

ITEM FOR ACTION**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT COMPENSATION REOPENER
WITH THE OREGON SCHOOL EMPLOYEES ASSOCIATION****SUMMARY**

Beaverton School District and the Oregon School Employees Association (OSEA) have completed negotiations and reached a tentative agreement on a one-year compensation agreement.

BACKGROUND

The district and OSEA, the union representing classified employees, have negotiated a compensation reopener, focused solely on wages and insurance benefits, for the third year of the classified contract, 2024-2025.

The district and OSEA engaged in negotiations from May 9 until September 12, when agreement was reached by the parties. Key features of the agreement include:

- Raising pay by 4.75% for all classified staff with a cost of living adjustment retroactive to July 1, separate from and in addition to the step increases eligible employees received this year
- Covering insurance by \$75 more per month, raising the district's contribution for classified employees' health insurance premiums to \$1901 per month (pro-rated for part-time staff), retroactive to July 1
- Increasing salaries for 40 classified position types informed by data from compensation analysis and review of salaries for comparable positions with other districts and employers
- \$1 swing shift differential; staff whose regularly scheduled work hours fall between 6 p.m. and 6 a.m. will receive an extra \$1 per hour worked during that time.

The OSEA bargaining unit membership voted on ratification of the agreement September 23–28, 2024. The agreement was approved by 94% of voting members.

RECOMMENDATION

It is recommended that the board approve the terms of the collective bargaining agreement between the district and the Oregon School Employees Association pertaining to compensation for the 2024-2025 year.

SUGGESTED MOTION

I move to approve the agreement with OSEA as submitted.

Belong. Believe. Achieve.