

**Memorandum of Agreement
Between
Coquille School District #8
And
Oregon School Employees Association Coquille Chapter 97**

This Memorandum of Understanding is entered into by and between the Coquille School District ("District") and the Oregon School Employees Association (OSEA) Coquille Chapter 97 ("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 Understanding is to address the rights of employees to just cause.

TERMS OF MEMORANDUM OF UNDERSTANDING

1. The parties agree that a classified school employee shall have the right to be dismissed, demoted, or disciplined only for just cause.
2. Any provisions of the parties' CBA not expressly modified by this MOU 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.
4. This MOU shall become effective upon signature of the parties.
5. This MOU shall expire June 30, 2025.

For OSEA:

Don Samuel *4-16-24*
Chapter 97 President Date

[Signature] *4.16.24*
OSEA Field Representative Date

For Coquille School District #8

[Signature] *4/16/2024*
Superintendent Date