

Memorandum of Agreement  
Between  
Eugene Education Association and Eugene School District 4J  
Re: Benefits Coordinator

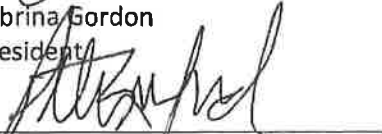
1. The parties acknowledge that Article 6.8 has been deleted from the collective bargaining agreement as permissive; the parties mutually desire to maintain support of the licensed benefits function by using a licensed employee through at least June 30, 2024 and to provide for a transitional process should the district eliminate the position or assign the work outside the bargaining unit thereafter.
2. During the term of the July 1, 2021 through June 30, 2024 collective bargaining agreement, the district will assign a licensed member on special assignment to a position providing benefits-related support to licensed employees and the joint benefits committee, and performing other duties assigned by the district. The district will collaborate with EEA and seek input from the affected member as it redesigns the position.
3. The district will maintain the newly constituted position for the term of the 2021-22 to 2023-24 collective bargaining agreement.
4. After July 1, 2024, should the district decide to eliminate the position or reassign duties outside the bargaining unit, the district will provide at least 60 days' notice to EEA and upon request will negotiate over any mandatory impacts on an expedited basis pursuant to ORS 243.698. The district may implement its decision prior to the conclusion of impact bargaining.
5. This agreement will expire 90 days after the notice described in paragraph 4.
6. This agreement may be enforced through the grievance procedure in the collective bargaining agreement between the parties.
7. This agreement does not set a precedent for either party.

Dated this 12<sup>th</sup> day of July 2022.

Eugene Education Association



Sabrina Gordon  
President



Pete Swinford  
EEA/ OEA Field Representative

Eugene School District 4J



Dr. Andy Dey  
Superintendent