

Memorandum of Understanding

Between
Seaside School District 10
And
Oregon School Employees Association Chapter 107

The following Memorandum of Understanding is hereby entered into by the Seaside School District (District) and the Oregon School Employees Association Chapter 107 (Association) regarding Classifications in the 2020-2021 District/Association Collective Bargaining Agreement.

Background

The classifications article of the 2020-2021 Collective Bargaining Agreement lists:

- Head Custodian - classification code 9
- Assistant Custodian - classification code 6
- Groundkeeper - classification code 6

Due to the consolidation of facilities and the merging of the essential functions, duties and responsibilities for both the head custodian and assistant custodian positions, the code will be equivalent. The Groundskeeper assumes the duties of the assistant custodian as needed and as requested by the District, the code will be equivalent.

Understanding


It is agreed, that effective September 1, 2020 through June 30, 2021, Association employees in the classification of "Head Custodian" and "Assistant Custodian" will be placed into a new classification titled "Custodian", to be paid at code 9 on the 2020-2021 salary schedule.

The "Groundskeeper" classification will be moved to code 9 on the 2020-2021 salary schedule.

Movement on the salary schedule will be accomplished by moving the affected employee(s) from code 6 of the salary schedule to an hourly wage on code 9 of the salary schedule that provides a rate higher than the employee was receiving prior to the change.

The terms of this Memorandum of Understanding expressly expire on, June 30, 2021.

The parties agree that this Memorandum shall not be used as evidence of practice or as an agreement for precedence in the future.


Michelle L. Russell 8-27-20
President, OSEA Chapter 107 Date


Mark H. Lee 8/19/20
Board Chair, Seaside School District Date