

**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"), collectively referred to as "the parties".

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, historically the District has employed persons in a position on Pay Range C entitled "Campus Monitor".
3. Whereas, the District has determined that the historical position and job description of the "Campus Monitor" has not been consistent with the actual duties performed by employees working in this position.
4. Whereas, the position of "Campus Monitor" is currently vacant.
5. Whereas, after comprehensive review the District desires to no longer offer the position of or employ a "Campus Monitor".
6. Whereas, the District has created a new position entitled "Safety Supervision and Support Assistant" containing set job responsibilities in a job description that meets the District's operational needs.
7. Whereas, the Association has met and conferred with the District regarding the elimination of the "Campus Monitor" position and the creation of the position "Safety Supervision and Support Assistant", as well as reviewed and approved of the pay range and job description of the "Safety Supervision and Support Assistant".
8. Whereas, the Association and the District have determined that the position of Health Assistant / Case Management Assistant were inadvertently left off of the contract pay scale appendices in error.

TERMS OF MEMORANDUM OF AGREEMENT

Therefore, the parties:

1. **Agree to remove the following Job Classification from the pay schedule:**

"Campus Monitor" at Pay Range C

2. Agree to create a new Job Classification and place the new job on the pay schedule:

Safety Supervision and Support Assistant at Pay Range M (see job description attached to this MOA).

The provisions of this section will apply to all hours worked by affected employees from August 1, 2022 onward.

These changes will be referenced in the Appendix A and Appendix B wage schedules, attached to this MOA.

3. Agree to add positions to Appendix A and Appendix B of the Pay Schedule

The position of Health Assistant / Case Management Assistant will be added to the Appendix A and Appendix B Pay Schedule at Pay Range N (see Appendix A and Appendix B wage schedules, attached to this MOA)

4. Separability

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

5. 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 509J

Tonya Davis
Tonya Davis, Chapter 54 President

Date 8-8-22

Jay Mathisen
Jay Mathisen, Superintendent

Date 8/13/2022



Jason J. Herring, OSEA Field Representative

Date 7/29/2022



Debi Brazelton, Director of Human Resources

Date 8/8/2022

2022-2023 CLASSIFIED WAGE SCHEDULE

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A | \$ 33.89 | \$ 34.56 | \$ 35.21 | \$ 35.89 | \$ 36.55 | \$ 37.26 | \$ 37.91 | \$ 38.58 | \$ 39.25 | \$ 39.92 |
| B | \$ 27.76 | \$ 28.42 | \$ 29.10 | \$ 29.79 | \$ 30.43 | \$ 31.10 | \$ 31.78 | \$ 32.45 | \$ 33.12 | \$ 33.78 |
| C | \$ 26.58 | \$ 27.26 | \$ 27.90 | \$ 28.71 | \$ 29.36 | \$ 29.98 | \$ 30.67 | \$ 31.32 | \$ 31.99 | \$ 32.66 |
| D | \$ 24.68 | \$ 25.32 | \$ 25.99 | \$ 26.58 | \$ 27.25 | \$ 27.85 | \$ 28.47 | \$ 29.27 | \$ 29.82 | \$ 30.43 |
| E | \$ 24.07 | \$ 24.91 | \$ 25.54 | \$ 26.18 | \$ 26.90 | \$ 27.55 | \$ 28.21 | \$ 28.86 | \$ 29.54 | \$ 30.18 |
| F | \$ 22.84 | \$ 23.58 | \$ 24.24 | \$ 24.95 | \$ 25.50 | \$ 26.11 | \$ 26.58 | \$ 27.41 | \$ 28.10 | \$ 28.77 |
| G | \$ 21.99 | \$ 22.70 | \$ 23.35 | \$ 24.06 | \$ 24.61 | \$ 25.20 | \$ 25.67 | \$ 26.52 | \$ 27.18 | \$ 27.86 |
| H | \$ 21.68 | \$ 22.35 | \$ 22.84 | \$ 23.58 | \$ 24.24 | \$ 24.92 | \$ 25.50 | \$ 26.16 | \$ 26.78 | \$ 27.44 |
| I | \$ 20.97 | \$ 21.58 | \$ 22.26 | \$ 22.82 | \$ 23.54 | \$ 24.21 | \$ 24.91 | \$ 25.50 | \$ 26.16 | \$ 26.78 |
| J | \$ 20.35 | \$ 21.09 | \$ 21.75 | \$ 22.10 | \$ 23.16 | \$ 23.77 | \$ 24.41 | \$ 25.04 | \$ 25.78 | \$ 26.36 |
| K | \$ 19.97 | \$ 20.65 | \$ 21.22 | \$ 21.90 | \$ 22.54 | \$ 23.24 | \$ 23.80 | \$ 24.47 | \$ 25.07 | \$ 25.76 |
| L | \$ 19.20 | \$ 19.82 | \$ 20.49 | \$ 21.11 | \$ 21.82 | \$ 22.42 | \$ 23.05 | \$ 23.72 | \$ 24.33 | \$ 24.97 |
| M | \$ 17.59 | \$ 18.12 | \$ 18.66 | \$ 19.18 | \$ 19.82 | \$ 20.35 | \$ 20.95 | \$ 21.42 | \$ 21.99 | \$ 22.51 |
| N | \$ 16.76 | \$ 17.29 | \$ 17.82 | \$ 18.38 | \$ 18.95 | \$ 19.51 | \$ 20.04 | \$ 20.62 | \$ 21.13 | \$ 21.69 |
| O | \$ 15.98 | \$ 16.38 | \$ 16.87 | \$ 17.37 | \$ 17.80 | \$ 18.13 | \$ 18.67 | \$ 19.13 | \$ 19.51 | \$ 19.92 |
| P | \$ 15.65 | \$ 16.15 | \$ 16.52 | \$ 17.02 | \$ 17.43 | \$ 17.84 | \$ 18.31 | \$ 18.69 | \$ 19.15 | \$ 19.67 |
| Q | \$ 14.90 | \$ 15.21 | \$ 15.65 | \$ 16.15 | \$ 16.52 | \$ 17.06 | \$ 17.49 | \$ 17.87 | \$ 18.38 | \$ 18.85 |

