

✓ 730 pm  
2/17/22

**EEA Counter Proposal to Eugene School District 4J**

**February 17, 2022**

EEA Proposes the following changes to the Agreement:

**2.6 EFFECTIVE DATE:**

2.6.1 This Agreement shall take effect upon its ratification date, and shall be implemented on that date except when another date is specifically designated.

2.6.1 This Agreement shall remain in full force up to and including June 30, ~~2020~~ 2024.

**4.1 PROFESSIONAL SALARY PLAN:**

The professional salary plan for all unit members, except as herein provided, shall be as described below.

4.1.1 The 2021-2024 professional salary plans shall be as in Appendix A. The 2021-2022 salary schedule shall be increased by four and twenty-five percent (4.25%) effective July 1, 2021, the 2022-2023 schedule shall be increased by four and twenty-five percent (4.25%) effective July 1, 2022, and the 2023-2024 schedule shall be increased by three and seventy-five percent (3.75%) effective July 1, 2023.

**4.9.3 PERS Pickup**

Effective 2023-24 school year, the parties agree to terminate the PERS pickup contract previously agreed to. The 6% PERS contribution will be merged into the salary schedule. In order to keep employees whole, the district will pay additional taxes and assessments resulting from the increase to the salary schedule.

**INSURANCE:**

**6.1 FULL TIME:**

The District's monthly insurance contribution for each full time equivalent (FTE) unit member is ~~one thousand two hundred dollars (\$1,200)~~ one thousand two hundred and sixty (\$1,260) per month for the period ~~October 2017 through September 2020~~ October 2021 through September 2022; one thousand two

hundred and ninety (\$1,290) per month for the period October 2022 through September 2023; and one thousand three hundred and twenty (\$1320) per month starting October 2023.

#### **APPENDIX D - MISCELLANEOUS**

##### **ONE-TIME PAYMENTS - PANDEMIC RELIEF**

Full-time unit members who worked throughout the 2021-2022 school year and who remain employed by the district as of June 1, 2022 shall be entitled to a payment of \$1,500 in recognition of the extraordinary requirements for service to the district during a pandemic. Payment for part-time and part-year employees shall be pro-rated by FTE and/or by contract days. Payment shall be made in the June 2022 payroll.

Full-time unit members who worked throughout the 2022-2023 school year and who remain employed by the district as of June 1, 2022 shall be entitled to a payment of \$1,200 in recognition of the extraordinary requirements for service to the district during a pandemic. Payment for part-time and part-year employees shall be pro-rated by FTE and/or by contract days. Payment shall be made in the June 2023 payroll.