



Oregon School Employees Association

www.osea.org

Metro Office: 19001 SE McLoughlin Blvd., Milwaukie, OR 97267
P: 800-982-9210, 503-223-1807 F: 503-212-2211

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OSEA NWRES D Ch 101 & Northwest Regional Education Service District Successor Bargaining

Enclosed in this packet are responses to Articles: 1, 8, 10 and an initial proposal for Article X2.

Summary of Articles

Open Articles (30)

Article 1 – Preamble	Article 17 – Insurance Benefits
Article 2 – Recognition	Article 18 – Holidays
Article 3 – Term of Agreement	Article 20 – Compensation
Article 4 – Management Rights	Article 21 – Professional Development
Article 5 – Union Rights	Article 22 – Reclassification, Job Descriptions
Article 6 – Payroll Deductions	Article 23 – Strikes and Lockouts
Article 8 – Personnel Records	Article 24 – Contracting Out
Article 9 – Discipline and Dismissal	Article 25 – Labor Management Committee
Article 10 – Probation	Article 26 – General Provisions
Article 11 – Grievance Procedure	Article X1 – Technology
Article 12 – Working Conditions	Article X2 – Classified Staff with Licensure
Article 13 – Paid Leaves of Absences	Appendix A – Salary Schedule
Article 14 – Unpaid Leaves of Absence	Appendix X1 – Classifications
Article 15 – Paid Vacation	Appendix X2 – Range Restructure
Article 16 – Vacancies, Transfers, & Job Postings	Appendix X3 – Reclassification Request

Tentatively Agreed Articles (1)

Article 7 – Union dues

Articles Which OSEA Has Expressed Intent to Open (2)

Article 19 – Layoff/Recall

Appendix B – Bumping Chart

Key

Blue = Union

Red = Employer

Underline = Proposed Language

Dotted Underline = Moved Language

~~Strikethrough~~ = Proposed Remove/Rejected Language

Highlight: Underline or Strikethrough = Changes From Previous Proposal