

MEMORANDUM OF AGREEMENT
BETWEEN
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 1
AND
EUGENE SCHOOL DISTRICT 4J

Recitals:

1. The 2021-22 school year has presented extraordinary challenges for the district's grounds maintenance operations due to a nationwide labor shortage.
2. Senior Groundskeepers will continue to be relied upon during 2022-23 to maintain safe grounds and expected to work overtime.
3. The district has determined it is necessary to adjust compensation for Senior Groundskeepers during the 2022-23 work year in order to address current market and operational conditions.

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

Agreement:

1. This Agreement applies to bargaining unit members in the Senior Groundskeeper classification in both ongoing roles and senior groundskeepers hired into a position not to exceed 6 months (collectively referred to herein as "Grounds Employees").
2. During 2022-23, Grounds Employees actively employed by the District shall earn bonuses as follows:
 - a. Senior groundskeepers shall receive a \$1,000 retention bonus in each of the following pay installments: July 2022, November 2022, and March 31, 2023.
 - b. Senior Groundskeepers hired into positions not to exceed 6 months- shall receive a \$500 sign-on bonus to be included in the first regular pay installment post hire. Limited duration senior groundskeepers will receive a \$1,000 completion bonus their final month of employment.
3. This Agreement expires on June 30, 2023. It may be terminated prior to its expiration by mutual written agreement of the parties.
4. 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.
5. Agreement may not be modified except by mutual written agreement of the parties.

FOR OREGON SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER ONE

FOR EUGENE SCHOOL DISTRICT 4J

Sheila Waggoner 8/1/22
Date
Sheila Waggoner
President

Steve Sears 1/24/22
Date
Steve Sears
Field Representative - OSEA

Dr. Andy Dey 8.26.22
Date
Dr. Andy Dey
Superintendent

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