

**Executive Summary of Negotiations
Between the
Pendleton School District
and the
Oregon School Employees Association Chapter 115
March 16, 2026**

The following represents the substantive changes and commitments made during the negotiation process conducted on March 4 and March 16 of 2026.

1. The length of this agreement shall be from July 1, 2026 thru June 30, 2029.
2. Article 3, Section 3.2 - added language allowing the Association to transmit dues deducted to the Main office of the OSEA in Salem, OR.
3. Article 3, Section 3.5 - added language to include the Salary step information to the Excel database
4. Article 5: Health and Safety was added
5. Article 6: IEP and Participation was added per Association request.
6. Article 7, Section 1 - added language that Compensatory time will be taken at a mutually agreed time, documented, and reported to HR.
7. Article 7, Section 4 – Agreed to remove work period language of “8 hours” due to conflict with summer schedule. Agreed to remove language “as deemed necessary by Building principal and Facilities manager.”
8. In Reference to article 7.5 – We agreed to develop a procedure for emergency closures in which swing shift personnel will be allowed to come in at 10 am the day following (if the emergency closure follows a swing shift), or their regular scheduled work time with communication with their supervisor. This procedure will include a calendar of regular work days and work days when school is not in session to allow planning for the employee. The district will develop this procedure and share with relevant staff.
9. Article 8, Section 2- Agreed to change 2-week trial to 4-week trial.
10. Article 9, -Agreed to add language to include “and Union” after affected employee in first sentence.
11. Article 10, Section 2 – Agreed to change language from Letter of awareness to letter of directive.
12. Article 13, Section 13.4 – Agreed to change callback from one to two hours.
13. Article 13, Section 13.5A - agreed to the following compensation increases for each year of the contract:
 - a. Adjusted the wage schedule for the duration of this contract by eliminating step one from the 2025-2026 wage schedule and adding a new step 10 to the wage schedules reflected in Appendix A.
 - b. 2026-2027 wages shall be 6.0% above the 2025-2026 wages in each cell of the wage schedule for all classified employees.
 - c. 2027-2028 wages shall be 4.0% above the 2026-2027 wages in each cell of the wage schedule for all classified employees.
 - d. 2028-2029 wages shall be 4.0% above the 2027-2028 wages in each cell of the wage schedule for all classified employees.
14. Article 13, Section 13.5 A. ii - Agreed to add \$2.00/ day for predetermined employees that assist with Dependent care that are not already executing delegated nursing care.
15. Article 13, section 8 -was added to include that the District provide Steel-toed boots when required.

16. Article 14, Section 14.3- Language was added to grant Maintenance and Custodial up to two additional days paid vacation during Round-up vacation.
17. Article 14, Section 14.4 – agreed to the following district contribution for insurance premiums for medical, dental, vision and orthodontia:
 - a. 2026-2027 contribution will be \$1,875
 - b. 2027-2028 contribution will be \$1,900, and
 - c. 2028-2029 contribution will be \$1925.
18. Article 15- Title changed from Tuition Reimbursement to Professional Development. Language added to clarify course approval process for Professional development outside regular hours.
19. Article 16 additions per Association and District request:
 - a. Section 16.2, 16.4 and 16.5 -Association and District requested to add probationary language regarding leave days. Staff Members in their 6 month probationary period will receive the following leave 6 sick leave days, 3 Family Leave days and 3 Bereavement Leave days. After 6 months prorated leave will be added.
 - b. Section 16.3.1 – Language was added to clarify Personal Leave and Vacation approval requests if not approved within 72 hours.
 - c. Section 16.3.1- Association and District agreed to increase personal leave cash-out option to \$90.00 per day.
 - d. Section 16.11. D- Language was added “or Paid Family Medical Leave” after insurance benefits.
20. Article 17, Section 1- Added language “when possible and otherwise unavoidable with the approval of the Human Resources Director”, on last sentence.
21. Article 18, Section 1- Added language “or Human Resources Director” after supervisor. Added to last sentence, “in accordance with O.R.S 332.544 which states just cause requirement.”
22. Article 21: Funding was moved to its own article. This was previously Article 2, Sections 2.3. Removed “and business manager” from 2nd paragraph 1st sentence.
23. Agreed to discuss in our regular labor management meetings guidelines on evaluating experience for initial placement on the wage schedule.
24. Agreed to discuss in our regular labor management meetings a mentoring program for newly hired paraprofessionals.
25. Agreed to discuss in our regular labor management meetings the evaluation system for classified staff.

For OSEA Date

For the District Date