

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

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").

RECITALS

1. Whereas, the District and Association are parties to a collective bargaining agreement (CBA) with effective dates of July 1, 2022 – June 30, 2025.
2. Whereas, the District has identified that they desire to increase the pay for American Sign Language Interpreters currently covered by the CBA and paid at Salary Range C.
3. Whereas, the Association agrees that in order to remain competitive within the employment marketplace, increased pay for the identified position is beneficial to OSEA represented employees.

TERMS OF MEMORANDUM OF UNDERSTANDING

Therefore, the parties agree to the following:

1. Pay Schedule Changes

Agree the following positions will be moved to and paid at the identified Appendix A Classified Wage Scheduled effective with the October, 2022 payroll.

American Sign Language Interpreter –Classification Range B

These changes will be referenced in the Appendix A wage scale as shown, attached to this MOA.

2. Separability

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

3. Dispute Resolution

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

For OSEA Madras Chapter 54

For Jefferson County School District



Tonya Davis, Chapter 54 President
Date 10/10/22



Jay Mathisen, Superintendent
Date 10/10/22



Jason Herring, OSEA Field Representative
Date 10/10/22



Debi Brazelton, Director of Human Resources
Date 10/10/22