MEMORANDUM OF UNDERSTANDING
between
OREGON CITY SCHOOL DISTRICT #62
and
Oregon School Employee Association

The Oregon City School District (hereafter referred to as the "District") and the Oregon School Employee Association (hereafter referred to as the "Union") in an effort to work collaboratively on the ongoing funding problems of the state do hereby agree to the following for the 2018-2019 school year:

1) The District and the Union agree to modify Article 9 – Compensation of the 2018-2019 collective bargaining agreement to reduce the number of paid days by 3.0 furlough days. The parties have agreed two (2) of the furlough days taken will be on student contact days, and one (1.0) furlough day taken will be on non-student day. This reduction allows for the funding of a 2% COLA on March 1st, 2019. The furlough days for the 2018-2019 school year shall be as follows:

   Instructional days for all staff -
   December 20, 2018 (1.0)
   December 21, 2018 (1.0)
   Non-student contact day (1.0)*
   November 30, 2018 Elementary school staff, Middle school staff and OCSLA staff *
   May 3, 2019 OCHS & Jackson Campus and CAIS staff *
   Supervisors will select a day for staff members that do not have a non-student contact day for the 3rd Furlough day.

2) Salaries for bargaining unit members shall be reduced on a pro-rated school day basis for each member’s normal work year. The loss of salary shall be adjusted over the school year beginning with the December payroll.

3) Article 9.5 Longevity Stipend increase:

<table>
<thead>
<tr>
<th>Years</th>
<th>10–14 years</th>
<th>15–19 years</th>
<th>20 years</th>
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<tbody>
<tr>
<td>$300</td>
<td>$400</td>
<td>$350–$500</td>
<td>$400–$600</td>
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4) Should the district’s general fund ending fund balance for the year ending June 30, 2018 be greater than 5% of the total resources of the general fund, and/or the District realizes additional unbudgeted ODE May state school fund prior year adjustment revenue that results in a greater than a 5% projected ending fund balance for the 2018-2019 school year. The parties will convene, no later than May 30, 2019 to mutually agree upon how many furlough days shall be restored to the 2018-2019 employee work calendar.

5) In agreeing to this Memorandum of Understanding the District has assured the Union that administrative/district office staff shall have reductions commensurate with the cuts bargaining unit members are taking to fund any salary and/or benefit increases they seek for the 2018-2019 school year.

For the District: Larry Didway, Superintendent

For the Union: Kathleen O'Brien, President

Date: 11-29-2018

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