

MEMORANDUM OF AGREEMENT
Between Bethel School District and Eugene Education Association
2009-2010 School Year

The Lane County School District #52 (Bethel) and the Eugene Education Association are currently parties to a collective bargaining agreement effective for the period 2008-2012. In recognition of current economic conditions, the parties agree to this memorandum of agreement to modify their collective bargaining agreement as set out below for the 2009-2010 school year. **This memorandum shall be based on the following finalized funding levels for K-12 education from the State.**

A. State funding level of 5.7 billion for the 2009-2011 biennium

1. COLA increase to salary schedule (Art. XXVI (A)): For the 2009-2010 school year only, the Association's cost of living increase will not be applied to the salary matrix and become effective until the **last** day of this school year. (Past practice and future practice is that the matrix changes when the new year begins.)
2. PDC (Art. XXV): A onetime transfer from PDC shall be made to the District in the amount of \$137,000 to help with the costs associated with contractual rollup costs. While PDC is on hiatus the PDC Chair stipend shall not be paid.
3. Insurance reserve (Art. XXIV): A onetime transfer from the teacher's insurance reserve fund of \$889.32 per member benefits package shall be used to offset the 7.5% increase due the district insurance cap not to exceed \$264,000 in total.
4. Work year (Art. II): The Association agrees to cuts in the school year based on consensus of all parties involved. A committee of certified, classified, administrative, confidential, and supervisory staff members shall be formed to determine which days are cut. The total number of cut days shall not exceed eleven (11).
 - b. The Association agrees to work **one (1)** regular school day during the 2009-2010 school year for no compensation. (One free day to be decided by mutual agreement of the Association and the District)
 - c. Salaries for bargaining unit employees shall be reduced on a prorated basis to each member's normal work year.
5. Extra duty pay (Appendix III): The Association agrees to reduce all extra duty compensation by 5% for the 2009-2010 school year only.

B. State funding level higher than \$5.7 billion for the 2009-2011 biennium

If the March, 2010 “State Economic Forecast” and the “State School Fund Estimate for 2010-11” and latest “State School Fund Estimate for 2009-10” establish a state funding level higher than \$5.7 billion for the 2009-2011 biennium, every \$150,000 received from the State School Fund by the District shall be first used to restore days to the normal school year up to ten (10) days.

C. Other Provisions

1. No bargaining unit employee shall suffer any additional loss of pay or benefits as a result of this memorandum of understanding. (e.g., personal leave, holidays, sick leave, insurance contribution, extra duty compensation, extended contract, or calculation of seniority), regardless of the state funding level.
2. This memorandum of agreement is in place for one year and one year only and shall expire June 30, 2010 with a return to the status quo as governed by the terms of the 2008-2012 contract. Furthermore, this memorandum does not serve to, nor in anyway set precedents for future contract negotiations.

For the District	Date	For the Association	Date
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