MEMORANDUM OF AGREEMENT
Between
The Eugene School District 4J
And
The Eugene Education Association

For 2010-11, the Eugene School District 4J, hereinafter the District, and the Eugene Education Association, hereinafter the Association, agree to modify Article 10.5.6 and Article 10.5.4 of the Collective Bargaining Agreement as follows:

1. No budget reduction days will be added back during the current school year.

2. On the March 28, 2011 professional planning day, the District will provide full-time unit members with 7.5 hours of uninterrupted planning time. On April 15, 2011, the District will use the 3.75 hours reserved for professional development for site administrators to facilitate collaborative planning for the following school year. The preceding will be pro-rated for part-time unit members.

3. Should the District face another mid-year funding cut during 2010-2011, the Board of Directors will consider every reasonable option to avoid laying off employees this year including but not limited to the following: spending more reserves, further shortening the school year pursuant to Article 2.9, or reducing elsewhere in the budget.

4. This agreement does not set precedent nor change any status quo conditions of the Collective Bargaining Agreement.

5. This Agreement is a full and final resolution of the parties' dispute concerning the application of Article 10.5.6. EEA will not grieve or otherwise dispute the District's decision to not add back budget reduction days for the current school year. This agreement expires June 30, 2011.

IT IS SO AGREED this 10th day of November, 2010.

For the District

11/15/10
Craig Smith — Date
Board Chair

For EEA

Dayna Mitchell 11-15-10
Dayna Mitchell — Date
EEA President

Christine Nesbit 11-15-10
Christine Nesbit — Date
Assoc. Director, Human Resources/
Labor Relations

Thomas C. Di Liberto 11-22-10
Tom Di Liberto — Date
EEA Bargaining Chair