

**Three Rivers School District and OSEA Chapter 22**  
*Memorandum of Agreement*

The Three Rivers School District (“District”) and Oregon School Employee Association Chapter 22 (“Association”) enter into this Memorandum of Understanding adjusting Appendix A of the Collective Bargaining Agreement between Three Rivers County School District and Oregon School Employees Association Chapter 22. The goal of this agreement is to add the position and commensurate wages for the position of Wastewater II. All components of the Collective Bargaining Agreement between the District and the Association not addressed above shall remain in full force and effect.

**Duration.** At this time, the anticipated duration of this Agreement is from January 1st 2026 to June 30th, 2027.

**Appendix A:**

**2025-2026**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MAINT-WASTE WATER TECHNICIAN II	30.64	31.56	32.50	33.48	34.48	35.52	36.58	37.68	38.81

**2026-2027**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
MAINT-WASTE WATER TECHNICIAN II	31.40	32.35	33.32	34.31	35.34	36.40	37.50	38.62	39.78

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OSEA Union Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Union President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date