

**Memorandum of Agreement  
Between  
Knappa School District #4  
And  
Oregon School Employees Association Knappa Chapter 52**

This Memorandum of Agreement is entered into by and between the 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 parties’ intention with this Memorandum of Agreement (“MOA”) is to clarify extra/co-curricular trip assignments by expanding on Article 16 of the Collective Bargaining Agreement.

**TERMS OF MEMORANDUM OF AGREEMENT**

1. All extra/co-curricular trips with student participants shall be assigned in accordance with Article 16 of the CBA.
2. The parties agree to the following exception to trip assignments:  
  
The District may, at the District’s discretion, assign up to three (3) extra/co-curricular trips per academic year, each with fewer than seven (7) student participants, to district personnel or approved volunteers outside of the regular drivers in the classified unit.
3. Any provisions of the parties’ CBA not expressly modified by this MOA shall remain in full force and effect.
4. 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.
5. This MOA shall become effective upon signature of the parties and ratification by OSEA members, if OSEA determines such ratification is required, and it shall remain in effect until superseded by a successor agreement or until June 30, 2025, whichever comes first.

For OSEA Knappa Chapter 52

For Knappa School District #4

Cassandra D Vangundy 08/09/2024  
Cassandra D Vangundy (Aug 9, 2024 12:02 PDT)

WTFK 09/01/2024  
William T Fritz (Sep 1, 2024 06:52 PDT)

Chapter President Date

Superintendent Date

Baylor Turnbow 08/23/2024  
Baylor Turnbow (Aug 23, 2024 17:32 PDT)

Cullen R. Bangs 09/02/2024  
Cullen R. Bangs (Sep 2, 2024 22:13 PDT)

OSEA Field Representative Date

School Board Chair Date