



EXECUTIVE SUMMARY

Meeting Date:	June 18, 2026
Agenda Item:	OSEA Contract Ratification
Item Type:	Action
Administrator:	Michael Campbell
Objective:	Approve contract ratification for classified staff

Background: The current OSEA Collective Bargaining Agreement (CBA) expires on June 30, 2026. We entered into negotiations this spring and successfully came to a tentative agreement in May. The new proposed CBA's duration is from July 1, 2026-June 30, 2028.

Highlights of the contract include:

- 2-year agreement (July 1, 2026 – June 30, 2028)
- 6.25% salary schedule increase in Year 1; 0% in Year 2
- Enhanced recruitment flexibility through experience-based wage-scale placement
- Clarified emergency closure and essential employee provisions
- Updated payroll overpayment language for legal compliance
- Limited operational and procedural updates throughout the agreement

The bargaining experience with OSEA was very professional and collaborative and we appreciate our outstanding working relationship. We look forward to our continued collaboration and the shared commitment of placing students at the center of our work.

Additional Materials: OSEA final contract pending approval and signatures (To be provided prior to the meeting if ratified.)

Recommendation: Approve the contract as ratified.

Suggested Motion: *“I move to approve the July 1, 2026 - June 30, 2028 OSEA Collective Bargaining Agreement as presented.”*