minimum of six months (6) prior to July 1, before advancing on the salary schedule.
- 9.4 Step increases for all eligible employees shall occur July 1, of each year of the contract.
- 9.5 Newly hired employees shall be placed on the wage schedule at the level for which they qualify, based on verified prior experience, relevant qualifications, and compliance with applicable Pay Equity Law requirements.
 - 9.5.1 Current employees hired into a different classification but at the same job scale shall be placed on the wage schedule at their current hourly wage.
 - 9.5.2 Current employees hired into a higher-level scale position shall be placed on the nearest wage schedule step to provide no less than a three percent (3%) increase in hourly pay. Those being transferred laterally into the same classification position shall be placed in their current step, and advance on steps in accordance with their existing step advancement schedule.
 - 9.5.3 Employees who are new to the district shall not be placed higher than Step 6 of the wage scale.
 - 9.5.4 Upon request, the Association chapter president shall be provided with documentation outlining the criteria used to determine the employee's initial wage placement.
- 9.6 The Board will establish the school calendar and employee work year prior to July 1, of each year.

9.7 Employees under the provisions of this Agreement who are required by the District to attend workshops, classes or any other activities shall be compensated for the time required at such function at their regular rate of pay as though they had worked, unless that attendance is part of the plan-of-assistance or the employee voluntarily chooses to attend.

9.8 Retirees returning to work in the district as substitutes will be paid their last wage as a regular employee.

9.9 **Meals and Lodging**

9.9.1 Meal and lodging allowance will follow current GSA rates on a per diem basis or reimbursement basis.

9.10 **Working Out of Range**

Any employee assigned to perform duties of a higher paid position for three (3) consecutive days or longer shall be considered to be working out of range. When an employee is assigned to perform duties out of range for three (3) consecutive days or longer, such employee shall be paid, on the higher job classification range at their current step level retroactive to the first (1st) day.

9.11 **Compensation when Promoted**

An employee promoted or reclassified to a classification on a higher pay grade shall be placed on the step of the pay grade that provides an increase of at least three percent (3%) over their present rate of pay.

9.12 **Voluntary Activities**

Classified employees who, during off duty hours, voluntarily agree to sell or take tickets, run the clock, announce games or chaperone students shall be compensated at the rate of base step A1 per hour. This activity is voluntary. Nothing in this section shall prohibit the District from securing volunteers or hiring of non-Association members.

9.13 **Transportation**

9.13.1 Bus driver's standby-time shall be paid at fifteen dollars and fifty cents (\$15.55) per hour starting in the 2026-27 school year and increasing to sixteen dollars (\$16) for the 2027-28 school year.

Standby times are periods of time when employees are engaged in waiting periods at their duty stations.

9.13.2 Central Linn bus drivers employed by the District shall be guaranteed a minimum of two (2) hours at their regular rate of pay whenever they are called in for a run.

9.13.3 Bus drivers shall be compensated during active months of employment, September through June, a retention bonus of two hundred dollars (\$200) per month.

9.13.4 Bus Drivers and Student Transporters will receive a cell-phone stipend of sixty dollars (\$60) per month, during active months of employment.

9.14 Medical Support Differential

Employees who are willing to accept delegation of medical support protocols under OAR 851-047-0030 and 851-047-0045 shall receive a monthly stipend of one hundred (\$100) for the month(s) the assistance is performed if the medical support protocol is a primary responsibility of their job assignment.

Article 10 – Benefits

10.1 Paid holidays for employees in the bargaining unit shall be:

Memorial Day	Thanksgiving Day/Day Following
Independence Day*	Christmas Day
Labor Day	New Year's Day
Veterans Day	Presidents Day
Martin Luther King, Jr. Day	

* Employees with a regular work schedule/calendar of at least 250 days.

In addition to existing holidays, employees with a regular work schedule/calendar of at least 250 days shall receive either the workday before Christmas or the workday after Christmas as a paid holiday. Some employees may be granted the workday before Christmas and some may be granted the workday after Christmas. The supervisor shall inform all employees of the day selected for the holiday no later than December 15.

10.2 When employees are called back for reasons outlined in Article 5.2 to work on paid holidays specified in this Agreement, they shall receive twice their hourly rate for all hours worked on these days in addition to holiday pay. Reference 5.2.2.

10.3 All employees who have a regular work schedule/calendar of at least 250 days covered by this agreement shall be entitled to paid vacation benefits as outlined in this agreement.

10.3.1 Newly-hired employees begin earning vacation credit from the first pay period after the date of their hire.

10.3.2 From the date of hire, an employee shall receive paid vacation earned at the rate of five/sixths (5/6) day paid vacation for each month.

