

**Memorandum of Agreement  
Between  
Eugene School District 4J  
And  
Oregon School Employees Association Chapter No. 1**

The Eugene School District 4J and the Oregon School Employees Association, Chapter No.1 enter into this agreement for the 2010-11 fiscal year. The District and the Association are referred to jointly as the parties. The parties negotiated a collective bargaining contract, hereinafter Contract, for the term October 1, 2007 through September 30, 2011. The parties, having met for informal discussions at the District's request and in an effort to work collaboratively on the funding problems of the State, agree as follows:

1. The parties recognize that the State Economic and Revenue Forecast of June 2010 projected an additional revenue shortfall to the State of \$577 million, which has resulted in an anticipated decline in revenues to the District of \$6.8 million for 2010-11. As of the date of this memorandum, the projected level of funding the District expects to receive from the State is not sufficient to cover the anticipated expenses for the next two fiscal years. Based on the anticipated reductions in funding, the parties have agreed to the following strategies that will result in a \$745,527 savings for the District's General Fund.
2. For the 2010-11 fiscal year all bargaining unit employees assigned to work year assignments as per Article 3, Section 3.14.2 through Section 3.14.6, shall have their work year assignment reduced by seven (7) work days. Employees assigned to student attendance days as per Article 3, Section 3.14.1 shall have their work year reduced by six (6) days based on the District's decision to eliminate six student attendance days from the 2010-11 calendar. In the event the District receives additional state support, federal funds, or unexpected funding from any source other than grants, one day will be added back for each \$450,000, up to a total of five (5) days.
  - a. The days identified by the District as furlough days during the 2010-11 fiscal year are non-work days (employees will not be allowed to work or report to work on those days). Additionally, the employees will not be paid nor be eligible to use paid status time (e.g., vacation, sick leave, or compensatory time).
  - b. Employees who are paid on a time-sheet basis will have the reduction in pay during the pay period in which the furlough occurs. All other employees will have the reduction in pay spread across all paychecks throughout the fiscal year.
  - c. No bargaining unit employee shall suffer any additional loss of pay or benefits as a result of the District's decision to reduce work assignments (e.g. vacation, holiday, sick leave, insurance contribution, or calculation of seniority).
3. The Association and the District have approved, for the 2010-11 fiscal year, a twenty-five thousand dollar (\$25,000) reduction in the professional education fund allocation described in Article 19.13.3, with the result that the District's total allocation for the classified professional development fund during the life of the 2007-11 contract will be fifty-thousand dollars (\$50,000) instead of seventy-five thousand dollars (\$75,000).
4. On March 30, 2010, the Association and the District agreed, for the 2010-11 fiscal year, a transfer of one-hundred thousand dollars (\$100,000), in lieu of a proportional reduction in

