

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

Eugene School District 4J (District) and Oregon School Employees Association, Chapter One (OSEA), enter into this agreement regarding the 2021 amendment to ORS 187.010, which designated Juneteenth on June 19 as an official state holiday beginning in 2022.

1. During the 2022 school year, Juneteenth shall be a paid holiday for the following employee groups:
  - a. Ten (10)-month employees,
  - b. Eleven (11)-month employees, and
  - c. Twelve (12)-month employees.
2. Juneteenth 2022 shall not be a paid holiday for employees in positions which have a less than ten (10)-month work year, due to the conclusion of their work year on June 17. However, employees in positions which have a less than ten (10)-month work year who are required to work on Juneteenth shall be compensated as provided by Article 18.2.3 (Holiday Compensation).
3. Because Juneteenth 2022 falls on Sunday, June 19, 2022, the holiday shall be observed on Monday, June 20, 2022.
4. Ten (10)-month, eleven (11)-month, and twelve (12)-month employees who are required to work on June 20, 2022, shall be compensated as provided by Article 18.2.3 (Holiday Compensation).
5. The parties agree that this Agreement shall not set precedent for either party, and to bargain over Juneteenth during successor bargaining.

It is so agreed this 29<sup>th</sup> day of June 2022.

**OSEA Chapter I**

Sheila Waggoner 6-21-22  
Sheila Waggoner                      Date  
President

Steve Sears 6-27-22  
Steve Sears                              Date  
Field Representative

**Eugene School District 4J**

Cydney Vandercar 6/29/2022  
Cydney Vandercar                      Date  
Superintendent

Judy Newman 6/28/22  
Judy Newman                              Date  
Board Chair