MEMORANDUM OF UNDERSTANDING
BETWEEN THE OREGON SCHOOL EMPLOYEE ASSOCIATION AND
THE CENTENNIAL SCHOOL DISTRICT 28J
REGARDING ADJUSTMENT OF PRESCHOOL EDUCATIONAL ASSISTANT HOURLY WAGES

Purpose
This Memorandum of Understanding (MOU) is entered into between the Oregon School Employees Association (OSEA) and the Centennial School District No. 28J ("District") for the purpose of establishing adjusted hourly wage placements for identified Preschool Educational Assistants whose positions are funded through the Preschool for All grant.

Background
The Preschool for All grant requires a minimum hourly wage of $22.27 per hour for qualifying preschool positions. The current Centennial School District Classified Agreement provides wage rates below this minimum for certain step placements.

In order to comply with the grant requirements, the District and Association agree to adjust the affected employees' step placements to ensure a minimum hourly wage of at least $22.27 per hour (for the 2025-26 work year). These adjustments shall not alter any other terms and conditions of employment under the collective bargaining agreement.

Agreement
1. The District will adjust the step placements for Preschool Educational Assistants at CHS, Meadows Elementary, Patrick Lynch Elementary and Powell Butte Elementary.
2. The adjusted step placements will ensure compliance with the Preschool for All minimum wage requirement.
3. Compensation will be issued retroactively to August 27, 2025 (the start of the 2025-26 work year) or if hired after August 27, the date of hire.
4. Future annual step advancements will occur consistent with the current collective bargaining agreement.

This agreement shall take effect immediately upon signature by all parties. Any disputes regarding the interpretation or application of this MOU shall be subject to the grievance procedure outlined in the current Classified Collective Bargaining Agreement between the District and OSEA.

For the Association:

_____
Chapter President/Date

_____
OSEA Field Rep/Date

For the District:

_____
Superintendent/Date

_____
Director of Human Resources/Date

_____
Board Chair/Date