10.3.3 Earned vacation may be taken under the provision of Article 10.4 at the end of the probationary period.

10.3.4 Beginning on the sixth (6th) July 1st of employment following the employee's date of hire, an employee shall receive paid vacation earned at the rate of five/fourths (5/4) day paid vacation for each month.

10.4 With the approval of their supervisor, and at least one week notice, employees may take earned vacation in any combination of days or weeks at a time and at any time during their normal work year. Every effort will be made to allow for the employees vacation request.

10.5 Employees are allowed to rollover no more than 80 hours of vacation.

10.6 Sick Leave

- 10.6.1 Sick leave will accrue at the rate of one day (1) per month worked according to ORS 332.507. Unused sick leave accumulates on an unlimited basis. Sick leave shall mean absence from duty because of an employee's or a member of their immediate family's illness or injury.
- 10.6.2 "Day" is defined as the number of hours a person works per day for the school District.
- 10.6.3 When an employee will be absent from work the employee is required to enter the absence within twenty-four (24) hours of the employee returning to work except under emergency circumstances. If the absence is for consecutive days, the Superintendent should be notified of the probable date of return. If the absence is due to illness for five (5) or more workdays consecutively, the Superintendent may require a doctor's statement.
- 10.6.4 Upon retirement, employees with ten (10) consecutive years of employment, and eligible for retirement under PERS requirements, the retiree shall receive a bonus in recognition of their years of service based on accumulated sick leave. Bonus calculated at \$0.25 per hour value of remaining leave. (i.e.: employee earns ten \$10 per hour, has one hundred (100) hours leave equates to one thousand dollars \$1000 value. Paid at two hundred fifty dollars (\$250). This benefit pertains only to OPSRP employees. PERS Tier I/II employees receive sick leave calculation benefit with PERS distribution.

10.7 Maternity/Parental Leave

The District acknowledges the Federal Family Medical Leave Act (FMLA), the Oregon Family Leave Act (OFLA) and Paid Leave Oregon (PLO).

10.8 Bereavement Leave

Upon request, up to and including five (5) days of bereavement leave with full pay shall be granted to a District employee for the death of a family member of the employee. Family members shall include parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, or any individual related by blood or affinity whose close association with an eligible employee is the equivalent of family. Ten (10) days of paid leave will be granted to a District employee for the death of a child, stepchild, domestic partner or spouse. This leave may be used to attend the death and, if appropriate, make other necessary arrangements. Sick leave may be used to extend bereavement leave for up to an additional five (5) days. Additional days, beyond the extended sick leave may be granted as unpaid leave with the approval of the Superintendent or their designee.

10.8.1 In addition to the paid leave provided above, OFLA eligible employees are entitled to bereavement leave under OFLA. An eligible employee may take up to two (2) weeks of leave per deceased family member, not to exceed a total of four (4) weeks in any OFLA

leave year, and such leave must be taken within 60 days of the employee's receipt of notice of the family member's death. These OFLA entitlements apply regardless of the paid leave provisions above and provide job-protected leave as required by state law.

10.9 Personal Leave

Up to four (4) days of annual personal leave for twelve month employees, three (3) days for ten month employees. Four (4) days will be granted to ten (10) month employees who work over two hundred-fifty 250 hours in the summer outside of their normal assignment with full pay. No more than six (6) personal days will be allowed to accrue. No more than four (4) consecutive workdays may be used for personal leave and cannot be combined with unpaid leave. Personal leave may be granted with the approval of the Superintendent or his/her designee upon at least twenty-four (24) hours advanced notice. Personal leave may be taken for any reason but staff members are discouraged from taking personal leave adjacent to scheduled breaks.

10.10 Court Duty Leave

Employees shall be granted leave with full pay when required to report for jury duty. Any compensation received for jury service shall be deferred to the District. Employees who are subpoenaed to appear in court on matters not related to the District shall be granted leave for all days required by the subpoena. Classified employees subpoenaed in connection with matters arising from their employment with the District shall suffer no loss of pay for work time missed. Paid leave under this provision shall not be available when an employee is a litigant against the District or is a plaintiff or defendant in a matter unrelated to their District employment.

10.11 Leave Documentation

Leave entry into the District's online web portal must be completed within twenty-four (24) hours of the employee's return to work. Medical verification, if required, must be on file prior to payment of the leave time. Exceptions for good reason may be permitted with the approval of the Superintendent.

