



2025 – 2027 MEMORANDUM OF UNDERSTANDING AMENDMENT “A”

between
GRESHAM-BARLOW SCHOOL DISTRICT 10 JT
and
DISTRICT OFFICE SPECIALIST/CONFIDENTIAL

This Amendment to the 2025 - 2027 Memorandum of Understanding is made and entered into this 25th day of June, 2025, by and between GRESHAM-BARLOW SCHOOL DISTRICT 10 JT, hereinafter referred to as the "District" and DISTRICT OFFICE SPECIALISTS/CONFIDENTIAL, hereinafter referred to as "Specialists/Confidential."

The 2025-2027 Memorandum of Understanding will be amended effective July 1, 2025.

1. **Purpose**

The purpose of this Amendment is to set forth the terms agreed upon between the District and the "Specialists/Confidential" members in providing services to the District.

2. **Section G of the 2025 - 2027 Memorandum of Understanding is deleted and replaced by the following new Section G:**
Salary Schedule

1. The salary increase for the specialist staff members will be increased for the 2025-2026 fiscal year by 0%, and the 2026-2027 by 2.5%

Step increases will be granted annually to individuals who have not reached the top step of the schedule.

Public Employees Retirement System (PERS)

The District will pick up and assume each member's six percent (6%) share of their contribution to the Public Employees Retirement System, in accordance with ORS Chapters 238 and 238A. Such contributions will cease in the event that it is no longer legal for the District to make such contributions. It is the intent of the parties that the full amount of the employee's required contributions be considered "salary" as that term is defined by Oregon law for the purpose of computing final average salary; however, this shall not constitute as assurance by the District that PERS will include employees' contributions in the calculation of final average salary and the District shall not be responsible for any contrary determination by PERS.

Bilingual Stipend

2. Any Specialist/Confidential member who can certify that they are bilingual, by a measure determined by the District, shall be paid a \$2,000.00 stipend (divided over 12 pay checks).

Except as provided in the aforementioned Amendment, the Memorandum of Understanding dated May, 2025 shall remain in full force and effect.

For the District:

Kris Howatt, Chair
Gresham-Barlow School District Board of Directors

Date

Dr. Tracy Klinger,
Superintendent

Date

For the Specialist/Confidential Staff Members:

Noelle Thelen
Human Resources Specialist

Date