2013-14 Tentative Agreement

DISTRICT – 4JA STATEMENT OF UNDERSTANDING

The Eugene School District 4J and the 4J Association are parties to a 2011-12 Statement of Understanding, and a 2012-13 Addendum thereto. Having met and conferred on compensation issues, the parties do tentatively agree to the following modifications to the Statement of Understanding, effective July 1, 2013:

1. Section VI, J – Work Year. During 2013-14, the District has reduced the work year assignment of all administrators, professionals and supervisors by ten days. However, these staff have agreed to work the tenth day, and to cover the cost of that day by a transfer of $44,000.00 from the Administrator Insurance Reserve Fund to the District general fund. This results in a work year reduction of nine days for covered employees, but a savings to the District equivalent to ten days.

2. 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 forty-five dollars ($1,145), beginning October 1, 2013. There will be a transfer of twenty-six thousand dollars ($26,000) from the Administrator Insurance Reserve Fund to the District general fund on August 1, 2013 for the purpose of covering the cost of this increase for one year.

3. Section VI, A – Salary Schedule. There will be an eight-tenths of one percent (0.8%) cost of living increase effective January 30, 2014. There will be a transfer of $42,400 from the Administrator Insurance Reserve Fund to the District general fund on August 1, 2013 to cover the cost of the COLA during 2013-14.

4. Section VI, B – Step Increase. For 2013-14, step-eligible employees will advance a step on November 5, 2013.

5. One-time payment. For 2013-14 only, the 4J Association and the District will transfer funds from the Administrator Insurance Reserve Fund 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 employee, and will be prorated for eligible part-time employees based on the employee’s assigned FTE as of October 1, 2013. The amount to be transferred from the Administrator Insurance Reserve Fund shall be the sum of the amount distributed as salary and the related fixed costs.

6. In addition to the reserve transfers above, there will be a one-time transfer of $26,000.00 in 2013-14 from the Administrator Insurance Reserve Fund to the District general fund.

7. All other terms of the 2011-12 District-4JA Statement of Understanding not modified by this tentative agreement will remain in place.