

**Memorandum of Agreement
Between
Glendale School District
And
Oregon School Employees Association, Chapter 94**

This Memorandum of Agreement is entered into by and between the Glendale School District ("District") and the Oregon School Employees Association, Chapter 94 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2022 – June 30, 2025.

RECITALS

The parties' intention with this Memorandum of Agreement ("MOA") is to clarify:

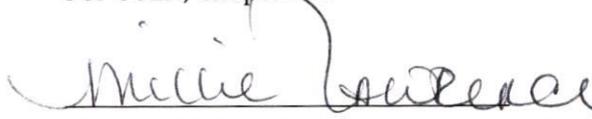
1. The changes to Article 4 Discipline, to reflect the law changes from SB 283
2. Article 7 Job openings, Probationary Period, Transfers, Evaluations – remove the conflict with SB 283

TERMS OF MEMORANDUM OF AGREEMENT

1. Article 4.1 will be amended to add:
4.1 A Classified school employee shall have the right to be dismissed, demoted or disciplined only for just cause. Discipline Levels – The Discipline process.... (all other Section 4 language to remain unchanged).
2. Article 7, Section 7.3 Probationary Period New Hires shall be amended to read:
The first six (6) months' service of a newly hired employee shall be considered probationary. At or prior to the completion of the probationary period a probationary employee may be discharged, ~~without reason, justification or cause being shown and without cause~~ disciplined, or demoted as per ORS 332.544.
3. Any provisions of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.
4. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
5. This MOA shall become effective upon signature of the parties.

For OSEA, Chapter 94

For The District





Chapter 94 President

Date

Chairman of the Board

Date

OSEA Field Representative

Date



Superintendent

9/20/2023

Date