

District Proposal –May 31, 2011, 11:50 PM

**MEMORANDUM OF AGREEMENT
BETWEEN
EUGENE SCHOOL DISTRICT 4J
AND
EUGENE EDUCATION ASSOCIATION**

The Eugene School District 4J and the Eugene Education Association agree as follows:

1. The parties agree to the following modifications of Articles 4, 6, and 10 of the 2010-13 Collective Bargaining Agreement:

ARTICLE 4 – SALARIES AND RELATED COMPENSATION

- 4.1.1 The 2010-11 professional salary plan shall be as in Appendix A. The 2009-10 salary schedule shall be increased by one percent (1%) effective July 1, 2010. The 2011-12 professional salary plan shall be as in Appendix A-1, and will reflect a reduction of 0.9%, and a 188 day contract year.
- 4.4.4 For 2010-11 the step increase will be funded at 50%. ~~For purposes of status quo, the increase will be as though there had been a full step.~~ For 2011-12, steps will remain funded at 50% until June 30, 2012, when they will be funded at 100%. Effective July 1, 2011, the salary schedule will reflect a new entry level step funded at an increment of 3.7% less than current Step 1. For purposes of status quo, employees eligible for step movement on July 1, 2012 will move a step, which increase will be funded at 50%, on the 2011-12 salary schedule.

ARTICLE 6 -- FRINGE BENEFITS AND OTHER ALLOWANCES

- 6.1 The District's monthly insurance contribution for each full time equivalent (FTE) unit member is one thousand one hundred dollars (\$1,100) per month for the period October 2010 through September 2011. For 2010-11, the Association will transfer from the licensed insurance reserves \$10 per member per month to the District general fund effective October 1, 2010. The District's monthly insurance contribution for each full time equivalent (FTE) unit member is one thousand one hundred dollars (\$1,100) per month for the period October 2011 through September 2012.

ARTICLE 10 – WORK SCHEDULE

- 10.2 **WORK YEAR**
The Board shall adopt a school calendar of one hundred and ninety-two (192) ~~one (191)~~ contract days which includes a teacher planning day as the first day of the scheduled year.

10.2.1 Five (5) paid holidays shall be Labor Day, Veteran’s Day, Thanksgiving Day, President’s Day and Memorial Day.

* * *

10.2.5 For 2011-12 school year only, the work year will be reduced by three (3) contract days, from 191 to 188. The parties agree that the days eliminated will be a school improvement and planning day at the beginning of the year, and up to two hazardous weather days. If by March 15, 2012, schools have not been closed any day on account of hazardous weather, then the two furlough days will be June 18 and 19, the last student day will be June 14, and the grading day will be on June 15; if schools have been closed only one day on account of hazardous weather, then the remaining furlough day will be June 19, the last student day will be June 15, and grading day will be June 18.

* * *

~~10.5.5 The first day of the second semester will be a no student day, divided into no more than 3.75 hours of professional development and no fewer than 3.75 hours of uninterrupted planning time. All reasonable efforts will be made to have the professional development time in the morning. The Association and the District will collaborate to determine placement of this day in the trimester calendar.~~

- 2. The parties further agree that the District will no longer treat District contributions to a tax-sheltered annuity as subject salary under PERS and OPSRP.
- 3. The effective date of this agreement is July 1, 2011.

IT IS SO AGREED this _____ day of May 2011.

For the District

For EEA

Craig Smith Date
Board Chair

Dayna Mitchell Date
EEA President

Christine Nesbit Date
Assoc. Director, Human
Resources – Labor Relations

Tom DiLiberto Date
EEA Bargaining Team Chair

**ILLUSTRATION OF STEP MOVEMENT
PER THE DISTRICT'S PROPOSAL -- MAY 31, 2011**

Key assumptions: implementation of 0.9% reduction in salary schedule, a 188 day work year in 2011-12 and a 191 day work year in 2012-13. There will be a new entry level step of level 0. In 2012-13, the status quo will be the 2011-12 salary schedule, except as adjusted for the restoration of days.

Example:

- 2010-11 Employee on Step 4 in 2009-10 moves to Step 5. Step increment is partially (50%) funded. Example, person with a Masters (or Bachelors + 60) at this level is earning \$42,907 in 2010-11, based on a 185 day work year.
- 2011-12 Above employee remains on Step 5 at 50% funding level until June 30, 2012, has a 188 day contract year, and the 0.9% salary reduction is implemented. The employee would earn \$43,210 in 2011-12 (about \$303, or a 0.7% increase, over 2010-11 salary due to increased contract days). On June 30, 2012, the employee will advance to Step 5, 100% funded.
- 2012-13 Unless otherwise negotiated, the status quo condition is that the employee will move to Step 6, 50% funded on the 2011-12 salary schedule (A-1), which reflects a 3.7% increase over Step 5 on the 2011-12 salary schedule. Under the District's proposal, 3 paid days would be added back to the work year. Under status quo, the employee in this example would earn \$45,524 in 2012-13. This is an increase of \$2,616 or 6.1% over 2010-11 earnings.

**ILLUSTRATION OF IMPACT TO EMPLOYEE ON LONGEVITY
PER THE DISTRICT'S PROPOSAL -- MAY 31, 2011**

- 2010-11 Employee with Masters plus 45 on longevity 17 is earning \$67,098 based on a 185 day work year.
- 2011-12 Above employee will earn \$67,572 based on 188 day work year. This represents an increase of \$474, or 0.7%, over 2010-11 earnings.
- 2012-13 Above employee will earn \$68,650 based on 191 day work year. This represents an increase of \$1,553, an increase of 2.3%, over 2010-11 earnings.

Note that the District has not prepared a salary schedule reflecting the above changes yet, and that there may be very minor changes when the salary schedule is built.

Figures corrected June 6, 2011