

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

Recitals:

1. The District and the Association acknowledge their mutual interest in supporting safe and operational district buildings and grounds. Recruitment and retention of members to support consistent and appropriate building and grounds maintenance during the summer of 2022 is essential.
2. 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 retain adequate employees to perform building and grounds maintenance.
3. In response to the effects of the pandemic and recruitment challenges, The District has determined it is necessary to consider a temporary adjustment in compensation for staff working in seasonal building and grounds maintenance roles may be viable solution.

Therefore, the district and OSEA agree to the following terms and conditions

Agreement:


1. This Agreement applies to unit members and takes effect upon ratification and expires on August 31, 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.
2. Unit members employed in seasonal maintenance and grounds positions by July 15, 2022, and who complete their summer assignments will be compensated with a total bonus of \$600. The bonus will be divided into two installments. The first installment of \$300 will be included in July 2022 payroll and the second installment of \$300 will be included in the August 2022 payroll.
3. This agreement is intended to address unprecedented circumstances, is not precedent setting and is not intended to alter the status quo conditions of employment upon its expiration.

FOR OREGON SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER ONE


Sheila Waggoner 8/1/22
Date
President


Steve Sears 1/29/22
Date
Field Representative - OSEA

FOR EUGENE SCHOOL DISTRICT 4J


Dr. Andy Dey 8-26-22
Date
Superintendent


Maya Rabasa 8/29/22
Date
Chair, Board of Directors