

**Collective Bargaining Agreement**

**between**

**HARNEY COUNTY SCHOOL DISTRICT #3**

**and the**

**Burns-Hines Education Association**

**2024-2027**

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**\*Indicates unique language governing Monroe School employment**

## PREAMBLE

This Agreement is made this 1<sup>st</sup> day of July, 2024 by and between the Board of Education of Harney County School District #3 (District) and the Burns-Hines Education Association (Association) on behalf of the Burns-Hines teachers.

## ARTICLE 1 - RECOGNITION

A. The Board recognizes the Burns-Hines Education Association as the exclusive bargaining representative for all regular or temporary full-time or regular or temporary part-time (1/2 time or more) certified personnel when it is known that the teacher will be employed by the District thirty (30) consecutive calendar days or longer. Teachers assigned to Monroe School are included in the bargaining unit represented by the Association and are subject, as any other licensed teacher, to the terms and conditions of the Agreement.

**EXCLUSIONS:** Superintendents, assistant superintendents, principals, supervisors, confidential employees, and substitutes.

B. The term “*teacher*” when used hereinafter in the Agreement shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as defined above.

C. Reemployment of retirees: So long as they meet the requirements of the Recognition clause in Article 1, licensed employees who retire from the District and who are subsequently rehired by the District are potential members of the bargaining unit represented by the Burns-Hines Education Association. Pursuant to the Collective Bargaining Agreement, all contractual rights and benefits will be afforded to such reemployed unit members except as those rights and/or benefits expressly limited or set forth below as exclusions:

1. RETIREES REHIRED FOR THE REMAINDER OF THE YEAR IN WHICH THEY RETIRE: Employees who choose to retire during the current contract year may be rehired to finish their current contract year or complete the current semester (whichever is appropriate to current assignment) under the following conditions:

a. If the District requests and the employee is willing to remain in his/her position, he/she may continue to work as a short-term employee at his/her current contracted salary for a period not to exceed his/her current work year, calendar year, or the current semester (whichever is appropriate to current assignment).

b. Employee sick leave accrued prior to retirement does not carry over. At the commencement of re-employment, sick leave is allocated and begins to accrue as for any new hire.

c. The District will not make any PERS payments to or on behalf of rehired retirees.

2. RETIREES REHIRED FOR ANY YEAR AFTER THE YEAR IN WHICH THEY RETIRE: The District may choose to rehire qualified retirees to fill positions within the