

2021-2022 ADDENDUM TO 2019-2022 COLLECTIVE BARGAINING AGREEMENT

This Addendum to the 2019-2022 Collective Bargaining Agreement ("CBA") is entered into by and between the Oregon School Employees Association, Chapter No. 85 ("Association") and Crook County School District ("District"), collectively referred to as the "Parties," to reflect agreements made by the parties as part of their 2021 reopener bargaining. This Addendum is effective immediately upon the signature by the authorized representative for each party. This Addendum is retroactive to July 1, 2021.

RECITALS

- A. The Parties entered into a three-year CBA for the 2019-2022. As part of that CBA, the Parties agreed to re-open the CBA in years two (2020) and three (2021) to negotiate salary and insurance.
- B. As part of their year-three reopener bargaining, the Parties reached agreement on the subjects set forth below.
- C. The Parties desire that their year-three agreements be memorialized in this Addendum while leaving all other provisions of the CBA in full force and effect.


AGREEMENT

In consideration of the mutual covenants and promises exchanged by the Parties, the Parties agree to modify the 2019-2022 CBA as follows:


1. Article 13, Section A (Insurance Program) – For the 2021-2022 insurance year, (year three of the CBA) the District will pay up to \$1,420 per employee per month toward the premium costs of the health insurance coverage indicated in Article 13, Section A of the CBA.
2. Article 17, Section A.1 (Wages) - The job classification list and 2021-2022 (year three) wage schedule is attached hereto as APPENDIX C, and reflects an increase of three percent (3%) except for rows L and M. The first two steps of rows L and M are dropped and a new Step 8 and 9 are added. The new Step 8 is 2.6% above Step 7 and the new Step 9 is 2.6% above Step 8. Regular classified employees who are placed on the wage scale at Step 9 as of July 1, 2021 and are employed by the District as of October 31, 2021 shall receive a one-time bonus of 1.5% of their annual earnings. This longevity bonus shall be paid by October 31, 2021.

APPENDIX C will reflect the change in placement of the Bus Driver Trainer from Job Class R to Job Class D, and will also reflect the addition of Welcome Center Coordinator to Job Class E.


3. Article 17, Section G (Extra-Curricular Activities) – Extra-curricular activity assignments shall be paid at the rate of \$36 per event. Activities that significantly exceed three hours shall be paid at the rate of \$12 per hour for every hour over three hours, up to a maximum of \$72 per day.


For the District

8-13-21
Date


For the Association

8-16-21
Date

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OSEA Field Representative

8/12/21
Date