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 are eligible to receive funds allocated to the District through Oregon House Bill 4030 Education Staff Retention and Recruitment Grant.

- PURPOSE. The District and the Association acknowledge their mutual interest in recognizing the
 efforts and commitment of staff who worked tirelessly in order to support students and families during
 the 2021/22 school year and whose commitment to the district has again been made for the 2022/23
 school year. The District submitted an application to the State of Oregon to secure funds from Oregon
 House Bill 4030, which was specifically defined to support retention and recruitment of educational
 personnel in schools across Oregon for the period of April 15, 2022 through June 30, 2023. The
 District collaborated with EEA leadership to identify staff retention bonuses as the primary use of the
 funds awarded to the District.
- 2. TERM. This MOA takes effect upon ratification and expires on November 1, 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 November 30, 2022.
- 3. ELIGIBLITY. This MOA will apply to licensed staff in regular positions regardless of their FTE, whom the District employed on or before June 20, 2022 and who continue to be employed through September 30, 2022.
- 4. COMPENSATION. Eligible unit members will be receive a \$1,000 retention bonus in their October 2022 payroll.

FOR EUGENE SCHOOL	DISTRICT 4J	FOR EEA			
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Chair, Board of Directors		EEA President	//	1. 1	
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Dr. Andy Dey	Date	Peter Swinford		Date	
Superintendent		UniServ Consultant, Ol	E A		