

**MEMORANDUM OF INTENT**  
**JUNE 11, 2010**

This memorandum describes the District and the Associations' intention as regards certain work year and compensation components of the contract. The following parts of the tentative agreements are not status quo conditions as set forth below:

1. The reopener provision in Article 2.6.2 which states "either party may reopen only Article 4.1.1 (salary) ...." is not a status quo condition of this contract and will expire on June 30, 2013.
2. The agreement in Article 4.4.5 to pay for only 50% of eligible employees' step increments in 2010-11 is not a status quo condition of the contract at the expiration of the 2010-11 fiscal year. The status quo condition on July 1, 2011 is full step funding.
  - a. Example: A member eligible to advance to step 3 on July 1, 2010 will advance to step 3, but will be paid 50% of the 3.7% step increment to which he / she is entitled during the 2010-11 work year. Under the status quo, he/she would advance to step 4, and step 4 would be fully funded.
3. The reserve transfer described in Article 6.1 (of \$10 per member per month) is intended for a one-year period only, and is not a status quo condition effective October 1, 2011. On October 1, 2011, the status quo condition for the District's insurance contribution is that its monthly contribution will be one-thousand, one-hundred dollars (\$1,100).
4. The joint committees described in Articles 5.4.11 (Leadership) and 13.10 (Progress Monitoring), and the collaborative process described in Article 7.4.2 (Protocol for teachers who receive student with exceptional medical or personal care needs) are intended to be complete by the deadlines set forth in those articles and are not status quo conditions of the contract.
5. The parties acknowledge that the District agreed that by Fall, 2010, the Superintendent or designee would send a letter to all teachers and administrators explaining that teachers are not required to volunteer to supervise club-sports and other non-OSAA-sponsored activities.
6. The 185-day work year anticipated for 2010-11, as described in Article 10.5.8, is not intended to be a status quo condition of the contract at the expiration of the 2010-11 fiscal year. Rather, the status quo is a 192-day work year. Per article 2.6.2, the status quo of 192 is subject to the reopener for years two and three of the contract.

7. The parties acknowledge that the intention of creating the non-student day in Article 10.5.7 was to find a mutually agreeable substitute for the contract day that previously had been used for State Inservice Day. The parties agree that State Inservice Day is no longer a paid contract day nor part of any status quo condition of this contract.

Dated this \_\_\_\_\_ day of June, 2010.

For the Eugene Education Association

For the Eugene School District 4J

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Paul Duchin  
Merri Steele  
Co-Presidents

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Christine Nesbit  
Associate HR Director for Labor Relations