

Tentative Agreement – February 1, 2022  
Eugene School District 4J

JA 2/1/22  
Christina Must  
NAC 2/1/22

\*\*\*The parties agree to current contract language for Article 5.1.11 – Extended Season pay, and that it will be renumbered from prior Article 5.5.8

5.1.12 EXTENDED TRAVEL [*Renumbered from 5.5.9*]

Unit members in a Section 5.1 extra duty coach position who are required to travel one way in excess of 120 miles to a conference game, will be paid a travel stipend of \$50 per ~~trip~~ game

CW

10.5.2 If unit members voluntarily participate in paid staff development outside paid contract time, they will be paid at a daily rate of \$328 (for eight [8] hours) or an hourly rate of \$41.00.

**APPENDIX F - ATHLETICS COMPENSATION** (*new*)

1. The November 2020 MOA between EEA and the district concerning athletics compensation will be implemented with the following modifications.
  - a. Within 8 weeks of the ratification date of this agreement, a committee comprised of four members selected by each party will be convened to review information from the joint survey on athletics and to score athletics coaching positions (i.e., those positions listed in articles 5.1.1, 5.1.2, 5.1.3 and 5.1.6). The committee will develop proposed stipend increments and a new extra duty salary schedule upon which those increments are based, and any other recommendations relating to compensation for athletics coaches, to recommend for consideration and approval by the parties' bargaining representatives.
  - b. The proposed solutions will meet the following guidelines:
    - i. The proposed stipend increments will comply with pay equity law.
    - ii. The educational attainment of an individual coach will not determine the stipend received.
    - iii. The salary schedule will not exceed six (6) experience steps.
    - iv. The high school athletics positions listed in paragraph 5 will be presumed to continue.
    - v. The committee will determine the maximum stipend increment for each position listed below. The sum total of the maximum stipend increments so determined will not exceed \$220,000 per high school.
    - vi. Compensation for any authorized pre-season work will be embedded in the established coaching stipend, and Article 5.1.9 (Fall Reporting Time) and its provisions of additional pay will no longer apply to fall sports coaches.
2. By no later than September 1, 2022, the parties will reopen for negotiation all articles relating to athletics coaching compensation, including Articles 5.1 (Activity Schedule), 5.1.1 (Senior High Coaches: Men's Sports), 5.1.2 (Senior High Coaches: Women's Sports), 5.1.3 (Senior High Coaches: Coed Sports), 5.1.6 (Middle School Coaches: Coed Sports); 5.1.9 (Fall Reporting Time) and 5.6 (Experience Credit). Article 5.1 and 5.1.9 (Fall Reporting Time) shall be reopened only to the extent that they apply to athletics coaching stipends; it is not the intent of this provision to address compensation for non-athletics activities.

3. The grandpersoned salary schedule agreed to in paragraph 4 of the November 2020 MOA shall apply to current athletic coaches and those who coach in Spring 2022 sports. The reference to the sunset date of June 30, 2026 in that MOA is changed to June 30, 2036.
4. Articles 5.1.4 and 5.1.5 (relating to middle school wrestling, soccer and volleyball) are deleted. Should the district reinstate middle school wrestling, soccer and/or volleyball in the future, compensation will be negotiated by the parties at that time.
5. List of existing positions.

**Mens:**

Head Football  
1st Asst Football  
2nd Asst Football  
3rd Asst Football  
4th Asst Football  
5th Asst Football  
Head Basketball  
1st Asst Basketball  
Head Baseball  
1st Asst Baseball  
Head Wrestling  
1st Asst Wrestling  
Head Soccer  
1st Asst Soccer  
Tennis

**Womens:**

Head Basketball  
1st Asst Basketball  
Head Volleyball  
1st Asst Volleyball  
Head Softball  
1st Asst Softball  
Head Soccer  
1st Asst Soccer  
Tennis

**Coed:**

Head Track  
1st Asst Track  
2nd Asst Track  
3rd Asst Track

4th Asst Track  
Head Swimming  
Assistant Swimming  
Head Cross Country  
Assistant Cross Country

