

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

MAY 16, 2023

This Memorandum of Agreement (“MOA” or “Agreement”) is entered into between the Eugene School District 4J (“District”) and the Eugene Education Association (“EEA” or “Association”) for the purpose of modifying the compensation structure for members of the bargaining unit assigned to building leadership positions.

1. **PURPOSE: Appendix D: CBA – Teacher Leadership - Pay Equity.** The parties commit that by May 1, 2022, they will consider and identify solutions to internal and external pay equity issues in teacher leadership by collaborating on job descriptions for leadership positions, gathering data about the hours or range of hours needed for each position, and other relevant factors, and creating a system to provide fair and equitable compensation for future use (for example, a point factor system for use by a joint labor management team and a menu of options for schools). The initiative will be staffed by up to six members appointed by EEA and six administrators, and a mutually agreed-upon facilitator (or co-facilitators appointed by each party). If the parties' bargaining representatives are unable to tentatively agree on the proposed resolutions, or if the collaborative process breaks down, either party may request the assistance of the state conciliator, and if unresolved through that process, the parties will, upon request by the other party, bargain the issues through the bargaining process.
2. **TERMS:** The MOA takes effect after ratification and will be implemented as a pilot for the 2023/24 school year.
  - a. The District and EEA understand that this Equity-Based leadership plan process is new and there will be a lot to learn in the first year of implementation. For this reason, we have agreed that the 2023/24 school year will be a pilot with the goal of finalizing the prescribed process to be included in the next EEA and District 4J Collective Bargaining Agreement.
  - b. Leadership funds will be distributed equitably based on the number of licensed staff (full or part-time) assigned to each building and payment will be in the form of stipends in the following range: \$500, \$1,000, \$1,500, \$2,000, \$2,500, and \$3,000. The total distribution amount for the 2023/24 school year will be 1.2 million dollars. The annual budget for teacher leadership will increase each year by the applicable negotiated EEA/4J COLA. This increase will then be reflected in an increased stipend each year equal to COLA increases in the Licensed Salary Schedule of the CBA.

- c. Licensed staff receiving stipends may exchange stipend pay for up to 3 paid release days at the rate of \$500 a day provided they notify the district of their intent prior to November 1, 2023. These release days can be taken on days selected by the licensed staff member with reasonable advance notice to the administrator and substitute availability including days before and after weekends, vacations, and holidays, except for scheduled professional development time. If a planned release day cannot be used due to substitute availability, the member may request the conversion of the release day into compensation by June 1, 2024.
- d. All buildings will submit their finalized and approved leadership plans to JCAC by October 15, 2023.
- e. For the duration of this pilot, the parties agree to suspend language of the current CBA in Articles 5.5.3, 5.5.4, and Article 5.5.7.
- f. For the duration of this pilot, Articles 5.5.2 and 5.5.6 shall remain in effect.

### 3. PROCESS FOR CHANGING LEADERSHIP PLANS:

- a. Each leadership plan will have one required team, Equity & Inclusion which will focus on providing building training/PD, and Universal support aligned to the School Continuous Improvement Plan (SCIP). Each team will have a team facilitator (\$3,000) and team members (\$1,500).
- b. Once a school has indicated the number of staff on their required teams, they may use their remaining funds to create any number of additional positions or teams to improve outcomes for students and staff in the following areas:
  - i. Safety and Wellbeing for all students and staff
  - ii. Meaningful Community Engagement
  - iii. Equitable Outcomes
  - iv. Stipend amounts should be assigned to each of the positions at \$500 increments starting at a minimum of \$500 to a maximum of \$3,000. For each position, the stipend and job expectations need to be briefly described and turned in for review by JCAC to ensure the goals of pay equity are achieved across all schools and levels. The draft plan will be signed by the administrator and EEA building representative prior to submission to JCAC. If there is not an identified EEA rep at the time of submission of a draft, another staff person who is a member of EEA may co-sign.
- c. The deadline for submitting a draft plan for Elementary schools will be September 1, 2023. The deadline for Secondary schools will be September 15, 2023. This will allow JCAC an opportunity to review the plans by level for the purpose of pay equity and provide feedback.
- d. Once the draft plan has been approved by JCAC, it will be returned to the school to be finalized and voted on by the licensed staff at the building. Licensed staff will vote on the proposed plan, not on the people assigned to the positions. Once the plan has been approved by 75% of their licensed staff, the administrator will assign interested staff to the positions on the plan. The term of each Leadership position is one year.

4. All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.
5. This MOA shall expire at the end of the 2023-2024 school year at which time its provisions, with any negotiated revisions, will be included in the CBA through successor negotiations.

IT IS SO AGREED this 21 day of June, 2023.

For EEA

Sabrina Gordon 6-13-23  
Sabrina Gordon Date  
EEA President

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

For Eugene School District 4J

Maya Rabasa 6/21/23  
Maya Rabasa Date  
Chair, Board of Directors

Dr. Andy Dey 6.21.23  
Dr. Andy Dey Date  
Superintendent

