



**Jefferson County
School District 509J**
UNITE. ENGAGE. SOAR.

Jay Mathisen
Superintendent

Stacie Holmstrom
Chief Financial Officer

Melinda Boyle
Director of Curriculum & Instruction

Kira Fee
Student Services Director

Debi Brazelton
Director of Human Resources

Simon White
Director of Operations

**Memorandum of Agreement
Between
Jefferson County School District 509-J
And
Oregon School Employees Association Madras Chapter 54**

This Memorandum of Agreement (MOA) is entered into by and between the Jefferson County School District 509-J (hereinafter referred to as "District") and the Oregon School Employees Association Madras Chapter 54 (hereinafter referred to as "OSEA" or "Association"), collectively referred to as "the parties".

RECITALS

The District and Association are parties to a Collective Bargaining Agreement (CBA) effective from July 1, 2022 through June 30, 2025.

Bargaining unit members may be eligible for Paid Family Medical Leave (PFML)/Paid Leave Oregon (PLO) starting on September 3, 2023 (or a later date set by the Oregon Legislature).

The District and Association wish to amend the CBA to set out the terms and conditions under which employees may take PFML/PLO.

AGREEMENT

1. The parties agree the CBA will be amended to include the following language in Article 15:

15.8.2 Paid Family Medical Leave (PFML)/Paid Leave Oregon (PLO) Insurance
Beginning on the effective date of the PLO program, employees shall pay the required employee contributions to the Paid Leave Oregon / Paid Family and Medical Leave Insurance (PLO) program. The District will pay the required employer contributions.

The District shall follow all requirements of the State of Oregon PLO program and/or equivalent program as required by law. Employees shall provide to the District advance notice as described below:

Foreseeable Leave	Unforeseeable Leave
30 calendar day written/electronic notice of commencement of leave	24 hour oral notice followed by written/electronic notice within 3 calendar days of commencement of leave

An employee who receives a benefit under Paid Family and Medical Leave Insurance shall use accrued sick leave, personal leave, and vacation leave to make up the difference between their benefits and their normal salary.

An employee may elect to retain up to ten (10) days of paid leave. Upon receiving notice of the benefit an employee has or will receive under Paid Family and Medical Leave Insurance, the District shall deduct and apply the number of accrued sick leave, personal leave, and vacation leave hours necessary to ensure that the employee receives their normal salary.

To the extent permitted by law, periods of paid family and medical leave shall run concurrently with other applicable leaves.

2. This MOA shall become effective upon signature of the parties and ratification by OSEA members.

For OSEA Madras Chapter 54

Tonya Davis
Tonya Davis, Chapter 54 President

Date 7/24/23

Jason J. Herring
Jason J. Herring, OSEA Field Representative

Date 7/21/23

For Jefferson County School District 509J

Jay Mathisen
Jay Mathisen, Superintendent

Date 6/26/23

Debi Brazelton
Debi Brazelton, Director of Human Resources

Date 6/26/23