

MEMORANDUM OF AGREEMENT  
BETWEEN  
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 1  
AND  
EUGENE SCHOOL DISTRICT 4J

**Recitals:**

1. The 2021-22 school year has presented extraordinary challenges for the district's transportation operations due to a nationwide labor shortage of appropriately licensed drivers and the COVID-19 pandemic. This shortage is expected to continue through 2022-23.
2. Transportation employees will continue to be relied upon during 2022-23 to address disruption to transportation operations and expected to work overtime.
3. The district has determined it is necessary to adjust compensation for transportation employees during the 2022-23 work year in order to address current market and operational conditions and sustain critical service for students.

Therefore, the district and OSEA agree to the following terms and conditions:

**Agreement:**

1. This Agreement applies to Transportation Department employees in the following classifications: bus drivers, bus aides, mechanics, routers, dispatch support, trainers, route planning coordinators, and van drivers (collectively referred to herein as "Transportation Employees").
2. The collective bargaining agreement between the parties establishes the regular hourly rate for all classified employees, including those in transportation. Effective September 5, 2022 through June 30, 2023, Transportation Employees will receive a differential percentage of 20% on their regular rate of pay for each hour of work. For example, an employee who normally earns an hourly rate of \$20.31 based the classified salary schedule, will earn a 20% differential of \$4.06, for a total of \$24.37 for each hour worked.
3. During 2022-23, Transportation Employees actively employed by the District shall earn bonuses as follows:
  - a. The bonus earned by such employees for the pay period of December 26 through December 30, 2022 is \$1,000.00 and will be paid in December 2022.
  - b. The bonus earned by such employees for the pay period of March 27 through March 31, 2023 is \$1,000.00 and will be paid in April 2023.
  - c. The bonus earned by such employees for the pay period of June 20 through June 27, 2023 is \$1,000.00 and will be paid in June 2023.
4. This Agreement expires on June 30, 2023.

5. This agreement is intended to address unprecedented circumstances, is not precedent setting, and is not intended to alter the status quo conditions of employment upon its expiration.
6. Both parties recognize the potential impact ongoing 2022 successor bargaining may have on compensation earned by transportation employees for the 2022/23 work year. As this agreement may not be modified except by mutual written agreement of the parties. Both parties agree it may be necessary to reevaluate the parameters of this agreement should one or both parties determine it necessary.
7. This agreement may be terminated prior to its expiration by mutual written agreement of the parties.

FOR OREGON SCHOOL EMPLOYEES  
ASSOCIATION, CHAPTER ONE

Sheila Waggoner 8/1/22  
Sheila Waggoner Date  
President

Steve Sears 1 Aug 22  
Steve Sears Date  
Field Representative - OSEA

FOR EUGENE SCHOOL DISTRICT 4J

Dr. Andy Dey 8.26.22  
Dr. Andy Dey Date  
Superintendent

Maya Rabasa 8/29/22  
Maya Rabasa Date  
Chair, Board of Directors