10.12 Unpaid Leave of Absence

Employees who have worked for three (3) consecutive years may be granted a leave of absence without compensation for up to one (1) year for personal reasons. This is provided the Superintendent or designee determines that such leave will not negatively affect the program of the District. Step increases, sick leave, seniority, health benefits, credit toward qualification for retirement pay or longevity pay, and vacation will not be earned for the period of the leave. Health care benefits may continue through COBRA paid by the employee. Request must be made in writing thirty (30) days prior to the effective date. Upon return, the employee will be placed at the same column and step as their previous assignment (i.e. A-5 returns to A-5).

10.13 Change in Employment Status

Any change in an employee's employment status that alters their leave eligibility and does not align with the school calendar shall result in the employee's leave being pro-rated in accordance with the leave entitlement applicable to the employee's new status.

10.14 Bus Driver Physicals

The District will reimburse regular bus drivers only (does not apply to trainees or subs) for the cost of their required physical examination which may be attributed to the legal requirements for a bus driver's license up to one hundred dollars (\$100) per year.

10.15 Emergency School Closures

Employees who have a regular work schedule/calendar of at least 250 days will have the option to use available personal or vacation leave for emergency closures of school for reasons such as, but not limited to, snow days, flooding, electrical outages, water or sewer system breakdowns, or similar occurrences and unusual conditions such as closing school for excessive sickness. Make-up days may be scheduled. If not scheduled, other employees will be given the option to use personal leave.

When the District closes due to inclement weather or other emergency, the District shall notify all employees of their work status by phone, district website and district email.

10.15.1 Employees who are required to work before school closures are announced shall be paid for at least two (2) hours of work or their actual hours of work, whichever is greater.

10.15.2 The District reserves the right to reschedule the closure days, requiring District personnel to make up the closure day(s). If the District reschedules employee make-up days, school year employees will work their regular shifts for those days.

10.15.3 If an employee feels it is unsafe to travel, the employee must notify their Supervisor prior to their scheduled reporting time and report to duty as soon as it is physically safe to do so, without disciplinary consequences for the delay.

10.15.4 When designated personnel, who shall be identified by the District, and twelve (12) month employees report during a closure, they shall be compensated at their regular hourly rate for each hour worked, up to a full day's pay. Designation of essential employees shall be based on operational necessity and applied consistently across classifications performing comparable work.

10.16 Leave Restriction

Employees who request, volunteer for, agree to, or are assigned extra hours or additional days beyond their regular work schedule are not eligible to take any form of paid leave for this time.

- 10.17 All leave will be in hourly increments with a minimum of one (1) hour, when student supervision is not required. If student supervision is required, a minimum two (2) hours up to total hours per day shall apply.

10.18 Sick Leave Donations

The purpose of sick leave donations shall be to extend to those employees additional paid sick leave days should a serious long-term illness or injury exhaust the employee's accumulated sick leave. Employees who have worked more than one (1) year are eligible for donations on an as-needed basis as follows:

- Hourly Employees: 1 hour donation = 1 hour for recipient;
- Salaried Employees: 1 day donation = 1.5 day for recipient;
- Administrators: 1 day donation = 2 days for recipient;
- Only sick leave or personal leave may be donated;
- Transfers are made directly by the business office once need is declared;
- No one employee may donate more than the equivalent of 18 hours in one fiscal year (July 1 – June 30).

Employees' participation in sick leave donations shall be voluntary.

Employees shall only be eligible for use of sick leave donations after they have exhausted all their available individual sick leave, vacation leave and personal leave.

Sick leave donations shall only be used by employees who have a doctor's statement stating they are unable to perform their assigned responsibilities due to a serious long-term illness or injury.

An employee is not eligible for sick leave donations if the employee is receiving compensation under Worker's Compensation, short-term disability, long-term disability, or PERS disability.

Article 11 – Insurance

11.1 Effective July 1, 2026, the District will contribute one thousand five hundred fifty dollars (\$1550) per month per employee for health-related insurance offered by OEGB (that may include medical, dental, vision) for the life of this Agreement.

11.2 All employees hired prior to June 30, 2016, working four (4) hours per day or more on a regular basis and for their eligible dependents shall maintain eligibility for full cap benefit.

All employees hired prior to June 30, 2016, working more than two (2) and less than four (4) hours per day, who elect to be insured, shall have the District contribute an amount equal to forty percent (40%) of the amounts described in 11.1 above.

All employees hired on or after July 1, 2016, shall have health insurance prorated based on regular work calendar hours per day according to the following:

Employees working thirty-two (32) hours per week shall receive one hundred percent (100%) of their insurance cap.

