MEMORANDUM OF AGREEMENT
BETWEEN
EUGENE SCHOOL DISTRICT 4J
AND
EUGENE EDUCATION ASSOCIATION

This Memorandum of Agreement is entered into this 6th day of May, 2014 between the Eugene School District 4J ("District") and the Eugene Education Association ("Association") for the purpose of interpreting and extending Association President leave under Article 9.7.1 of the 2013-14 Collective Bargaining Agreement through June 30, 2023.

During the period of the Association President’s Association Leave under Article 9.7.1, the District shall continue to pay the Association President compensation and benefits as if he or she were employed in the position held at the time the leave began, including any District leadership stipend for a leadership position held by the employee at the time leave began. At the Association’s request, the District will also pay a 12% Association stipend for summer work. At the request of the Association, and with the consent of the District, the 12% Association stipend may be increased or decreased within the term of this Agreement; the District will not unreasonably withhold consent. The Association shall reimburse the District the full cost of the President’s salary compensation and benefits, including all District employer costs. The compensation and benefits shall change during the term of the leave the same as if the person had continued to be employed in the position held at the time the leave began.

In the event the terms of Article 9.7.1 including the terms of this Memorandum of Agreement are declared invalid by any court of competent jurisdiction, by ruling of PERS, or by the District’s inability to lawfully perform the terms of Article 9.7.1 or this Memorandum of Agreement, then upon written notice to the Association the terms of Article 9.7.1 and this Memorandum which provide for the Association President to continue to be treated as a District employee for purposes of compensation and benefits shall be null and void.

The Association and any individual who has been paid compensation and received benefits based on Article 9.7.1 or this Memorandum of Agreement shall hold the District and its agents harmless from costs and liability based on the terms of Article 9.7.1 and this Memorandum of Agreement.

The terms of this Memorandum of Agreement are incorporated into and made part of Article 9.7.1 of the 2013-14 Collective Bargaining Agreement between the District and the Association. The terms of this Memorandum and Article 9.7.1 shall continue to be in effect through June 30, 2023. In the event there is a conflict between the agreements, the terms of this Memorandum shall prevail.

IT IS SO AGREED this 6th day of May, 2014.

Rachel Kirtner Date
UniServ Representative, EEA

Tad Shannon Date
President, Eugene Education Association

Mary Walton Date
Board President, Eugene School District

Christine Nesbit Date
Assoc. Dir., Labor Relations
Eugene School District