

**Memorandum of Agreement  
Between  
Seaside School District No. 10 and  
Oregon School Employees Association Chapter 107**

November 28, 2022


**Pay Adjustment for Bus Drivers and Mechanics**

The Seaside School District No. 10 (District) and the Oregon School Employees Association Chapter 107 (Association) hereby agree to the following Memorandum of Agreement (MOA) for the purpose of adjusting the salary code for bus drivers and mechanics. After researching county school districts, Seaside School District's code and hour rate is the lowest. To account for this discrepancy, we hereby agree to the following:

1. Code Changes: The following Codes have been changed to raise the hourly rates to the going county rates :
  - a. Bus Driver code will raise from code 9 to code 10.5:
    - The newly established code 10.5 reflects the comparable hourly wage with other districts in our county.
    - This code increase is in effect for the remainder of this contract.
    - Code increase is retroactive to the beginning of the 2022-2023 school year.
  - b. Mechanic code will raise from code 10 to code 11:
    - Code 11 reflects the comparable hourly wage with other districts in our county.
    - This code increase is in effect for the remainder of this contract.
    - Code increase is retroactive to the beginning of the 2022-2023 school year.

Adjusted salary schedules are attached.

For the District:


  
\_\_\_\_\_  
Superintendent

11-29-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Board Chair

11-29-22  
\_\_\_\_\_  
Date

For the Association:

  
\_\_\_\_\_  
President

11-29-22  
\_\_\_\_\_  
Date

1.025

**Classified Salary Schedule 22/23**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE 4	\$13.53	\$14.24	\$14.90	\$15.64	\$16.36	\$17.18	\$18.04
CODE 5	\$14.24	\$14.90	\$15.64	\$16.36	\$17.18	\$18.04	\$18.90
CODE 6	\$14.88	\$15.64	\$16.36	\$17.18	\$18.04	\$18.90	\$19.78
CODE 7	\$15.64	\$16.36	\$17.18	\$18.04	\$18.90	\$19.78	\$20.81
CODE 8	\$16.36	\$17.18	\$18.04	\$18.90	\$19.78	\$20.81	\$21.83
CODE 9	\$17.18	\$18.45	\$18.90	\$19.78	\$20.81	\$21.83	\$22.86
CODE 10	\$18.61	\$19.53	\$20.48	\$21.45	\$22.55	\$23.65	\$24.82
CODE 10.5	\$20.84	\$21.88	\$22.97	\$24.12	\$25.33	\$26.60	\$27.93
CODE 11	\$22.56	\$23.69	\$24.90	\$26.14	\$27.44	\$28.83	\$30.24

A 2% one-time lump sum after 10 years and a 2% one-time lump sum after 15 years, and a 2% one time lump sum after 20 years. The amount remains the same and is added to the gross salary each year.

1.025

**Classified Salary Schedule 23/24**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE 4	\$13.87	\$14.59	\$15.27	\$16.03	\$16.77	\$17.61	\$18.49
CODE 5	\$14.59	\$15.27	\$16.03	\$16.77	\$17.61	\$18.49	\$19.37
CODE 6	\$15.25	\$16.03	\$16.77	\$17.61	\$18.49	\$19.37	\$20.28
CODE 7	\$16.03	\$16.77	\$17.61	\$18.49	\$19.37	\$20.28	\$21.33
CODE 8	\$16.77	\$17.61	\$18.49	\$19.37	\$20.28	\$21.33	\$22.38
CODE 9	\$17.61	\$18.91	\$19.37	\$20.28	\$21.33	\$22.38	\$23.43
CODE 10	\$19.07	\$20.02	\$20.99	\$21.99	\$23.11	\$24.24	\$25.44
CODE 10.5	\$21.36	\$22.43	\$23.55	\$24.73	\$25.96	\$27.26	\$28.62
CODE 11	\$23.12	\$24.28	\$25.52	\$26.79	\$28.13	\$29.55	\$30.99

A 2% one-time lump sum after 10 years and a 2% one-time lump sum after 15 years, and a 2% one time lump sum after 20 years. The amount remains the same and is added to the gross salary each year.

1.025

**Classified Salary Schedule 24/25**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE 4	\$14.22	\$14.96	\$15.65	\$16.44	\$17.19	\$18.05	\$18.95
CODE 5	\$14.96	\$15.65	\$16.44	\$17.19	\$18.05	\$18.95	\$19.86
CODE 6	\$15.63	\$16.44	\$17.19	\$18.05	\$18.95	\$19.86	\$20.78
CODE 7	\$16.44	\$17.19	\$18.05	\$18.95	\$19.86	\$20.78	\$21.87
CODE 8	\$17.19	\$18.05	\$18.95	\$19.86	\$20.78	\$21.87	\$22.94
CODE 9	\$18.05	\$19.38	\$19.86	\$20.78	\$21.87	\$22.94	\$24.02
CODE 10	\$19.55	\$20.52	\$21.51	\$22.54	\$23.69	\$24.85	\$26.07
CODE 10.5	\$21.89	\$22.99	\$24.14	\$25.34	\$26.61	\$27.94	\$29.34
CODE 11	\$23.70	\$24.89	\$26.16	\$27.46	\$28.83	\$30.29	\$31.77

A 2% one-time lump sum after 10 years and a 2% one-time lump sum after 15 years, and a 2% one time lump sum after 20 years. The amount remains the same and is added to the gross salary each year.