

**ESTACADA SCHOOL DISTRICT
BOARD AGENDA SUPPORTING DOCUMENT
for Approval of Changes to Administrative, Management, and Confidential
Employee Memorandums of Understanding**

Regular Meeting of June 11, 2025

ITEM: Approval of changes to Administrative, Management, and Confidential employee Memorandums of Understanding

PREPARED BY: Kelly Hayes

TYPE OF ITEM: Action Item

BACKGROUND INFORMATION:

The Estacada School District Administrative, Management, and Confidential employees are represented by two working groups – The “Administrative and Management Group” and the “Confidential Group”. We have Memorandums of Understanding (MOU’s) with both working groups outlining conditions of employment, salaries, and benefits. These MOU’s are normally revised annually to provide Cost of Living Allowances and health insurance cap increases (when applicable).

The Superintendent recommends an insurance cap increase of 3% for 2025-2026.

<p>RECOMMENDATION: To approve the recommended changes to the Administrative, Management, and Confidential employee Memorandums of Understanding as outlined above.</p>
