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 recruiting and retaining highly qualified bus drivers and special needs drivers / contracted sub-drivers. The parties involved recognize the wage disparity between neighboring districts and Oregon City S.D. This has created a crisis, as OCSD has been unable to secure qualified drivers to transport students safely to and from school. Therefore the parties hereby agree to what is outlined below:

1) The District and the Union agree to modify Article 9 -- Compensation of the 2018-2019 collective bargaining agreement to increase wages for highly qualified bus drivers and special needs drivers / contracted sub-drivers. This increase allows for the funding of a range change on July 31st, 2019. The 2019-2020 school year changes will impact the following ranges:

Range 12A will become Range 12T step A and start at $18.51
Range 13A will become Range 13T step A and start at $19.43

2) All highly qualified drivers in Ranges 12 and 13 who are below 12T and 13T Step A, on 7/31/19 will be moved to salary schedule 12T Step A and 13T Step A (23 members). Drivers whose hourly rate on 7/31/19 is at or above 12T/13T Step A will be provided with step(s) to result in a wage one step higher than their current rate. (example: 12 Step G would move to 12T Step C)
   • Drivers above Salary Range 12T and 13T on 7/31/19 will receive one (1) additional step.
   • Drivers currently above Salary Range 12T and 13T on 7/31/19 and with ten (10) years of seniority will receive two (2) additional steps.
   • Drivers currently above Salary Range 12T and 13T on 7/31/19 and with fifteen (15) years of seniority will receive three (3) additional steps.

3) Article 9.1 modification for this MOU shall read "effective 2019-20 school year, bus drivers and special needs drivers / contracted sub-drivers will be placed on the following 12T/13T transportation driver salary schedule. (See transportation salary schedule below.)"

<table>
<thead>
<tr>
<th>Range</th>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
<th>Step F</th>
<th>Step G</th>
<th>Step H</th>
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4) This adjustment represents the utilization of the following resources:
   • Student transportation costs are reimbursable by the state at 70%
   • Utilization of substitute driver funds
   • Reduced overtime expenses

5) Any highly qualified driver that has a rate lower than 12T will receive the new 12T salary schedule while transporting students.

Highly qualified drivers for the Oregon City School District are required to maintain licensure(s) (CDL) and mandatory certifications (CPR/First Aid) and annual minimum training requirements (32 hours annually), ODE recertification annually or bi-annually (including medical exam).
To address union members not affected by this MOU, the District and the Union leadership have the following action items in place:

- August 8, 2019 initial bargaining session scheduled
- August 2019 ongoing bargaining conversations
- Job Description MOU (dated 5/2018) – 19 job descriptions are currently being evaluated at the rate of 20% per year
- Comparison salary schedules will be evaluated as part of bargaining

The new salary schedule (12T and 13T) shall be incorporated into the overall wage scale effective August 1st, 2019.

For the District:

Larry Didway, Superintendent

9/10/2019

Timothy Welp, OSEA Rep.

For the Union:

John Phillips, President

9/10/19

12-13-19