

Executive Summary of Negotiations  
Between the  
Pendleton School District and the Pendleton Association of Teachers  
April 15, 2025

The following represents the substantive changes and commitments made during the negotiation process conducted on April 10 and April 15, 2025.

1. The length of this agreement shall be from July 1, 2025 thru June 30, 2028.
2. The parties agree to continue the Letter of Agreement that addresses the substitute shortage impact at the elementary level for the term of this contract (See LOA). The parties agreed on the need for training of the administrative team each year in regards to this LOA.
3. Article 5, Section 5.1 - agreed to the following compensation increases for each year of the contract:
  - a. 2025-2026 salary shall be 5.0% above the 2024-2025 salary in each cell of the salary schedule,
  - b. 2026-2027 salary shall be 4.0% above the 2025-2026 salary in each cell of the salary schedule, and
  - c. 2027-2028 salary shall be 4.0% above the 2026-2027 salary in each cell of the salary schedule.
4. Article 5, Section 5.2 – agreed to add the language “or modified”
5. Article 5, Section 5.4,
  - a. agreed to modify language in section A, “Human Resources Department and relevant to TSPC endorsement(s)”
  - b. agreed to add the language in section B, “up to 100 hours per year”
6. Article 5, Section 5.8 – agreed to the following increases to the longevity stipend:
  - a. 2025-2026 longevity stipend and bonus shall be 5.0% above the 24-25 amount,
  - b. 2026-2027 longevity stipend and bonus shall be 4.0% above the 25-26 amount, and
  - c. 2027-2028 longevity stipend and bonus shall be 4.0% above the 26-24 amount.
7. Article 5, Section 5.9 – agreed to add language “with district approval.” Agreed to modify, “at the per diem rate.”
8. Article 5, Section 5.11 – added \$2000 for secondary academic enrichment.
9. Article 6, Section 6.5 – agreed to modify “building representatives and officers will be excused with notification to.”
10. Article 6, Section 6.7 – agreed to add language “or within 20 days of hire if hired mid-year.”
11. Article 7, Section 7.1 – agreed to the following District contribution for insurance premiums for medical, dental, vision, and orthodontia:
  - a. 2025-2026 contribution will be \$1,910,
  - b. 2026-2027 contribution will be \$1,960, and
  - c. 2027-2028 contribution will be \$2,010.
12. Article 8, Section 8.1 – agreed to add Paid Family Medical Leave Act (PFMLA) and the following
  - a. F.2 – agreed to add the following, “only after exhausting steps listed in the Sub Shortage Letter of Agreement and Article 9.8.”
  - b. F.3 – agreed to add the following, “without prior Human Resource Department approval, “and increase the cash out rate to \$200 per day.

13. Article 9, Section 9.8 – agreed to modify, “The District may ask an individual teacher to voluntarily,” and changed dates from 6/30/2028. Agreed on need for training administrative team each year on this LOA.
14. Article 13, Section 13.3.D – agreed to add language, “Normally, no teacher will be subject to involuntary transferred more than two times in a four-year period of time.” Clarification: involuntary in this clause means anyone who agrees to transfer when we have to move someone. It does not mean someone who applies for another grade/content level position.
15. Article 13, Section 13.3.G – agreed to add authorization of up to 10 hours to move classrooms outside of the school day
16. Article 17, Section 17.4 – Agreed to modify, “communicate regarding the return of the student and how the issue was resolved.”
17. Article 17, Section 17.5 – Agreed to add article 17.5 regarding additional training and protective equipment.
18. Article 17, Section 17.6 – Agreed to add article 17.6 regarding student safety plans with teacher input.
19. Article 17, Section 17.7 – Article changed to from 17.5 to 17.7
20. Article 19, Section 19.2 – Agreed to modify, “will distribute to all”
21. Article 19, Section 19.2.C – Agreed to add 19.2.C.3 regarding teachers having an uninterrupted half workday prior to open house. District agrees to train administration team on this section.
22. Article 21, Section 21.5 – Changed dates to 2025-2028
23. Article 23, Section 23 – Agreed to add Article 23, Health and Safety including the following
  - a. 23.1 Safe work environment for all employees
  - b. 23.2 In regards to meeting Division 22 standards, first aid training offered outside of the work day will be compensated at the high curriculum rate.
  - c. 23.3 Will follow nursing regulations for delegated care and emergency protocols including PPE.
24. Article 24 – Changed from article 23
25. Article 25 – Changed from article 24, updated dates to 2025-2028
26. Salary Schedule “B”:
  - a. 2025-2026 stipends to be 2.5% above the 24-25 amount,
  - b. 2026-2027 stipends to be 2% above the 25-26 amount,
  - c. 2027-2028 stipends to be 2% above the 26-27 amount.

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For the Pendleton Association of Teachers/Date

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For the District/Date