

2025-2027 Collective Bargaining Agreement (Changes) - NWESP					
	PREAMBLE	All references to members in this agreement shall be gender neutral			
ARTICLE 1:	RECOGNITION	No Changes			
ARTICLE 2:	MANAGEMENT RIGHTS	No Changes			
ARTICLE 3:	GRIEVANCE PROCEDURE	<p>Days" means schedule work days,</p> <p>Continuation of the grievance process may occur during any scheduled recess with mutual consent of the parties</p> <p>There will be a written confirmation that the verbal responses were delivered</p> <p>If the Superintendent determines that a hearing with the grievant is warranted, the grievant will be notified in writing, and the hearing will be convened not less than five (5) days from the date of notice.</p> <p>Time limits can be extended by written mutual consent of the parties involved at any level of the procedure</p> <p>Failure to communicate decisions in writing, on time, will move the grievance to the next level or will be deemed as acceptance of the decision.</p>			
ARTICLE 4:	ASSOCIATION RIGHTS	<p>Association will be allotted 60 minutes during orientation to meet with new employees</p> <p>The Association will meet with employees hired during the year. Meetings shall be at a time and place set by the Association, provided that the meetings do not interfere with the District's operations</p> <p>Executive Board member shall have access to, and is entitled to retrieve Association records that were possessed by a member no longer employed in the district</p> <p>NWESP reports shall be a standing agenda item on regular school board meeting agendas</p> <p>The Association president will provide an outline of the report for the school board secretary 24 hours in advance of the meeting date.</p>			
ARTICLE 5:	MEMBER RIGHTS	The personal nor public life of a member is not an appropriate concern of the District, unless it interferes with the member's execution of their professional duties, school environment, student relationships, statutory responsibilities or is otherwise related to their work. Members retain the rights accorded them by the just cause provisions in this agreement.			

ARTICLE 6:	OFFICIAL PERSONNEL RECORDS AND EVALUATION	The member and their representative shall have access to view any electronic surveillance footage that will be used for potential disciplinary purposes, The District reserves the right to edit or redact student information from the footage.
ARTICLE 7:	EMPLOYMENT PRACTICES	No Changes
ARTICLE 8:	COMPLAINT PROCEDURE	The member shall be given not less than twenty-four (24) hours advance notice of the scheduled conference. The nature of the complaint and the complainant shall be identified.
ARTICLE 9:	SENIORITY, LAYOFF AND RECALL	Notify Association at least 10 days prior to notifying employee. Notice to affected employee at least 20 days in advance of layoff date
ARTICLE 10:	CALENDAR AND WORK SCHEDULE	No Changes
ARTICLE 11:	TRANSPORTATION	Current drivers will be notified when a new or existing route becomes available during the year The District will strive to staff one bus aide on each special education route Drivers on trips for more than one night shall be compensated for 8 hours as layover time. Scheduled weekly trips shall be posted by Friday for the following week Drivers will be compensated for not more than 2 hours of time necessary to complete any required DOT physical exam
ARTICLE 12:	PAID LEAVES	Employee paid leave may be used for any reason in any state or federal law Bereavement Leave: expand the leave allowance for death of spouse, domestic partner, child, stepchild, foster child, parent, step-parent, foster parent, sister, brother, grandchild, grandparent, of either the member or their spouse If the member qualifies for leave under OFLA, they may take bereavement leave for an additional amount of time beyond the contractual bereavement allotment as well as bereavement leave for any individuals covered by OFLA who are not included ORS 659A.150. Such leave shall be governed by OFLA rules and shall be unpaid, for the period exceeding the five District paid bereavement days above (if applicable), unless the member elects to utilize accrued paid sick or personal leave. Personal Leave: Transfers will be recorded on an hour-for-hour basis without regard for any differences in wage rates. Transferred-in hours become the property of the recipient, and the use or refund of these hours will be subject to the terms of the appropriate collective bargaining agreement. A member receiving benefits under PLO/PFMLI may also choose to use up to a full day of accrued sick leave for any day of PLO/PFMLI to exceed their normal wage.

