

**Memorandum of Agreement  
Between  
Jefferson County School District 509-J  
And  
Oregon School Employees Association Madras Chapter 54**

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This Memorandum of Agreement (MOA) is entered into by and between the Jefferson County School District 509-J (hereinafter referred to as "District") and the Oregon School Employees Association Madras Chapter 54 (hereinafter referred to as "OSEA" or "Association"); hereinafter collectively known as "the parties."

**RECITALS**

Whereas, the District and Association are parties to a collective bargaining agreement (CBA) with effective dates of July 1, 2022 – June 30, 2025.

Whereas, the District has identified the need to create a new position of Educational Assistant III – ELL/Dual Language Program in order to have an Education Assistant position with a primary focus on working with students in their native languages or to work with students in a dual language setting and to place the position on the Classified Wage Schedule. In order to qualify for this position, the employee must take and earn a passing score on a standardized native language test of the District's choice.

Whereas, the Association agrees with the creation of the new position and the placement on the wage schedule.

**TERMS OF MEMORANDUM OF AGREEMENT**

Therefore, the parties agree to the following:

1. The District will create the position of "Educational Assistant III – ELL" as defined in the job description attached to this MOA as Appendix A.

The position will be placed on Pay Range M on the Classified Wage Schedule, as attached to this MOA as Appendix B effective December 16, 2022.

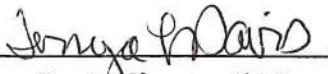
2. Any provisions of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.

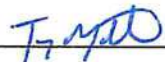
3. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.


This MOA shall become effective upon signature of the parties and ratification by OSEA members (if required by the Association).

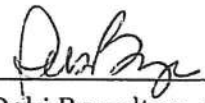
For OSEA Madras Chapter 54

For Jefferson County School District

  
Tonya Davis, Chapter 54 President  
Date 1/4/23

  
Jay Mathisen, Superintendent  
Date 1/2/23

  
Jason Herring, OSEA Field Representative  
Date 1/4/23

  
Debi Brazelton, Director of Human  
Resources  
Date 1/3/23