

#2012-01
MEMORANDUM OF UNDERSTANDING
BETWEEN
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 22
AND
THREE RIVERS SCHOOL DISTRICT

This Memorandum of Understanding is entered into this ___ day of July, 2012, between the Oregon School Employees Association Chapter #22 and the Three Rivers School District. This Agreement shall not constitute any precedent between the parties.

The District and OSEA acknowledge:

1. OSEA and the District are bargaining a financial reopener to the Collective Bargaining Agreement of July 1, 2012 through June 30, 2013.
2. Part of the District's proposal is a freeze on step increments for the 2012-2013 school year.
3. Such increments are credited to bargaining unit employees on July 1, 2012.
4. Bargaining a financial reopener will not conclude prior to June 30, 2012.
5. If OSEA and the District reach agreement on a financial reopener that includes a freeze on step increments after such increments have been credited, bargaining unit employees would be required to pay back such increments to the district.
6. Such a payback could present a financial hardship to bargaining unit employees, as well as accounting issues for the District.

AGREEMENT:

OSEA agrees to freeze step increments for the 2012-2013 school year pending the outcome of bargaining a financial reopener.

Should OSEA and the District negotiate a financial reopener that does not include a freeze on step increments; the District will compensate those employees eligible for step increments for such increments retroactive to July 1, 2012.

OSEA acknowledges that the District will not be increasing the insurance cap on July 1, 2012, pending the outcome of the bargaining a financial reopener.

This Memorandum of Understanding shall become effective upon the signature of the parties and shall expire June 30, 2013.

Agreed to this _____ day of July, 2012.

District


Oregon School Employees Association