

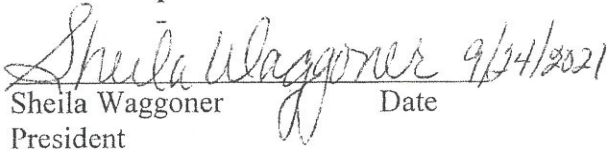
MEMORANDUM OF AGREEMENT  
BETWEEN  
OREGON SCHOOL EMPLOYEES ASSOCIATION  
AND  
EUGENE SCHOOL DISTRICT 4J


Eugene School District 4J (District) and Oregon School Employees Association, Chapter One (OSEA), enter into this agreement regarding an adjustment of the classified salary schedule grade for the following classifications: Custodian, Custodial Maintenance Coordinator I, and Lead Custodian. This agreement is made pursuant to article 7.6 of the Collective Bargaining Agreement related to market adjustments.

1. The Custodian classification, currently placed at pay grade 6, shall be placed on pay grade 7 of the classified salary schedule.
2. The Custodial Maintenance Coordinator I and Custodial Maintenance Coordinator II classification have been combined, and will be called Maintenance Coordinator. Maintenance Coordinators will be placed at pay grade 8 of the classified salary schedule, and will be listed in Appendix D on a stand alone classification.
3. The Lead Custodian classification, currently placed at pay grade 8, shall be placed on pay grade 9.
4. Appendices C and D are hereby modified in accordance with the terms of this Agreement.
5. All employees in the affected classifications will retain their classification seniority date and current step placement.
6. The pay grade adjustment for impacted staff will be retroactively effective beginning October 1, 2021.
7. This agreement amends the Collective Bargaining Agreement between the parties, which expires on June 30, 2022.

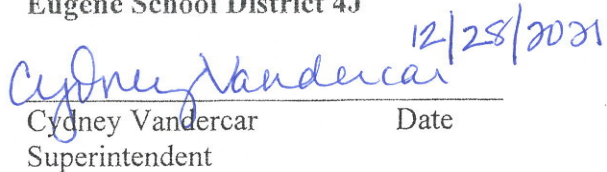
It is so agreed this \_\_\_\_\_ day of \_\_\_\_\_ 2021.

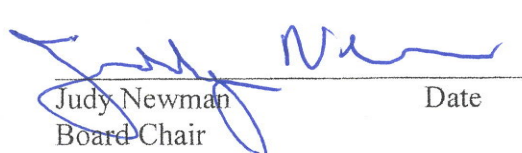
**OSEA Chapter I**

  
Sheila Waggoner      9/14/2021  
President                      Date

  
Steve Sears                      9-29-21  
Field Representative                      Date

**Eugene School District 4J**

  
Cydney Vandercar                      12/28/2021  
Superintendent                      Date

  
Judy Newman                      \_\_\_\_\_  
Board Chair                      Date