- 8 hours per day = 100% of cap
- 6 to less than 8 = 75% of cap
- 4 to less than 6 = 50% of cap
- 2 to less than 4 = 25% of cap

11.2.1 Bus drivers and student transporters driving home-to-school routes who elect to be insured through District provided health insurance, will receive one hundred percent (100%) of the District contribution cap for their health insurance benefit.

11.3 Should an employee choose a HDHP (High Deductible Health Plan) the employee may choose to have the District place contributions in excess of actual coverage premiums into an HSA (Health Savings Account). The employee is responsible for establishing the account at a financial institution of their choice and supplying the District with the deposit information. Any contributions exceeding the Federal cap returned to the District will become property of the District.

11.4 Remainder of district health insurance contribution after premium payment is kept by the District and is not eligible for waive or supplemental insurance contribution with the exception of employees enrolled in an HSA eligible plan.

11.5 Employees who opt out of medical, dental and vision insurance coverage are eligible for one of the following options:

11.5.1 Fifty percent (50%) in 2026/27 and forty-five percent (45%) in 2027/28 of the District insurance contribution will be placed in the employee's 403B or 457 retirement plan if the employee provides proof of health insurance.

- 11.5.2 Fifty percent (50%) in 2026/27 and forty-five percent (45%) in 2027/28 of the District's insurance contribution can be taken on the paycheck if the employee provides proof of health insurance.
- 11.5.3 Eighty (80%) percent of the District insurance contribution will be placed in the employee's qualified Health Savings Account (HSA).
- 11.5.4 If an employee fails to enroll in insurance or choose one of the alternative methods within one (1) month of hire, they will be enrolled in the lowest cost individual plan.
- 11.5.5 Pending the Affordable Care Act (ACA) Article 11 may be re-opened at the discretion of the District.
- 11.6 Benefits shall become effective for all new eligible employees on the first (1st) month following the start of employment provided the employee enrolls in health insurance by the tenth (10th) of that month.
- 11.7 Benefits shall be provided during summer months for eligible employees working less than twelve (12) months provided the employee remains employed and files an intent to return to employment in the fall by June 15. The benefit amount for summer contributions to be withheld over previous nine (9) months of full work. Any shortages or refunds due to changes in premium cost at open enrollment will be reconciled on November paycheck.
- 11.8 During the life of the Agreement neither the eligible employees nor OSEA on behalf of these employees shall make any claims against the District regarding prior or current health insurance reimbursements from the provider to the District.
- 11.9 District will provide one hundred thousand dollars (\$100,000) life insurance for all employees covered by this Agreement effective October 1, 2021.

Article 12 – Grievance Procedure

The Board of Directors of the Central Linn School District 552C recognizes the need to provide for the orderly resolution of any grievance arising out of an alleged violation of provisions of this Agreement. Any school employee shall have the right of access to the grievance procedure.

The Board guarantees that there shall be no reprisals against any employee utilizing the grievance procedures, as a party of interest thereto, by the District or any employee of the District.

12.1 Definitions

- 12.1.1 “Grievance” shall mean a complaint by an employee, a group of employees or the Association that there has been a violation or inequitable application of any provision of this Agreement.
- 12.1.2 “Grievant” is the person, persons, or group of persons, who has (have) the grievance and is presenting the complaint.
- 12.1.3 The “Party of Interest” is either the person, or persons, making the complaint and/or the person or persons against whom the complaint is made.
- 12.1.4 “Representative” is the one who may speak for and/or advise a party of interest.
- 12.1.5 “Day” the term “days” when used in this article shall, except where otherwise indicated, mean the days the District office is open.
- 12.1.6 “Parties officially involved” means the Superintendent and/or their representative, the grievant and/or their representative and witnesses.

12.2 General Procedures

- 12.2.1 The purpose of these procedures is to secure, at the lowest possible level, equitable solutions to problems which may arise affecting school District Personnel.
- 12.2.2 These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum.
- 12.2.3 All parties should attempt to complete the procedures by the end of the school year. The parties shall make a good faith effort to shorten the number of days provided at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into the summer vacation period or the following school year.
- 12.2.4 There shall be no restraint, interference, discrimination, or reprisal exerted on any employee choosing to use these procedures for resolution of grievances.

