

CONTRACT

Between

CLATSKANIE SCHOOL DISTRICT

And

**OREGON SCHOOL EMPLOYEES
ASSOCIATION CHAPTER 53**



July 1, 2019 - June 30, 2021

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ARTICLE ONE: RECOGNITION

- 1.1 The Board recognizes the Association as the exclusive bargaining representative for all of the regularly employed classified employees in the unit as determined by the Employment Relations Board, excluding substitutes, temporary employees hired to work ninety (90) consecutive workdays or less in one (1) fiscal year, and confidential and supervisory employees.

For the purposes of this contract, the following terms shall be defined:

- a. A "temporary employee" is defined as an employee hired to perform duties which may arise from unforeseen enrollment increases or extra-ordinary duties not normally performed by members of the bargaining unit. In the event a temporary position is anticipated to, or in fact does, exceed the ninety (90) consecutive working days the District agrees to post the position as a regular job in the bargaining unit as required by Article 15.2.
- b. A "substitute employee" is defined as an employee temporarily hired to replace a specific employee who has been excused from work for a period of time.