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**RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT WITH THE  
OREGON SCHOOL EMPLOYEES ASSOCIATION****POLICY ISSUE/SITUATION:**

The Beaverton School District and the Oregon School Employees Association (OSEA) have completed negotiations and reached tentative agreement on a three-year contract, effective July 1, 2017-June 30, 2020.

**BACKGROUND INFORMATION:**

The District and OSEA entered into contract negotiations February 2017 through May 2017. The following three significant changes occurred.

1. The Bus Driver Memorandum of Understanding (MOU) has been eliminated. This MOU was originally intended to keep bus drivers from suffering a loss in hours due to the implementation of full-day kindergarten. They were provided the option of receiving additional hours at elementary schools by supervising lunch and recess between morning and afternoon routes. Transportation has determined this will no longer be necessary as they will be able to keep drivers at the contractual minimums or higher. There will be no negative impact to schools as they have been allocated additional supervision funds.
2. The Personal Time Off Memorandum of Understanding (MOU) has been eliminated, and changes have been incorporated into Article 12 of the contract. This MOU provided classified employees with four days of personal time off for emergencies or personal business except on District blackout days, e.g. immediately before or after a holiday or break or during the first or last two weeks of school. The OSEA agreed to reduce the number from four days to two days, and the District agreed to allow the days to be used for any reason and without explanation. The blackout days remain in effect.
3. The Longevity Memorandum of Understanding (MOU) was eliminated due to the comprehensive compensation package.

**COMPENSATION:****Year 1**

\$1626 insurance cap or licensed cap, whichever is greater  
3% COLA  
3% salary schedule adjustment  
Step per contract

**Year 2**

\$1726 insurance cap or licensed cap, whichever is greater  
3% COLA  
3% salary schedule adjustment  
Step per contract

**Year 3**

Licensed insurance cap  
Licensed COLA  
Step per contract

**RECOMMENDATION:**

It is recommended that the School Board approve the following resolution:

BE IT RESOLVED that the terms of the Collective Bargaining Agreement between the School Board and the Oregon School Employees Association, for the period of July 1, 2017 through June 30, 2020, be ratified by the School Board of the Beaverton School District.

**District Goal:** WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.