

**EEA PROPOSED MEMORANDUM OF AGREEMENT
EUGENE EDUCATION ASSOCIATION
'
AND
EUGENE SCHOOL DISTRICT 4J
May 16, 2023**

This Memorandum of Agreement (MOA) is hereby entered into by and between the Eugene School District 4J (District) and the Eugene Education Association (Association) for the purpose of modifying Article 5 – Extra Duty Compensation and Appendix A-3 – Athletics of the CBA, and Section 4 of the 2020 Memorandum of Agreement extending the 2017 -20 CBA through June 30, 2021.

1. The attached Athletics Extra Duty Salary Schedule and Coaching Salary Schedule Tiers shall go into effect July 1, 2023.
2. The Athletics Salary Schedule will be increased each year by the licensed cost of living increase.
3. Article 5.1.7 Fall Reporting Time, is amended as follows: If the District requires athletic trainers, marching band directors, and fall sports coaches who were hired prior to July 1, 2023 and who are placed on the grandpersoned salary schedule, to report eight (8) or more calendar days before unit members' first regular duty day of the school year as established by the school calendar adopted by the Board, these unit members will receive an additional increment of two percent (2%). The District historically starts the high school fall sports on a date consistent with the OSAA guidelines.
4. The grandpersoned salary schedule is frozen at 2020-21 levels. Members who held a coaching position prior to July 1, 2023 will be permitted to remain on the 2020-21 schedule until such time as a break in service, the applicable stipend on the schedule effective July 1, 2023 exceeds their placement on the 2020-21 schedule, or June 30, 2036, whichever is earlier. A break in service includes non-lateral transfers to District coaching position but does not include coaches who transfer laterally (i.e. Baseball Head Coach at Building A accepts Baseball Head Coach position at Building B). **(This is a revision of 2020 MOA Section 4).**
5. Article 5.1.4 Middle School Coaches ** will be modified to read: A 4th Assistant Track Coach will be hired if the number of students participating in track exceeds 85; a 5th Assistant Track Coach will be hired if the number of participants exceeds 105.
6. All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.
7. The parties agree to incorporate the provisions of this MOA into the CBA during the next successor negotiations.

For Eugene Education Association

For Eugene School District 4J


Sabrina Gordon
EEA President

Date


Maya Rabasa
Chair, Board of Directors

Date

6/21/23


 Pete Swinford
 UniServ Consultant, OEA
 Date 6/13/23


 Dr. Andy Dey
 Superintendent
 Date 6.21.23

4J Athletics Extra Duty Salary Schedule
 July 1, 2023 – June 30, 2024

Tier	Step 1	2	3	4	5	6
1	\$ 8,451	8,896	9,364	9,857	10,376	10,922
2	\$ 5,917	6,228	6,556	6,901	7,264	7,646
3	\$ 4,139	4,357	4,586	4,830	5,084	5,352
4	\$ 2,861	3,012	3,171	3,338	3,560	3,747
5	\$ 2,030	2,137	2,249	2,367	2,492	2,623

6/12/23

SWM

2023-24 Athletics Extra Duty Salary Schedule

4J Coaching Score Salary Schedule Tiers

Baseball - Head Coach	96		Tier 1 (100 - 82)
Softball - Head Coach	96		
Track (HS) - Head Coach	94		
Wrestling - Head Coach	90		
Basketball - Head Coach (Men's)	88		
Basketball - Head Coach (Women's)	88		
Football - Head Coach	88		
Soccer - Head Coach (Men's)	86		
Soccer - Head Coach (Women's)	86		
Volleyball - Head Coach	82		
Baseball - Asst Coach	75		Tier 2 (81 - 69)
Softball - Asst Coach	75		
Swimming - Head Coach	74		
Football - Asst Coach - 1st/2nd	72		
Cross Country - Head Coach	70		
Track (HS) - Asst Coach - 1st/2nd	69		
Track (HS)- Asst Coach - 3rd/4th	Placed		Tier 3 (68 - 55)
Football - Asst Coach - 3rd/4th/5th	Placed		
Wrestling - Asst Coach	68		
Soccer - Asst Coach (Men's)	66		
Soccer - Asst Coach (Women's)	66		
Volleyball - Asst Coach	64		
Tennis - Head Coach (Men's)	60		
Tennis - Head Coach (Women's)	60		
Basketball - Asst Coach (Men's)	59		
Basketball - Asst Coach (Women's)	59		
Swimming - Asst Coach	54		Tier 4 (54 - 40)
Cross Country - Asst Coach	52		
Track (MS) - Head Coach	50		
Track (MS) - Asst Coach	34		Tier 5 (39 - 25)