Job Classifications

Administration

| | |
|---|-------------------------------|
| G | Accounting Clerk I |
| M | Department Secretary |
| A | Network Administrator |
| B | Network Specialist |
| D | Payroll/Business Specialist |
| K | Secretary II |
| K | SH Student Affairs Bookkeeper |
| D | Technology Assistant |
| C | Transportation Coordinator |

Food Service

| | |
|---|-----------------------|
| N | Assistant Cooks |
| P | Cooks Helper |
| O | Food Service Delivery |
| L | Head Cook |
| N | Satellite Cooks |
| N | Snack Bar Cooks |

Maintenance/Custodial

| | |
|---|--|
| I | Assistant Custodian (hired prior to 11-12-97) |
| L | Assistant Custodian, (hired on/after 11-12-97) |
| H | Head Custodian |
| H | Maintenance I |
| E | Maintenance II |
| Q | Maintenance Services Helper |
| M | Warehouse/Maintenance |
| A | HVAC Tech |
| C | LME Electrician |

Instructional

| | |
|---|---|
| F | Adventure Course Facilitator |
| C | American Sign Language Interpreter |
| M | Safety Supervision and Support Assistant |
| C | Community Liaison |
| Q | Crossing Guard |
| K | Homeless Student recruiter |
| O | Instructional Assistant I |
| N | Instructional Assistant II |
| M | Library Media Assistant |
| Q | Lunchroom/Playground Monitor (Does not require HQ status) |
| K | Migrant Recruiter |
| I | SLP Assistant |
| N | Health Asst/Case Management |

Transportation

| | |
|---|--------------------------------|
| N | Bus Aide |
| F | Bus Driver (w/CDL) |
| D | Driver Trainer |
| G | Driver, Type 10/20 |
| O | Food Service Delivery |
| L | Head Cook |
| H | Head Custodian |
| C | Mechanic |
| D | Lead Driver |
| N | Transportation Services Helper |

