

MEMORANDUM of AGREEMENT
Between
Knappa School District
And
Oregon School Employees Association Knappa Chapter 52

This Memorandum of Agreement is entered into by and between Knappa School District ("District") and the Oregon School Employees Association Knappa Chapter 52 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2023 – June 30, 2025.

RECITALS

The purpose of this agreement is to memorialize the new *Program Assistant – Severe Needs* position in the Knappa School District.

TERMS OF MEMORANDUM OF AGREEMENT

1. The parties agree that the 2024-25 wage rate for this position shall be established as follows:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Longevity
\$19.98	\$20.73	\$21.46	\$22.24	\$23.03	\$22.98	\$23.86	\$25.00	\$25.37	\$26.01

MOA
23.98 24.86

2. Any provision of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.
3. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
4. This MOU shall become effective upon signature of the parties and ratification by OSEA members if OSEA requires ratification.

For OSEA

For Knappa School District

Andra Vukobratovic
 Knappa Chapter 52 President

3/12/25
 Date

[Signature]

3/12/2025
 Date

Gregory Johnson
 OSEA Field Representative

2.27.25
 Date

Date