- 12.2.5 Failure at any level of this procedure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level. Failure at any level of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next level.
- 12.2.6 All documents, communications and records of a grievance will be filed in the school District office separately from the personnel files. References to the records, such as a summary, should be placed in the appropriate personnel file.
- 12.2.7 Forms for processing grievances shall be jointly prepared by the Superintendent and/or their representative and the Association and will be printed and given appropriate distribution by the parties so as to facilitate operation of the grievance procedure.
- 12.2.8 Each grievance shall have to be initiated with ten (10) days after the occurrence of the cause for the complaint; however, if the grievant did not become aware of the occurrence until a later date, then they must initiate action within the ten (10) days following their first knowledge of the cause; in failing to thus initiate action they may result in the grievance being considered invalid.
- 12.2.9 All parties in interest have a right to a consultant or representatives of their own choosing at each level of these grievance procedures.
- 12.2.10 In the course of investigating a grievance, representatives of either party of interest who need to contact an employee or student in school, shall first contact the building principal or supervisor.
- 12.2.11 Every effort must be made by all parties to avoid involvement of students in grievance procedures.
- 12.2.12 Should the investigation or processing of any grievance require that a teacher or employee or an administrator be released from their regular assignment, they may use one (1) day of professional leave from that year, but thereafter, would need to be given permission for a day's leave without pay. Where a matter is of vital concern so that an Association representative needs to be released without loss of pay or benefit, the Association shall pay the cost of the substitute to the District.

12.3 Levels of Grievance

12.3.1 Level One – Principal/Immediate Supervisor:

Within ten (10) days following the act or condition which is the basis of their complaint, or, if the grievant has no knowledge of said occurrence at the time of its happening, then within ten (10) days of the first such knowledge the grievant will discuss their grievance with their principal or immediate supervisor either individually, through representatives of the Association, or accompanied by

representatives of the local Association with the objective of resolving the matter informally.

If the grievant is not satisfied with the disposition of their grievance, they may file a written grievance with their principal or immediate supervisor within five (5) days following the informal meeting. This complaint shall set forth the grounds upon which the complaint is based and the reasons why the grievant considers the decision rendered to be unacceptable. The principal or immediate supervisor shall communicate their decision in writing within five (5) days to the grievant.

Within five (5) days of the decision rendered by the principal or the immediate supervisor, the grievant, if they are not satisfied with the decision, may appeal in writing to the Superintendent.

12.3.2 Level Two – Superintendent:

Upon receipt of a timely appeal, the Superintendent will review the grievance record and will issue a written decision which will include the supporting reasons for the Superintendent's decision. The decision will be provided to the grievant and all other parties officially involved.

Should the Superintendent desire to hold a hearing on the grievance, five (5) days' notice prior thereto will be given to the grievant, the grievant's representative, and any other parties officially involved in the grievance. Should a hearing be held, the Superintendent's decision will be due within five (5) days after the hearing.

If the grievant is not satisfied with the decision of the Superintendent, they may appeal to Level Three – Board of Directors by filing a written appeal with the school Board Chairperson within five (5) days of receipt of the Superintendent's decision. The appeal shall state the grievant's reasons for appeal of the decision of the Superintendent.

12.3.3 Level Three – Board of Directors:

Within five (5) days of receipt of the appeal, the school District Board of Directors will notify all parties officially involved of a hearing to be held within ten (10) days of the receipt of the appeal.

The Board of Directors shall hear arguments of the Association/grievant and of the Superintendent or their designee. Within five (5) days following the hearing the Board of Directors shall render a decision in writing to all parties officially involved.

The Board of Directors retains the option of waiving the hearing at Level Three, and the Association may then proceed directly to Level Four Arbitration.

12.3.4 Level Four – Arbitration:

If the grievant is not satisfied with the decision rendered at Level Three (3), they shall within ten (10) days of the receipt of the decision request in writing to the chapter president of the Association that the grievance be submitted to binding arbitration.

If the Association chooses to submit the matter to arbitration, it shall so notify the Superintendent within thirty (30) days from the date of the Superintendent's written decision at Level Two, and shall request that the Employment Relations Board (ERB) submit to the Association and the Superintendent a list of five (5) arbitrators. Within five (5) days from the receipt of the list from the ERB, the Superintendent or their designee, and the chapter president of the Association or their designee shall meet to select an arbitrator.

If the parties do not mutually agree to an arbitrator from the list submitted, they shall alternately strike the name of an arbitrator from the list until one (1) name remains. That person shall be the arbitrator.

In the conduct of the hearing, the parties shall be bound by the rules of the American Arbitration Association (AAA), except that they may mutually agree to be bound by expedited AAA rules. The arbitrator shall also be bound by the rules of the AAA in conducting the hearing and rendering their decision, provided that they shall not have the power or authority to amend, modify, alter, add to, or subtract from this agreement.

The arbitrator shall be without authority to substitute their judgment for that of the District's in any matter not specifically contracted away by a provision of this Agreement.

