

**Memorandum of Agreement Between Oregon School Employees Association, Chapter 102  
(OSEA) and West Linn-Wilsonville School District (District)  
August 15, 2023**

**Re: Landscape Contracting**

This memorandum of agreement (MOA) is between the West Linn-Wilsonville School District (District) and the Oregon School Employees Association, OSEA Chapter 102 (OSEA). The District and OSEA are parties to a collective bargaining agreement with effective dates of July 1, 2022 – June 30, 2024.

The District and OSEA agreed to an MOA for the 2022-2023 school year in which it was agreed that the district could contract with a landscaping company to “catch up” with deferred grounds tasks and maintenance that developed as a result of difficulty filling vacant Maintenance 2 and Maintenance 3 positions.

The two vacant positions are not posted and are still unfilled after the 2022-2023 MOA. Staffing remains insufficient to meet the district’s grounds maintenance needs, so the District is proposing an MOA to allow for continued contracting of grounds tasks and maintenance.

**Terms of Agreement**

Both parties share an interest in finding and hiring qualified District employees. The District will immediately post and seek qualified applicants for all maintenance bargaining unit positions that remain unfilled excluding any temporary positions. At this time, there are two open grounds positions available. These openings will remain posted until all positions are filled.

The District may engage with a grounds contractor (or contractors) until July 1st 2028 to provide additional help with the work in a manner that does not jeopardize funding for these bargaining unit positions.

It is the goal of both the District and OSEA to fill all open maintenance positions with bargaining unit District employees. While The District has no desire or plan to reduce the number of funded, in-District maintenance positions, OSEA understands that landscape contractors may be necessary in the future. The use of contractors will not result in the loss of Grounds staff positions in future years. In accordance with the OSEA contract, Article 21-Funding, this MOA “does not guarantee any level of employment in the bargaining unit covered by this Agreement”.

The District and OSEA shall meet in October 2023 and February 2024 to assess progress toward filling the vacant positions and if any adjustments to this agreement need to be considered. If the District has not filled the two open maintenance positions by the February meeting, the District will provide proof of a good faith effort to fill the positions and open conversations about measures to prevent the need for another MOA.

Any disputes regarding the interpretation of the terms of this MOA shall be resolved according to the grievance procedure in the CBA. This memorandum of agreement shall become effective upon signature and member ratification.

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For the District

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Date

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OSEA President

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Date

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OSEA Field Rep.

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Date