

MEMORANDUM OF AGREEMENT

BETWEEN

EUGENE EDUCATION ASSOCIATION

AND

EUGENE SCHOOL DISTRICT 4J

1. Except as modified in this Memorandum of Agreement, or other written agreement ratified by the parties, the Eugene Education Association (EEA) and Eugene School District 4J (District) agree that the terms of the 2017-20 Collective Bargaining Agreement are extended through June 30, 2021.
2. The parties agree to modify the CBA as follows:

2.6 EFFECTIVE DATE:

- 2.6.1 This Agreement shall take effect upon its ratification date, and shall be implemented on that date except when another date is specifically designated.
- 2.6.2 This Agreement shall remain in full force to and including June 30, ~~2020~~2021.

4.1 PROFESSIONAL SALARY PLAN:

The professional salary plan for all unit members, except as herein provided, shall be as described below.

- 4.1.1 The ~~2017-18, 2018-19, and 2019-20~~ ~~2020-21~~ professional salary plans shall be as in Appendix A. The ~~2016-17~~ 2019-20 salary schedule shall be increased by ~~two and one tenth percent (2.1%)~~ one and three quarters percent (1.75%) effective August 27, 2020~~July 1, 2017~~. The 2017-18 salary schedule shall be increased by one and eight tenths percent (1.8%) effective July 1, 2018. The 2018-19 salary schedule shall be increased by two percent (2%) effective July 1, 2019.
- 4.1.2 The amount of each horizontal and vertical step on the professional salary plan shall be three and seven-tenths percent (3.7%) greater than the immediately preceding step.
- 4.1.3 Step 16, only for columns MA+45 and MA+90, is three percent (3%) greater than the preceding step. Step 16, only for the first five columns, and Step 17 for the last two columns, is two and three quarters percent (2.75%) over the prior step.

6.1 INSURANCE: FULL TIME:

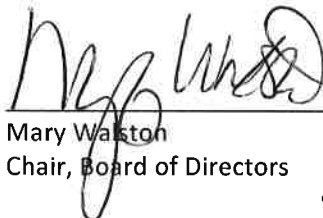
The District's monthly insurance contribution for each full time equivalent (FTE) unit member is ~~one thousand two hundred dollars (\$1,200)~~ one thousand two hundred and thirty dollars (\$1230) per month for the period October ~~2017-2020~~ through September 2021. There will be a one-time transfer


of \$650,000 from the licensed insurance reserve fund to the general fund on December 1, 2017, October 1, 2018 and October 1, 2019.


3. Pay Equity. The parties commit that by May 1, 2021, they will consider and identify solutions to internal and external pay equity issues in teacher leadership by collaborating on job descriptions for leadership positions, gathering data about the hours or range of hours needed for each position, and other relevant factors, and creating a system to provide fair and equitable compensation for future use (for example, a point factor system for use by a joint labor management team and a menu of options for schools). The initiative will be staffed by up to six members appointed by EEA and six administrators, and a mutually agreed-upon facilitator (or co-facilitators appointed by each party). If the parties' bargaining representatives are unable to tentatively agree on the proposed resolutions, or if the collaborative process breaks down, either party may request the assistance of the state conciliator, and if unresolved through that process, the parties will use the gathered data and settle the outstanding issues in the successor negotiations for the contract beginning July 1, 2021.
4. Athletics compensation. The athletics extra duty salary schedule will be frozen at 2020-21 levels. Members who held a coaching position in the 2019-20 or 2020-21 school years will, as to that coaching position held, be permitted to remain on the 2020-21 schedule until such time as a break in service, the applicable stipend on the new schedule exceeds the 2020-21 schedule, or June 30, 2026, whichever is earlier. During the 2020-21 year, a committee comprised of equal numbers of members and administrators will be convened to consider and develop an alternative salary schedule and compensation plan for future adoption. The team will use a collaborative and open process, gather information and conduct joint surveys as necessary, and present proposed solutions to the parties' bargaining representatives. The committee will be staffed by a mutually agreed-upon facilitator or by co-facilitators appointed by each party. If the parties' bargaining representatives are unable to tentatively agree on the proposed resolutions, or if the collaborative process breaks down, either party may request the assistance of the state conciliator, and if unresolved through that process, the parties will use the gathered data and settle the outstanding issues in the successor negotiations for the contract beginning July 1, 2021.

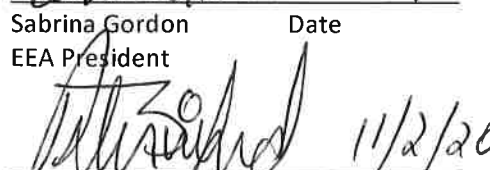
Eugene School District 4J

Eugene Education Association /OEA


Mary Walston
Chair, Board of Directors
Date 5 Nov 2020


Cyndy Vandercar
Superintendent
Date 11/05/2020


Sabrina Gordon
EEA President
Date 11/2/20


Pete Swinford
UniServ Consultant, OEA
Date 11/2/20