

June 11, 2026

Agenda Item: OSEA/MRSD Limited One-Year Contract Economic Reopener for 2026-27

Purpose of this Agenda Item: Action

Background Information:

Human Resources respectfully requests approval of the Limited One-Year Contract Economic Reopener for 2026-2027 between OSEA and the District.

Summary: The District and Oregon School Employees Association, Chapter 110 began negotiations on April 14, 2026 and reached tentative agreement on May 4, 2026, after just two meetings. OSEA took their ratification vote on May 20th and the agreement was unanimously approved by those members who voted. Please see the attached Tentative Agreement Summary outlining the contractual changes that make up the tentative agreement.

Previous Board Action: N/A

Financial Implications: Total Increased Cost for this Agreement for 2026-27 is approximately a 8% increase year over year for wages and benefits (approximately \$528,000).

Staff Recommendation: The District recommends that the board ratify the tentative agreement reached between the District and Oregon School Employees Association, Chapter 110.



Respectfully Submitted by: Jennifer Ellis

Thank You to the members of both negotiating teams:

For the District: Board representative, Amy McNeil, Superintendent Tony Mann, Chief Financial Officer Andy Campbell, Director of Student Services, Robin Shobe, Molalla Elementary School Principal Lester Womack and me.

For OSEA: Julie Meraz, OSEA Field Representative, Jennifer James, OSEA President, Michelle Bartholomew, HS Athletic Secretary, Laura Wolfe, Library Media Assistant, Nicole Higginbotham, Special Education Instructional Assistant & Library Media Specialist, Emily Dahl, Head Secretary and Elizabeth Rodriguez, Student Services Office Manager and Mary Wilson, Molalla Elementary School Head Secretary.

June 11, 2026

Tentative Agreement Summary

The following is a summary of the tentative agreement reached by the Association and District bargaining teams. All other articles remain current contract language except those outlined below.

**Article 12 –Dues and Payroll
Deductions**

Language updated to be in alignment with Senate Bill 968 with regard to how the processing of paycheck overpayment corrections are handled. Ten (10) days' written notification must be provided and deductions may not exceed five percent (5%) of the employee's gross wages for the pay period unless requested by the employee or in the event of a final paycheck due to termination of employment.

Article 18 – Insurance:

Effective October 1, 2026, the district contribution toward insurance shall increase by 3% from \$1583 to \$1630 per month.

Article 20 – Wages:

Effective July 1, 2026, classified wages for 2026-27 will be increased as follows:

1. Step increase of four percent (4%) for step eligible employees.
 2. Cost of living increase of four percent (4%) over the 2025-2026 wage schedule.
-