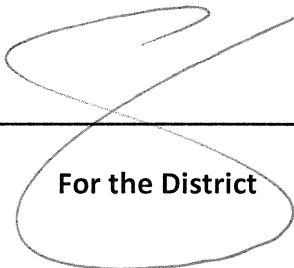



**Memorandum of Understanding between
the Athena-Weston School District and
Oregon School Employees Association**

By virtue of signing this Agreement the AWSD and the OSEA hereby agree to the changes in Article 4 as written below effective October 24, 2018. This MOU will remain in effect until the expiration of the current Collective Bargaining Agreement. The language will then be incorporated into the successor Collective Bargaining Agreement.



For the District



For the Association

Article 4: "Payroll Deductions" inclusive of "Fair Share"

Association Dues

1. Dues Deduction Authorization

Prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify AWSD of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The Association and/or employee shall also notify AWSD when a bargaining unit member should no longer have dues deducted. AWSD shall enact dues deduction changes on the pay period following a notification.

2. Processing OSEA Dues Deductions

Dues deductions shall be made monthly. Deductions for employees who join the Association after the beginning of the school year shall be prorated on a twelve-month proration schedule.

3. Indemnification

The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the district concerning the dues deductions procedures outlined in this agreement.

4. Employee List

AWSD shall provide to OSEA an Excel-compatible database of each employee in the bargaining unit annually.

Memorandum of Understanding
Between
Athena-Weston School District Board of Directors
And
Athena-Weston Chapter #108 Oregon School Employees
Association

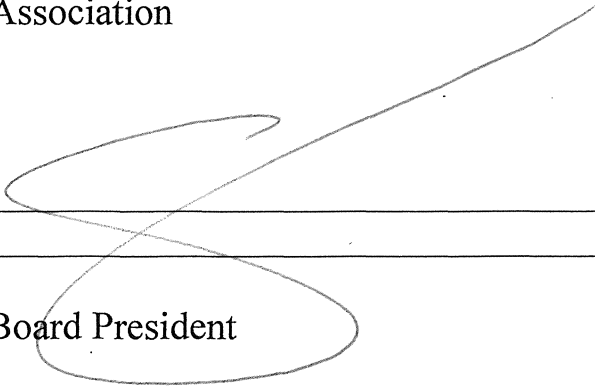
The following agreement has been entered into for the school year 2018-2019. The District and the Association agree to the following:

1. The addition of a \$50.00 insurance cap increase beginning September 2018.

2. Four additional responsibility days will be provided for additional professional learning and collaboration opportunities. Responsibility days will be documented and approved by building or program supervisors.
Responsibility days will be paid in the summer "Balance of Contract" checks. The language for the additional 4 responsibility days will sunset at the end of the 2018-2019 school year.

This memorandum of understanding shall be in effect beginning August 2018 through June 2019.

Carla Salter Carla Salter,
President Date 6-15-18
Athena-Weston Chapter #108 Oregon School Employees
Association

 Scott Rogers
Date
Board President