

MEMORANDUM OF AGREEMENT
between
EUGENE SCHOOL DISTRICT 4J
and
THE EUGENE EDUCATION ASSOCIATION

PER 212000222

This Memorandum of Agreement (“MOA” or “Agreement”) is entered into between the Eugene School District 4J (“District”) and Eugene Education Association (“EEA” or “Association”) for the purpose of modifying compensation for members of the bargaining unit assigned as a Life Skills teacher.

1. **PURPOSE.** The District and the Association acknowledge their mutual interest in providing changes in compensation to bargaining unit members in Life Skills programs who are responsible for the education and supervision of medically fragile students or students with exceptional needs. The District and Association hope the additional compensation will aid in recruiting and retaining teachers in these hard-to-fill positions.

2. **TERM.** The MOA takes effect after ratification and will be implemented beginning with the 2023/24 school year.

3. **COMPENSATION.** Bargaining unit members assigned to a Life Skills position shall:

- Receive an 11% stipend and;
- Each SSD full time Life Skills position assigned for instruction of students with disabilities (per IDEA) will receive five (5) days of release time and a stipend equal to six (6) days at their per diem rate. Any less than full-time unit members with this primary position responsibility will receive a proportional amount of release days based on their FTE and the six-day stipend at their prorated per diem rate.

4. **ADDITIONAL SUPPORTS.** The District and Association agree to additional supports designed to improve the conditions of bargaining unit members assigned to a Life Skills position. These additional supports include:

- The District will continue to evaluate program resources and staffing in efforts to provide a Teacher On Special Assignment (TOSA) with a focus of supporting the elementary Life Skills programs.
- Building administrators, who have a Life Skills program, will participate in the District training provided to their Life Skills staff.
- Moving forward, during Pre-service week and on District Professional Development days classified and certified Life Skills staff will have calendared time to collaborate.
- For the 2023-2024 school year only, SSD administrators will have a standing agenda item at each Life Skills regularly scheduled meeting to track and to find solutions to issues related to compliance associated with duty-free lunch, preparation time, and case management. Elementary building administrators, who have a Life Skills program, will

be invited to attend these meetings to process the data. The Joint Contract Administration Committee (JCAC) will receive a report on this data in December, March, and June.

IT IS SO AGREED this 17 day of May, 2023.

For EEA

Sabrina Gordon 4-21-23
Sabrina Gordon Date
EEA President

Peter Swinford 4-21-2023
Peter Swinford Date
UniServ Consultant, OEA

For Eugene School District 4J

Maya Rabasa 5/17/23
Maya Rabasa Date
Chair, Board of Directors

Dr. Andy Dey 5-15-23
Dr. Andy Dey Date
Superintendent