		To the extent allowed by law, all statutorily protected leaves will run concurrently
ARTICLE 12a:	UNPAID LEAVES	<p>The district will grant leaves as required by federal and Oregon law, including FMLA, OFLA and PLO/PFMLI.</p> <p>Family Care: Unpaid leave to care for a member of the immediate family may be granted for the remainder of the school year for any member who has been employed by the District for at least one hundred eighty (180) consecutive calendar days. For the purposes of this section, “immediate family” shall be defined as spouse, son, daughter, person who was or is currently serving in loco parentis to the member, parents or parents-in-law, or other members living in the immediate household who qualify as IRS dependents.</p> <p>Leave for military duty as provided for by state and federal statutes</p> <p>The denial of any unpaid leave request may not be subject of a grievance, and is therefore expressly excluded from the grievance procedure</p>
ARTICLE 13:	EMPLOYEE BENEFITS	<p>The District’s contribution toward the payment of health/vision/dental insurance premiums or other health care related benefits as outlined below will be made for the benefit of all bargaining unit members, who are regularly scheduled to work one-half time (.5 FTE) or more, and their eligible family members.</p> <p>Parties agree to reopen the Article 13 on or about May 15, 2026.</p> <p>Topics: viability of HRA, premium cost changes and respective cost-share amounts to provide these benefits</p> <p>Plans are substantially equivalent to those provided under Moda medical plan 1</p> <p>Members cost-share is \$45 dollars per month</p> <p>Members who demonstrate credible group insurance coverage from another source may waive or opt out of participation in the District health insurance program. Funds will go into a VEBA account</p> <p>Members with the VEBA account will receive \$400 per month in that account</p>
		<p>2025-2026 Member will receive 2.5%</p> <p>The salary schedule for the 2026-27 school year shall be the 2025- 26 salary schedule increased by the average of the values of the 12-month column in the All Urban Consumers, West Region (CP/-U) as published by the Bureau of Labor Statistics for the calendar year 2025 or 2% whichever is greater.</p> <p>A separate Salary Schedule was developed for any member that is not eligible for IAP contributions (PERS). When their eligibility status changes during the year, they will be placed appropriately on the PERS embedded salary schedule</p>

ARTICLE 14:	SALARY	Work sites will designate two members as eligible for bilingual services stipend of \$1 per hour in addition to their regular rate of pay. This stipend is not available to any member currently employed in a bilingual required position.
		Additional time will be counted in not less than 15 minute increments.
		In order to be eligible for a differential, employee may be required to pass a District designated exam or assessment
		Nutrition Clothing Allowance: \$300 for each employee hired prior to March 1, apart from the Secretary: Closed toe, slip-resistant footwear, may use allotted amount for special footwear
		Facilities Staff: \$400 for each employee, excluding secretary and bus mechanics: work boots with steel toe or composite safety toe, appropriate clothing suitable for their jobs.
		District will provide 3 hours during their regular work day and pay for three hours for members to complete required vector training.
		District will determine when the 3 hours will be scheduled. All required state-mandated training must be completed prior to the assigned deadline.
ARTICLE 15:	TRAINING	District will provide computers at the transporation building for Vector/Safeschools training for Facilities and Transporation Employees
		Access to training will be available on or before august 1 of each year
ARTICLE 16:	FUNDING	No Changes
ARTICLE 17:	HEALTH AND SAFETY	District will establish a district wide committe that will meet once during each trimester to review discipline data, student behaviors and related policies/procedures. The committee will include a building administrator, two representatives of this Association and District representatives with knowledge of student behavior
		In regard to heat and cold, the district will follow all OSHA rules and regulations.
ARTICLE 18:	NON-DISCRIMINATION	No Changes
ARTICLE 19:	GENERAL PROVISIONS	No Changes
ARTICLE 20:	TERMS AND CONDITIONS	Contract runs from June 30, 2025 through June 30, 2027