MEMORANDUM OF UNDERSTANDING

BETWEEN

EUGENE EDUCATION ASSOCIATION

AND

EUGENE SCHOOL DISTRICT 4J

In consideration of the fact that High School Athletic Directors frequently work in the summer, including partial and/or full days during June, July, and August, and in consideration of the fact that heretofore compensation of Athletic Directors has been inconsistent, the parties agree as follows:

1. High School Athletic Directors shall be paid a stipend of 22% (applied as provided in Article 5.5.1) for all hours of work performed outside of a normal, professional teaching position necessary to the overall functioning and coordination of the athletic program at each school. These hours of work include evening and weekend hours and full or partial workdays during winter, spring and summer breaks as needed.

2. Article 5.5 of the Collective Bargaining Agreement between the parties is hereby amended with the understanding that this agreement constitutes the deletion of the reference to Senior High Athletic Director and its related compensation schedule in Article 5.5.2. The reference to athletic directors in Articles 5.1.9 (Fall Reporting Time) of the Collective Bargaining Agreement is hereby deleted.

3. The District Athletic Director will be compensated ten (10) extended contract days as compensation for the discharge of District Athletic Director duties. Additionally, he/she shall be compensated with the 22% stipend as set forth above should that individual also be employed as a High School Athletic Director.

4. The EEA hereby waives its right to file a grievance or further dispute the application or interpretation of the above-deleted contract articles as they applied to compensation of High School Athletic Directors prior to the effective date of this Memorandum.

5. This agreement shall be implemented effective July 1, 2015.