#### MEMORANDUM OF AGREEMENT

### BETWEEN

# OREGON SCHOOL EMPLOYEES ASSOCIATION, CHAPTER ONE

## AND

## **EUGENE SCHOOL DISTRICT 4J**

This Memorandum of Agreement (MOA) is entered into between the Eugene School District 4J (District) and Oregon School Employees Association, Chapter One (OSEA 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 OSEA 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 bargaining unit members 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 OSEA	
Myl 11/7/22	Sheila Waggor	wr 10/27/27
Maya Rahasa Date	Shelia Waggoner (///	Date
Chair, Board of Directors	OSEA President	
De Mr. 10.23.2022	4	10/27/22
Dr. Andy Dey Date	Peter Campbell	Date
Superintendent	Field Representative	