

**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 new classified salary schedules for 2023/2024 and 2024/2025 triggered by the "me too" clause in the CBA (following the licensed salary increase) and the impact to Article 12. Salary
2. The applicability of insurance benefits listed in Article 13. Benefits

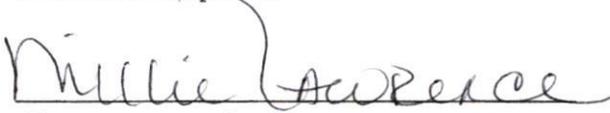
TERMS OF MEMORANDUM OF AGREEMENT

1. As of July 1, 2023 the Licensed staff received an increase of 8.6% which triggered the "me too" clause of the Classified CBA which reads: "Should the licensed bargaining unit negotiate a larger base wage increase within the next six (6) years, classified employees will receive half (1/2) of the difference between their COLA and the licensed COLA". This resulted in an increase of two-point eight one percent (2.81%) in addition to the three percent (3%) bargained for a total of 5.81% for the 2023/2024 school year (see attachments A & B Classified Salary Schedules).
2. Article 13 section 13.7 C. states "for existing employees" was written to clarify that the former language differentiating benefit levels by hire date had been removed. All classified bargaining members shall receive the District contribution as follows regardless of date of hire:

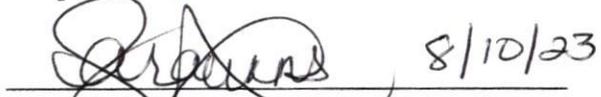
<u>Average Hours/Week</u>	<u>Percent of Contribution</u>
40 - 24 hours/week	100%
23.99 - 15 hours/week	75%
14.99 - 0 hours/week	0%
3. Any provisions of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.
4. Any disputes regarding an alleged violation or the interpretation 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 July 1, 2023 and upon signature of the parties and ratification by OSEA members.

For OSEA ,Chapter 94

For The District


Chapter 94 President Date

 9/20/2023
Chairman of the Board Date

 8/10/23
OSEA Field Representative Date

 9/20/2023
Superintendent Date

**GLENDALE SCHOOL DISTRICT
CLASSIFIED SALARIES**

Attachment A

2023/2024

INCREASE 5.81%

GLENDALE CLASSIFIED

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Ed Asst	\$14.89	\$15.64	\$16.42	\$17.24	\$18.09	\$19.00
Lib Asst	\$14.89	\$15.64	\$16.42	\$17.24	\$18.09	\$19.00
Food Server	\$15.77	\$16.56	\$17.39	\$18.26	\$19.17	\$20.13
Cooks Helper	\$14.51	\$15.24	\$16.00	\$16.80	\$17.63	\$18.52
Attendance/Grad Clerk Office	\$16.11	\$16.91	\$17.77	\$18.65	\$19.59	\$20.56
Custodian	\$17.17	\$18.03	\$18.93	\$19.87	\$20.87	\$21.91
Night Custodian	\$17.17	\$18.03	\$18.93	\$19.87	\$20.87	\$21.91
Bus Driver	\$17.45	\$18.32	\$19.24	\$20.19	\$21.20	\$22.27
Bus Trainer	\$17.62	\$18.51	\$19.43	\$20.40	\$21.42	\$22.48
			\$26.45	\$27.78	\$29.17	\$30.63

**GLENDALE SCHOOL DISTRICT
CLASSIFIED SALARIES**

Attachment B

2024/2025

INCREASE 3.00%

GLENDALE CLASSIFIED

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Ed Asst	\$15.32	\$16.09	\$16.90	\$17.74	\$18.62	\$19.55
Lib Assr	\$15.32	\$16.09	\$16.90	\$17.74	\$18.62	\$19.55
Food Server	\$16.23	\$17.05	\$17.89	\$18.79	\$19.73	\$20.72
Cooks Helper	\$14.93	\$15.68	\$16.46	\$17.29	\$18.15	\$19.06
Attendance/Grad Clerk Office	\$16.58	\$17.41	\$18.28	\$19.19	\$20.16	\$21.16
Custodian	\$17.67	\$18.56	\$19.48	\$20.45	\$21.48	\$22.55
Night Custodian	\$17.67	\$18.56	\$19.48	\$20.45	\$21.48	\$22.55
Bus Driver	\$17.96	\$18.86	\$19.80	\$20.78	\$21.82	\$22.92
Bus Trainer	\$18.14	\$19.05	\$20.00	\$20.99	\$22.04	\$23.14
			\$27.22	\$28.59	\$30.02	\$31.52