

ITEM FOR ACTION**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT
WITH THE OREGON SCHOOL EMPLOYEES ASSOCIATION****SUMMARY**

Beaverton School District and the Oregon School Employees Association have completed negotiations and reached a tentative agreement on a three-year contract, effective July 1, 2025–June 30, 2028. The agreement has been ratified by bargaining unit members and is presented for approval by the board.

BACKGROUND

The district and OSEA, the union representing classified employees, have negotiated a successor contract to the 2022–2025 collective bargaining agreement. The bargaining teams engaged in negotiations from February 28 until June 30, when tentative agreement on the final articles was reached.

Key features of the agreement include:

- **Salary Increases:** Cost-of-living adjustments (COLAs) of 4.75% for 2025-26 and 5% for 2026-27, matching the raises provided to other employee groups.
- **Health Insurance:** Covering insurance by \$130 more per month for 2025-26 starting the month after the agreement is approved, and by an additional \$100 in 2026-27, raising the district's contribution for employees' insurance premiums to \$2,131 per month.
- **Economic Reopener:** Salary and insurance benefits to be negotiated later for the third year of the contract, 2027-28.
- **Language Changes:** Language updates and changes to specific provisions in 27 articles. The tentative agreements on each section are published on the [district website](#).

The OSEA bargaining unit membership voted July 15–20 to ratify the agreement, with 94.85% of voting members in favor. The agreement is now presented to the school board for approval.

RECOMMENDATION

It is recommended that the board approve the terms of the agreement between the district and the Oregon School Employees Association.

SUGGESTED MOTION

I move to approve the terms of the collective bargaining agreement with OSEA.

Belong. Believe. Achieve.