A lawful decision of the arbitrator within their authority shall be final and binding on the parties, and the District and Association shall share equally in the costs of the arbitrator's fee and expenses.

Article 13 – Dismissal

13.1 Personal Life and Citizenship Rights

- 13.1.1 The District agrees that the personal life of classified staff shall not be a concern of the District unless personal activities prevent the employee from satisfactorily performing assigned duties during the workday.
- 13.1.2 Classified staff shall be entitled to full rights of citizenship. Outside the workday, no employee shall be disciplined or dismissed for religious or political activity, or lack thereof, provided such activities do not violate state or federal law.

13.2 Just Cause/Due Process

- 13.2.1 A classified school employee, including those classified as probationary, shall have the right to be dismissed, demoted, or disciplined only for just cause.

13.3 Employee Rights

- 13.3.1 New employees shall serve a probationary period of sixty (60) days.
 - 13.3.2 Discipline shall be progressive in nature, except in cases of egregious misconduct that warrants a departure from progressive discipline.
 - 13.3.3 The District shall offer a Union representative to be present at any meeting of an investigatory nature with a supervisor or the District in which there is a reasonable belief disciplinary action may result. This includes but is not limited to pre-termination/Loudermill, terminations and appeals meetings.
 - 13.3.4 The employee must be given forty eight (48) hour written notice of charges against them before disciplinary action is taken.
 - 13.3.5 Before discipline is issued, employees shall be given the opportunity to discuss the allegations and present relevant information or evidence, both verbally and in writing.
 - 13.3.6 An employee has the right to appeal their dismissal informally to the Board at the next regular Board meeting. In the alternative, they may elect to have the matter appealed to arbitration through the grievance procedure. If the appeal is to the Board, the decision of the Board shall be final and binding and constitute a waiver of rights for a hearing before an arbitrator. Such employees may be represented by a Union representative at such hearing.
- 13.4 Employees who resign from positions with the School District shall give at least two (2) weeks' notice prior to the date on which employment shall terminate.
- 13.5 Final check will be processed at next regular pay cycle.

Article 14 – Vacancy/Transfer

- 14.1 District will notify the Association Chapter President by email of postings of job vacancies in the bargaining unit. Job vacancy postings shall be available at least ten (10) days prior to the closing date of the open positions.
- 14.2 Job vacancy postings, at a minimum, will include the date, job title, basic qualifications, a brief job description, and possibly the job location.
- 14.3 When a vacancy occurs within the District in the bargaining unit, an employee who is part of that unit may apply for the open position giving due regard to seniority and ability. All employees who apply for a position and meet the minimum qualifications on the position's description shall be granted an interview. The District indicates that it desires to promote from within the ranks of the bargaining unit whenever possible.
- 14.4 A selection committee will be used to interview and recommend candidates for half-time or full-time positions. The Association chapter president or the president's designee will be contacted to serve on the selection committee. If no response from the Association within 2 days, the District shall proceed with the selected candidate.
- 14.5 The content of sections 14.1 and 14.4 are non-grievable.
- 14.6 Transfer to a Lower Pay Scale
 - 14.6.1 **Involuntary** – An employee involuntarily transferred to a lower pay scale than the one under which they are working shall be placed on the appropriate range of the new position and on the step to match as closely to the hourly rate previously held. The employee will be offered training within thirty (30) days if the employee or employer determines a need for such training.
 - 14.6.2 **Voluntary** - An employee who voluntarily transfers/applies to a lower pay scale will be placed on the appropriate range of the new position and on the corresponding step of the new pay scale. The employee will be offered training within thirty (30) days if the employee or employer determines a need for such training.

Article 15 – Reclassification

- 15.1 If an employee feels that the alignment of their position on the wage schedule is not appropriate, the employee may submit a reclassification request in writing. The request shall contain the following information:
- a Current job position and wage range placement.
 - b Employee's requested wage range placement.
 - c Rationale for the requested placement change.
 - d Employee signature (An email received from an employee's District account shall meet this requirement.)
- 15.2 An Administrator may also submit a request for reclassification on behalf of an employee as may the Union. Such requests shall include items listed above.
- 15.3 The parties agree to form a reclassification committee for the reclassification process comprised of Association representatives and administration members.

