2012-13 ADDENDUM
DISTRICT – 4JA STATEMENT OF UNDERSTANDING

The Eugene School District 4J and the 4J Association are parties to a 2011-12 Statement of Understanding. Having met and conferred on compensation issues, the parties do agree to the following modifications to that Statement of Understanding, effective July 1, 2012:

1. Section I – Insurance Benefits. The District’s monthly insurance contribution for each full time equivalent (FTE) employee covered by the Statement is one thousand, one hundred and twenty-five dollars ($1,125), beginning October 1, 2012. On a one-time basis, the District will transfer twenty-five thousand dollars ($25,000) from the 4JA-District insurance reserve fund to the District general fund for the purpose of covering the cost of this increase for one year.

2. Section VI, A – Salary Schedule. There will be a zero (0%) cost of living increase effective July 1, 2012.

3. Section VI, B – Step Increase. For 2012-13, step-eligible employees will advance a step.

4. One-time payment. For 2012-13 only, the 4J Association and the District will transfer funds from the 4JA-District insurance reserves to the District general fund, which the District will distribute as a one-time payment to members who are not eligible for step movement. The lump sum will be paid to eligible unit members no later than November as additional compensation, subject to standard payroll costs and tax withholdings. The lump sum amount will be six hundred dollars ($600.00) for an eligible full time member, and will be the same for each member based on the unit member’s assigned FTE as of October 1, 2012. The amount to be transferred from the 4JA-District insurance reserve fund shall be the sum of the amount distributed as salary and the related fixed costs.

5. During 2012-13, the work year assignment of all covered employees will be reduced by a total of five days.

6. All terms of the 2011-12 District-4JA Statement of Understanding, as modified by this 2012-13 Addendum, will remain in place until a successor Statement is entered into.

IT IS SO AGREED this 21st day of June, 2012.

FOR THE DISTRICT

Alicia Hays
Board Chair

Christine Nesbit
Associate HR Director - Labor Relations

FOR THE 4JA ASSOCIATION

Peter Tromba
Co-President, 4JA Association

Kim Finch
Co-President, 4JA Association