

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

**Recitals:**

1. The Eugene Education Association (EEA) and Eugene School District 4J (District) are parties to a Collective Bargaining Agreement that has been extended through June 30, 2021, as modified by an MOA concerning the implementation of CDL and Hybrid Instruction. That MOA provided that if an athletics program was authorized and implemented during the 2020-21 school year, the parties would bargain over the percentage of the stipends provided in Article 5 of the CBA.
2. In December 2020, OSAA announced an anticipated start of abbreviated OSAA athletic seasons beginning February 8, 2021, including provision for sports that are prohibited from competing. Following the district's announcement that it intended to implement an athletics program, representatives of the parties engaged in expedited bargaining and have agreed as set forth below.

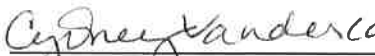
**Agreement:**

1. For all OSAA sanctioned sports/ activities for which there will be a competitive season, the district will pay coaches 90% of the stipend provided in Article 5 of the collective bargaining agreement (CBA). For all OSAA sanctioned sports/ activities that will have a non-competitive season (training and conditioning), the District will pay coaches 80% of the stipend provided in Article 5 of the CBA. All coaches associated with these sports/ activities will be expected to coach through the entire season, including the culminating week.
2. During this school year, the district expects coaches in all sports/activities to serve their student athletes through a variety of activities. In order to receive coaching stipends during the 2020-21 school year, coaches will be expected to:
  - Meet with students at least four times a week, at least two of which will be in-person unless prohibited by the district, order of the governor or public health authority, or OSAA. Coaches will on a weekly basis support student athletes by addressing academic success during CDL and Hybrid.
  - Activities will support skill building and conditioning, and where applicable, competition.
  - Communicate regularly with families regarding student athletes' progress, schedule updates, and safety protocols and expectations.
  - Submit a practice/workout schedule to the athletic director and maintain regular communication.
  - Continue to maintain equipment and facilities as needed.
  - Model and enforce safety protocols, including district and state guidelines related to the COVID-19 pandemic.

3. Should a season begin, and stop temporarily for reasons of quarantine or outbreak, the stipend will continue to be paid unless the season is not able to continue. The coach will be required to stay in contact with players and offer virtual coaching, if possible, during the duration of the quarantine. Once a season has begun, should the district cancel the remaining athletic activities for a single sport, a specific season, or for all sports/activities, the coaching stipend will be prorated based on the calendar days of the OSAA season worked. For example, the OSAA football season is scheduled to begin on February 8, and to end on April 11. The OSAA softball season is scheduled to begin on March 22, and to end on May 23.
4. Stipends for all sports/activities seasons will be paid in 3 equal payments coordinated to begin when the season is scheduled to start. For example, Season 2 will receive their first payment in their February 28 paycheck, second payment in March and final payment in April.
5. Extended season pay will not be available for the 2020/21 season due to the restructuring of the OSAA schedule. All post-season play is included within the seven (7) week schedule during the culminating week.

Eugene School District 4J

  
 Mary Walston Date 27 JAN 2021  
 Chair, Board of Directors

  
 Cydney Vandercar Date 01/26/21  
 Superintendent

Eugene Education Association /OEA

  
 Sabrina Gordon Date 1-25-21  
 EEA President

  
 Pete Swinford Date 1/20/21  
 UniServ Consultant, OEA