Article 16 – Subcontracting

- 16.1 The District shall not subcontract, outsource, or otherwise delegate any classified positions beyond the scope and conditions expressly outlined in Article 16. Any use of an employment agency or contracting company shall be limited strictly to the supplemental purposes and requirements as provided herein, and shall not be extended, expanded, or renewed in any form unless mutually agreed to in writing by both parties pursuant to ORS 243.698.
- 16.2 Temporary employment agency/student transportation contracting company employees shall not be part of the bargaining unit and have no rights to the terms of the Agreement.
- 16.3 Temporary employment agency/student transportation contracting company employees may apply for and be hired for any classified positions through the District's regular job posting and hiring process at any time.
- 16.4 The District will contract with an employment agency/ contracting company to supplement transportation services and bus driver positions so long as the guidelines below are met. The District shall continue to post all transportation positions that have not been filled through the regular hiring process.
 - 1. The District shall fill open positions by hiring qualified applicants who apply for transportation positions.
 - 2. The District shall contract with an employment agency/contracting company to supplement positions already filled to meet the District's transportation needs.
 - 3. The District shall continuously seek to employ at least three (3) transportation positions filled by District employees in the bargaining unit represented by OSEA or until filled by non-agency/contracting company staff. Budget changes resulting in a change of staffing will trigger negotiations.
 - 4. District drivers shall have first offer and choice on all route assignments and additional trips (curricular or extracurricular) to be assigned, based on District seniority. No assignment shall have the effect of reducing the working hours of any District driver without the advance written approval of that driver, nor shall scheduling, or route assignment decisions have the direct or indirect effect of infringing upon any other right or benefit to which a district driver may be entitled under the Agreement or under any district rule or policy. The contractor shall not transfer or replace any transportation personnel employed by the district, who shall be under the sole control of the District.

Article 17 – Joint Labor / Management Committee

16.1 Purpose

The Joint Labor / Management Committee (JLMC) is established to promote a partnership between the Association and the Administration. The parties commit to address issues and concerns at their earliest stage. The JLMC shall not discuss or make any determinations regarding individual disciplinary concerns, active grievance actions or issues subject to bargaining. The JLMC's goal is to examine all points of view, reach understanding, and to solve problems collaboratively.

16.2 Membership

The JLMC will be composed of at least two (2) individuals appointed by the Administration and at least two (2) individuals appointed by the Association. Each party will determine whether its JLMC appointments are for the fixed term or ongoing membership, and agree that, in normal circumstances, only one (1) member from each party will leave the committee in any given school year.

16.3 Meetings

Meetings will be arranged by mutual agreement and will be informal in nature.

16.4 Observation of Meetings

The JLMC meetings will be open for observation by any District employee, District representative, Association representative, or School Board Member.

16.5 Operating Agreements

Decisions, agreements, or discussions will be documented when the parties determine it would be useful to do so.

Article 18 – Term of Agreement

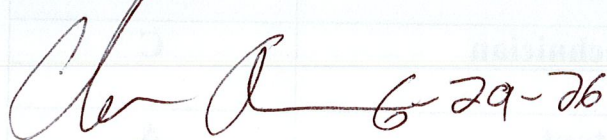
This Agreement shall be effective July 1, 2026, except for those provisions of the Agreement which have been assigned other effective dates as herein set forth and shall remain in full force and effect to and including June 30, 2026, and shall continue thereafter from year to year unless at least fifteen (15) days and not more than thirty (30) days prior to the first day of March, or to the first day of January of any subsequent year either party shall file written notice with the other of its desire to amend, modify, or terminate this Agreement.

This Agreement was ratified by OSEA and the Central Linn School District on May 28, 2026 and June 8, 2026, respectively.

In witness hereof, the parties hereby affix the signatures of their elected officers as of this date.

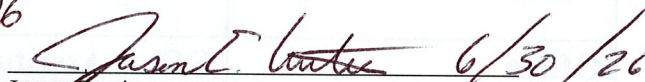
For the Association:

For the District:



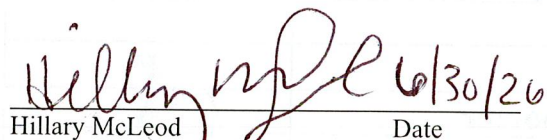
Clinton Archer
President, Chapter #87

Date



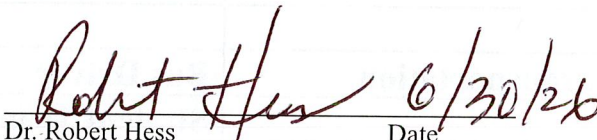
Jason Curtis
Chairman of the Board

Date



Hillary McLeod
Field Representative

Date



Dr. Robert Hess
Superintendent, Central Linn School District

Date

Appendix A
Central Linn School District
Category Conversion Chart

Classification	Category	Pay Scale
Food Service	Cook	B
Education Assistant	Education Asst.	E
	Distance Learning	E
	Library Tech	E
Facilities Technician	Facilities Technician	C
Office	Office Assistant	A
	Department Secretary	B
	School Secretary	C
Transportation	Bus Driver	F
	Student Transporter	A
Community Support	McKinney Vento Coordinator	E

Note: Bus Driver Trainer/Tester, when training/testing, is paid a \$2.00 per hour differential above the rate paid as bus driver.

