



Memorandum

Date: May 11, 2026

To: Board of Directors of the Pendleton School District 16R

From: Kevin Dinning, Director of Human Resources

Subject: Adoption of Collective Bargaining Agreement (2026-2029): PSD 16R and OSEA Chapter 115

Executive Summary: This memorandum recommends the formal adoption of the negotiated Collective Bargaining Agreement (CBA) between the Pendleton School District 16R and the Oregon School Employees Association (OSEA) Chapter 115. This agreement covers a three-year term, effective July 1, 2026, through June 30, 2029.

The proposed contract is the result of collaborative and good-faith negotiations aimed at maintaining competitive compensation for our classified staff while ensuring the long-term fiscal stability of the District.

Highlights of substantial changes are available in the attached, detailed executive summary.

Recommendation: The District negotiation team and OSEA Chapter 115 leadership have reached a tentative agreement, and the OSEA membership has voted in favor of ratification.

Motion: I move that the Board of Directors approve the 2026-2029 Collective Bargaining Agreement between the Pendleton School District 16R and OSEA Chapter 115 as presented.

Motion for Approval:

Made by _____ Seconded by _____

Motion for Rejection:

Made by _____ Seconded by _____

Motion for Further Consideration:

Made by _____ Seconded by _____