2023-2024 CLASSIFIED WAGE SCHEDULE

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A | \$ 35.00 | \$ 35.68 | \$ 36.35 | \$ 37.06 | \$ 37.74 | \$ 38.48 | \$ 39.14 | \$ 39.83 | \$ 40.52 | \$ 41.22 |
| B | \$ 28.66 | \$ 29.35 | \$ 30.04 | \$ 30.76 | \$ 31.42 | \$ 32.11 | \$ 32.82 | \$ 33.50 | \$ 34.19 | \$ 34.88 |
| C | \$ 27.44 | \$ 28.14 | \$ 28.81 | \$ 29.64 | \$ 30.31 | \$ 30.95 | \$ 31.67 | \$ 32.34 | \$ 33.03 | \$ 33.72 |
| D | \$ 25.48 | \$ 26.14 | \$ 26.83 | \$ 27.44 | \$ 28.13 | \$ 28.75 | \$ 29.39 | \$ 30.23 | \$ 30.79 | \$ 31.42 |
| E | \$ 24.85 | \$ 25.72 | \$ 26.37 | \$ 27.03 | \$ 27.78 | \$ 28.45 | \$ 29.13 | \$ 29.80 | \$ 30.50 | \$ 31.16 |
| F | \$ 23.58 | \$ 24.35 | \$ 25.03 | \$ 25.76 | \$ 26.33 | \$ 26.96 | \$ 27.44 | \$ 28.30 | \$ 29.01 | \$ 29.71 |
| G | \$ 22.70 | \$ 23.44 | \$ 24.11 | \$ 24.84 | \$ 25.41 | \$ 26.02 | \$ 26.51 | \$ 27.38 | \$ 28.07 | \$ 28.76 |
| H | \$ 22.39 | \$ 23.08 | \$ 23.58 | \$ 24.35 | \$ 25.03 | \$ 25.73 | \$ 26.33 | \$ 27.01 | \$ 27.65 | \$ 28.33 |
| I | \$ 21.65 | \$ 22.28 | \$ 22.98 | \$ 23.56 | \$ 24.31 | \$ 25.00 | \$ 25.72 | \$ 26.33 | \$ 27.01 | \$ 27.65 |
| J | \$ 21.01 | \$ 21.78 | \$ 22.45 | \$ 22.82 | \$ 23.92 | \$ 24.54 | \$ 25.21 | \$ 25.86 | \$ 26.62 | \$ 27.21 |
| K | \$ 20.62 | \$ 21.32 | \$ 21.91 | \$ 22.61 | \$ 23.28 | \$ 23.99 | \$ 24.58 | \$ 25.26 | \$ 25.89 | \$ 26.59 |
| L | \$ 19.83 | \$ 20.47 | \$ 21.15 | \$ 21.79 | \$ 22.53 | \$ 23.15 | \$ 23.80 | \$ 24.49 | \$ 25.12 | \$ 25.78 |
| M | \$ 18.16 | \$ 18.71 | \$ 19.26 | \$ 19.81 | \$ 20.47 | \$ 21.01 | \$ 21.63 | \$ 22.12 | \$ 22.70 | \$ 23.24 |
| N | \$ 17.30 | \$ 17.86 | \$ 18.40 | \$ 18.97 | \$ 19.57 | \$ 20.14 | \$ 20.70 | \$ 21.29 | \$ 21.81 | \$ 22.40 |
| O | \$ 16.50 | \$ 16.91 | \$ 17.42 | \$ 17.93 | \$ 18.38 | \$ 18.72 | \$ 19.28 | \$ 19.75 | \$ 20.14 | \$ 20.57 |
| P | \$ 16.15 | \$ 16.67 | \$ 17.05 | \$ 17.57 | \$ 18.00 | \$ 18.42 | \$ 18.91 | \$ 19.30 | \$ 19.77 | \$ 20.31 |
| Q | \$ 15.38 | \$ 15.71 | \$ 16.15 | \$ 16.67 | \$ 17.05 | \$ 17.62 | \$ 18.06 | \$ 18.45 | \$ 18.97 | \$ 19.46 |

Job Classifications

Administration

| | |
|---|-------------------------------|
| G | Accounting Clerk I |
| M | Department Secretary |
| A | Network Administrator |
| B | Network Specialist |
| D | Payroll/Business Specialist |
| K | Secretary II |
| K | SH Student Affairs Bookkeeper |
| D | Technology Assistant |
| C | Transportation Coordinator |

Instructional

| | |
|---|---|
| F | Adventure Course Facilitator |
| C | American Sign Language Interpreter |
| M | Safety Supervision and Support Assistant |
| C | Community Liaison |
| Q | Crossing Guard |
| K | Homeless Student recruiter |
| O | Instructional Assistant I |
| N | Instructional Assistant II |
| M | Library Media Assistant |
| Q | Lunchroom/Playground Monitor (Does not require HQ status) |
| K | Migrant Recruiter |
| I | SLP Assistant |
| N | Health Asst/Case Management |

Food Service

| | |
|---|-----------------------|
| N | Assistant Cooks |
| P | Cooks Helper |
| O | Food Service Delivery |
| L | Head Cook |
| N | Satellite Cooks |
| N | Snack Bar Cooks |

Transportation

| | |
|---|--------------------------------|
| N | Bus Aide |
| F | Bus Driver (w/CDL) |
| D | Driver Trainer |
| G | Driver, Type 10/20 |
| O | Food Service Delivery |
| L | Head Cook |
| H | Head Custodian |
| C | Mechanic |
| D | Lead Driver |
| N | Transportation Services Helper |

Maintenance/Custodial

| | |
|---|--|
| I | Assistant Custodian (hired prior to 11-12-97) |
| L | Assistant Custodian, (hired on/after 11-12-97) |
| H | Head Custodian |
| H | Maintenance I |
| E | Maintenance II |
| Q | Maintenance Services Helper |
| M | Warehouse/Maintenance |
| A | HVAC Tech |
| C | LME Electrician |