

MEMORANDUM OF AGREEMENT
Between
THE EUGENE SCHOOL DISTRICT 4J
And
THE EUGENE EDUCATION ASSOCIATION

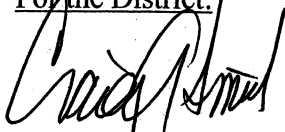
The Eugene School District 4J, hereinafter the District, and the Eugene Education Association, hereinafter the Association, enter into this agreement on compensation for teachers with responsibility for the Credit Based on Proficiency (CBOP). The terms of the agreement are as follows:

1. The 2007-08 pilot program will be extended for the 2010-11 work year under the terms of this memorandum of agreement.
2. The CBOP Advisory Board will provide periodic updates to the Joint Contract Administration Committee on their evaluation of program. Based on their review and recommendations, either party may request modifications to this agreement.
3. No more than ten students each at Sheldon, Churchill and South and five students each at North Academy of Arts, North School of IDEAS, and North International High School may receive CBOP per semester course (0.5 credit).
4. No student can take more than 1.5 CBOP credits per year and no CBOP mentor can have more than three CBOP students per year.
5. A CBOP teacher mentor will receive one day of per diem pay per 0.5 CBOP credit course for each student. However, if the mentor teacher works substantially more than a day to complete the work required for mentoring, then the mentor teacher may request an additional half day of per diem pay.
6. The following schools will each have a CBOP coordinator: South, Sheldon, Churchill, North IHS, North Academy of Arts, and North IDEAS.
7. Each school CBOP coordinator will be compensated by one day of extended contract for the year's CBOP coordination responsibilities. The school coordinator will also be compensated a half per diem day per 0.5 CBOP student credit for a maximum three days of extended contract pay per work year.
8. The pilot program coordinators will be Association bargaining unit members unless no unit member is willing to be the site coordinator.

9. This agreement expires on June 30, 2011.

IT IS SO AGREED this _____ day of June, 2010.

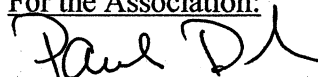
For the District:

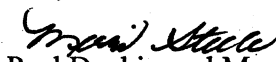


Craig Smith
Board Chair

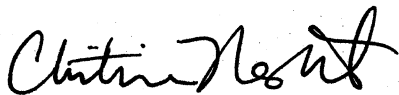
Date: 8/4/10

For the Association:



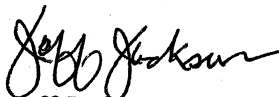

Paul Duchin and Merri Steele
CoPresidents

Date: 6/28/10



Christine Nesbit
Assoc. HR Director
Labor Relations

Date: 8/16/10



Jeff Jackson
UniServ Consultant

Date: 8/27/10