

**NOTICE:** The Special Board Meeting will be open to the public to attend virtually via Zoom Webinar at <https://4j-lane-edu.zoom.us/j/91225128314>, Webinar ID 912 2512 8314; via live broadcast on KRVM 1280-AM and 98.7 FM; and on the internet at <https://icecast.4j.lane.edu/board>

The board will not hear public testimony during the special board meeting.

**5:30 PM**

**Special Board Meeting**

- I. Call Special Board to Order, Roll Call
- II. Agenda Approval
- III. **Consent Group — Items for Action**
  - 1. Approve Memorandum of Agreement with EEA (Eugene Education Association) Relating to Article 5—Athletics and Extra Duty Compensation 2  
Presenter: Brooke Wagner, D.Ed., Assistant Superintendent for Administrative Services
- IV. **Items for Information**  
None
- V. **Items for Action**  
None
- VI. **Items for Action at a Future Meeting**  
None
- VII. Adjourn Special Board Meeting

**INTERPRETERS FOR THE DEAF AND HARD OF HEARING:**

To request interpreter services for this meeting, please call (541) 790-7850 or TDD (541) 790-7712 or the TDD Relay Number 1 (800) 735-2900



**ITEM FOR ACTION – CONSENT AGENDA**

**Date of Meeting**

June 10, 2025

**Title**

Approve Memorandum of Agreement with EEA Relating to Article 5–Athletics and Extra Duty Compensation

**Presenter(s)**

Brooke Wagner, Assistant Superintendent for Administrative Services

**Background**

Eugene Education Association serves as the exclusive representative of 4J licensed staff. In 2023-2024, the parties mutually renegotiated the compensation provisions for athletics and extra duty under Article 5 to align with pay equity principals and to implement a more efficient pay system. These discussions resulted in an MOU between the parties effective May 16, 2023. Additional changes to extra duty and athletics positions occurred after the parties agreed to this MOU.

On November 20, 2024, representatives of 4J and EEA reached a tentative agreement that, if approved, would provide that: *To address these remaining issues, and to move forward with a final contract that correctly identifies the correct compensations for the positions discussed above, the parties agree as follows.*

**With respect to the Competitive Dance and Competitive Cheer, the Parties agree to the following changes to the ratified TA document:**

1. Change the title of “Competitive Dance – Head” into two titles.
  - a. “Competitive Dance – Head (Fall)”.; and
  - b. “Competitive Dance – Head (Winter)”
2. Place “Competitive Dance – Head (Fall) and (Winter)” at Tier 3.
3. Replace the single title of “Competitive Cheer – Head” to two titles.
  - a. “Competitive Cheer – Head (Fall)”.; and
  - b. “Competitive Cheer – Head (Winter)”
4. Place both Competitive Cheer - Head (Fall) and (Winter) assignments at Tier 3.
5. Place “Competitive Dance – Assist” at Tier 4.

**With respect to the Track Coordinator compensation, the Parties agree as follows:**

1. Change Track Coordinator compensation to \$1,500.
2. The Cross-Country Coordinator compensation will remain at \$1,000.

All other provisions of the parties' 2024-2027 CBA not expressly modified by this Agreement shall remain in full force and effect.

**Budget/Resource Implications:**

The anticipated cost of the MOA will maintain budget allocations as noted in the 2024-25 and 2025-26 budget.

**Recommendation**

The Superintendent recommends approval of the MOA with EEA relating to Article 5–Athletics and Extra Duty.

**Memorandum of Agreement  
Between  
Eugene School District 4J And  
Eugene Education Association**

The Eugene Education Association (“Association” or “EEA”) and the Eugene School District 4J (“District”) (collectively, “The Parties”) agree to the following changes to the recently ratified EEA collective bargaining agreement (“CBA”) for the 2024-2027 years, specifically regarding sections of Article 5 (Athletics and Extra Duty Compensation).

**Recitals:**

In 2023-2024, the parties mutually renegotiated the compensation provisions for athletics and extra duty under Article 5 to align with pay equity principals and to implement a more efficient pay system. These discussions resulted in an MOU between the parties effective May 16, 2023. Additional changes to extra duty and athletics positions occurred after the parties agreed to this MOU.

In successor collective bargaining negotiations over the parties’ collective bargaining agreement that was effective from July 1, 2022, through June 20, 2024, the parties agreed to complete tentative agreement for a successor CBA without first reaching an individual tentative agreement for Article 5, Athletics and Extra Duty. The reason for this was due to a lack of subject matter expertise at the bargaining table for the District and an interest from both parties to move forward with a contract settlement without first working through the numerous details for Article 5. Upon reaching an overall tentative agreement for a successor CBA on November 14, 2024, the parties acknowledged that they would need to continue discussions to finalize Article 5 in light of the numerous changes to the compensation structure for athletics and extra duty assignments. In an effort to obtain ratification as quickly as possible, the parties agreed to present a red-lined TA document to their respective constituents for ratification. On November 20, 2024, the parties’ constituents ratified a successor CBA effective July 1, 2024 through June 30, 2027.

After ratification, the District flagged errors in the ratified document concerning compensation for “Competitive Dance – Head,” “Competitive Cheer – Head,” “Track Coordinator,” and “Cross Country Coordinator” assignments.

Competitive Dance – Head, and Competitive Cheer – Head.

Article 5.1.1 of the ratified language incorrectly placed these positions at Tier 1 for Competitive Dance – Head and Tier 2 for Competitive Cheer – Head. During the placement review, the duration of the cheer and dance seasons was not accurately considered in the compensation scoring process. The agreed-upon tool is intended to assess each OSAA-identified competitive season separately. Because cheer and dance span two distinct OSAA seasons, they should have been evaluated as such. However, they were mistakenly treated as if they operated within a single season, resulting in an incorrect tier placement. Making this correction will not result in a loss of compensation for any current employee serving in these positions. In fact, by formally including cheer and dance under Article 5 of the compensation structure, this adjustment represents an overall increase in compensation for these roles, aligning with the district’s intent to more accurately recognize the time and commitment required of these coaches.

Track Coordinator and Cross Country Coordinator

25/11/24  
2:29

Article 5.1.1 of the ratified language incorrectly listed compensation for this position and at \$1,000 instead of \$500. EEA has provided additional information and evidence to show that the duties of the Track Coordinator position should have been scored higher when compared to the Cross Country Coordinator.

The parties have also identified other non-substantive housekeeping changes that will be corrected in the final CBA.

**Agreement:**

To address these remaining issues, and to move forward with a final contract that correctly identifies the correct compensations for the positions discussed above, the parties agree as follows. With respect to the Competitive Dance and Competitive Cheer, the Parties agree to the following changes to the ratified TA document:

1. Change the title of “Competitive Dance – Head” into two titles.
  - a. Competitive Dance – Head (Fall)”; and
  - b. “Competitive Dance – Head (Winter)”
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2. The Cross Country Coordinator compensation will remain at \$1,000.

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**For the Association:**

**For the District:**



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Sarah Pishioneri  
EEA Field Representative

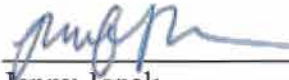
Date: 05/23/2025



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Dave Wines  
EEA Bargaining Chair

Date: 05/23/2025



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Jenny Jonak  
Board Chair

Date: 06/13/2025



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Colt Gill  
Interim Superintendent

Date: 6-13-25