S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
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2026-27 6% COLA 3% step 5% Longevity Blocks with minimum wage A&E

Pay Scale	1	2	3	4	5	6	7	8	9	10	Longevity block I 11-15				Longevity block II 16-20				Longevity block III 21-25				30+
											11	15	20	25	16	20	25	30	21	25	30	35	
A	\$15.55	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70	\$20.29	\$20.90	\$21.94	\$23.04	\$24.19	\$23.04	\$23.90	\$25.10	\$26.35	\$24.44	\$25.66	\$26.95	\$28.29	\$25.40
B	\$16.13	\$16.62	\$17.12	\$17.63	\$18.16	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.77	\$23.90	\$25.10	\$23.90	\$24.77	\$25.95	\$27.20	\$25.66	\$26.95	\$28.29	\$30.67	\$32.21
C	\$17.32	\$17.84	\$18.38	\$18.93	\$19.49	\$20.08	\$20.68	\$21.30	\$21.94	\$22.60	\$23.28	\$24.44	\$25.66	\$26.95	\$25.66	\$26.50	\$27.72	\$29.01	\$27.82	\$29.21	\$30.67	\$32.21	\$35.67
D	\$19.72	\$20.31	\$20.92	\$21.54	\$22.19	\$22.86	\$23.54	\$24.25	\$24.98	\$25.72	\$26.50	\$27.82	\$29.21	\$30.67	\$26.50	\$27.82	\$29.21	\$30.67	\$29.21	\$30.67	\$32.21	\$35.67	\$39.17
E	\$15.55	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70	\$20.29	\$20.90	\$21.94	\$23.04	\$24.19	\$20.90	\$21.94	\$23.04	\$24.19	\$23.04	\$24.19	\$25.40	\$26.95	\$30.67
F	\$21.84	\$22.49	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07	\$26.86	\$27.66	\$28.49	\$29.35	\$30.81	\$32.35	\$33.97	\$28.49	\$29.35	\$30.81	\$32.35	\$30.81	\$32.35	\$33.97	\$35.67	\$39.17

2027-28 3% COLA 3% step 5% Longevity Blocks with minimum wage A&E

Pay Scale	1	2	3	4	5	6	7	8	9	10	Longevity block I 11-15				Longevity block II 16-20				Longevity block III 21-25				30+
											11	15	20	25	16	20	25	30	21	25	30	35	
A	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70	\$20.29	\$20.90	\$21.52	\$22.60	\$23.73	\$24.92	\$22.60	\$23.45	\$24.62	\$25.85	\$24.62	\$25.85	\$27.14	\$28.48	\$32.00
B	\$16.62	\$17.12	\$17.63	\$18.16	\$18.70	\$19.26	\$19.84	\$20.44	\$21.05	\$21.68	\$22.33	\$23.45	\$24.62	\$25.85	\$23.45	\$24.30	\$25.47	\$26.69	\$25.47	\$26.69	\$27.96	\$29.28	\$32.80
C	\$17.84	\$18.38	\$18.93	\$19.49	\$20.08	\$20.68	\$21.30	\$21.94	\$22.60	\$23.28	\$23.98	\$25.17	\$26.43	\$27.75	\$23.98	\$24.83	\$25.99	\$27.25	\$26.43	\$27.75	\$29.06	\$30.37	\$33.89
D	\$20.31	\$20.92	\$21.54	\$22.19	\$22.86	\$23.54	\$24.25	\$24.98	\$25.72	\$26.50	\$27.29	\$28.66	\$30.09	\$31.59	\$24.25	\$25.17	\$26.28	\$27.43	\$26.28	\$27.43	\$28.66	\$29.92	\$33.44
E	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70	\$20.29	\$20.90	\$21.52	\$22.60	\$23.73	\$24.92	\$20.90	\$21.75	\$22.92	\$24.13	\$22.92	\$24.13	\$25.38	\$26.67	\$30.19
F	\$22.49	\$23.17	\$23.86	\$24.58	\$25.31	\$26.07	\$26.86	\$27.66	\$28.49	\$29.35	\$30.23	\$31.74	\$33.32	\$34.99	\$29.35	\$30.23	\$31.74	\$33.32	\$31.74	\$33.32	\$34.99	\$36.67	\$40.19