

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**EUGENE EDUCATION ASSOCIATION**

**AND**


**EUGENE SCHOOL DISTRICT 4J**


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 who accept a position in and are employed by the district in a district learning loss or transition program.

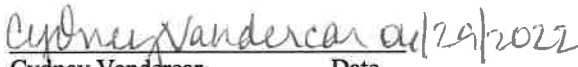
1. **PURPOSE.** The District and the Association acknowledge their mutual interest in supporting strong summer school programs for students and in responsibly using one-time grant dollars provided to schools to support students learning loss due to the impacts of the pandemic. Recruitment of members to support consistent and appropriate academic summer programs for 2022 is essential. The coronavirus pandemic of the 2020-21 and 2021-22 school years has been taxing for staff and has had a negative effect on the district’s ability to recruit and adequately staff the summer school programs listed in paragraph 3. In response to the effects of the pandemic and recruitment challenges, EEA and the District consider a change in compensation for staff working in those summer programs to be a temporary yet viable solution.
2. **TERM.** This MOA takes effect upon ratification and expires on August 20, 2022, provided however, in the event of an alleged breach of this Agreement by the District, the Association retains the right to file a grievance through September 30, 2022.
3. **IDENTIFIED PROGRAMS.** This MOA will apply to unit members who are employed in a licensed position by the district in 2022 district summer learning loss and transition programs. These programs include the Kinders in Transition to School (KITS), Summer Enrichment and Academic Learning (SEAL), Extended School Year – Special Education (ESY), Kelly Middle School’s SSA Summer Program, Credit Recovery and Summer Bridge (8<sup>th</sup> Grade transition into high school).
4. **COMPENSATION.** Unit members hired into licensed summer positions in such programs will be compensated with a bonus of \$1,000 for KITS, SEAL, ESY, Kelly Middle School’s SSA Summer Program, Credit Recovery and \$250 for Summer Bridge. The bonus will be paid in the end of August payroll to all members who complete their summer assignment.


FOR EUGENE SCHOOL DISTRICT 4J

FOR EEA

  
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Judy Newman Date  
Chair, Board of Directors

  
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Sabrina Gordon Date  
EEA President

  
\_\_\_\_\_  
Cydney Vandercar Date  
Superintendent

  
\_\_\_\_\_  
Peter Swinford Date  
UniServ Consultant, OEA