

**PROPOSED MEMORANDUM OF AGREEMENT
EUGENE EDUCATION ASSOCIATION/EUGENE ASSOCIATION OF
SUBSTITUTE TEACHERS
AND
EUGENE SCHOOL DISTRICT 4J
February 16, 2023**

This Memorandum of Agreement (MOA) is hereby entered into by and between the Eugene School District 4J (District) and the Eugene Education Association/Eugene Association of Substitute Teachers (EAST) for the purpose of modifying Article VI, Section B (1) of the current Collective Bargaining Agreement (CBA).

1. A substitute teacher who is assigned and accepts a morning half-day assignment at a high school will be paid an additional one hour of pay, at the substitute teacher's hourly rate, in compensation for the impossibility of providing the said member contractually mandated preparation time prior to the beginning of instruction.
2. All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.
3. This MOA shall not be precedent setting and shall expire at the end of the 2022-2023 school year.

Eugene Education Association

Eugene School District 4J



For the Association

3-17-23

Date



For the District

3/20/2023

Date