

**MEMORANDUM OF AGREEMENT  
BETWEEN  
OREGON SCHOOL EMPLOYEES ASSOCIATION  
AND  
EUGENE SCHOOL DISTRICT 4J**

The Oregon School Employees Association, Chapter 1 ("OSEA") and the Eugene School District 4J ("District") agree to the following for the purpose of adding a new provision to the 2018-22 Collective Bargaining Agreement ("contract"):

1. The parties agree to add new Article 4.2.7 to the contract.



**4.2.7 Membership Drives; OSEA Conference**

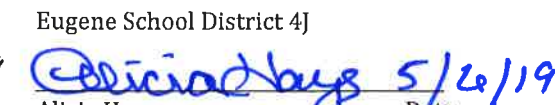
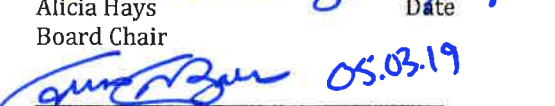
The District will provide up to one-hundred and forty (140) hours of leave per fiscal year for employees' participation in OSEA Chapter 1 membership drives held during two two-week periods per year at district sites. This leave shall not be used to investigate grievances. OSEA will obtain advanced written approval from the site administrator for use of an assigned room, which may be used to meet with employees on a voluntary basis during non-duty time. Up to forty (40) hours of such time may be used for attendance at OSEA statewide conferences and events.

OSEA and Human Resources will confer in advance about the proposed activity to avoid foreseeable conflicts and hardship to the school or department.

An employee's leave request must be submitted for approval to the employee's supervisor and then to a Human Resources administrator at least seven (7) calendar days in advance. The district will approve the leave request if it determines that granting the leave will not negatively affect the program. Requests will not be unreasonably denied. OSEA will reimburse the District for the wages and fixed payroll costs of the absent employee within 30 days of receipt of the invoice.

2. This agreement takes effect when signed by all parties.
3. Unless later agreed to by the parties in writing, Paragraph 1 of this agreement is a status quo condition of the contract and will be incorporated into the parties' successor agreement.

OSEA Chapter 1  
  
Sheila Waggoner      Date  
President                      4/25/19  
  
Tyler Whitmire      Date  
Field Representative                      4/25/19

Eugene School District 4J  
  
Alicia Hays      Date  
Board Chair                      5/26/19  
  
Dr. Gustavo Balderas      Date  
Superintendent                      05.03.19