

**Memorandum of Agreement
Between
Coquille School District #8
And
Oregon School Employees Association Coquille Chapter 97**

This Memorandum of Understanding is entered into by and between the Coquille School District ("District") and the Oregon School Employees Association (OSEA) Coquille Chapter 97 ("Association"). The District and Association are parties to a collective bargaining agreement (CBA) with effective dates of July 1, 2022 – June 30, 2025.

RECITALS

The parties' intention with this Memorandum of Understanding is to address Association representation in investigatory meetings.

TERMS OF MEMORANDUM OF UNDERSTANDING

1. The parties agree that a represented classified school employee has certain rights during investigatory meetings; those rights are typically called "Weingarten rights."
2. No violation of Weingarten rights is alleged, and no admission of violation of Weingarten rights is made by either party by this agreement. Nevertheless, there is no legal prohibition against an agreement to extend additional representational rights to represented employees or the Association.
3. Investigatory or disciplinary meetings are distinguished from grievance step meetings. The parties agree that represented employees may be represented in investigatory or disciplinary meetings. Such representation may be a union steward, business agent, or officer, or fellow employee and one state-assigned OSEA Field Representative, (two total). Such representation must be requested by the represented employee to their selected designated representative(s).
4. Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
5. 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.
6. This MOU shall become effective immediately upon signature of the parties. It is intended to resolve a grievance and is therefore not subject to ratification.
7. This MOU shall expire upon June 30, 2025.

For OSEA:

For Coquille School District#8

Ann L. Smith 4-16-24

[Signature] 4/16/2024

Chapter 97 President Date

Superintendent

Date

Ann L. Smith 4.16.24

OSEA Field Representative Date