

Memorandum of Understanding

Between

Eugene School District 4J

And

Oregon School Employees Association Eugene Chapter 1

RECITALS

Eugene School District 4J ("District") and Oregon School Employees Association Eugene Chapter 1 ("Association" or "OSEA") are parties to a Collective Bargaining Agreement ("CBA") with effective dates of July 1, 2022 – June 30, 2025.

This Memorandum of Understanding ("MOU") applies to classified employees represented by OSEA who the District hires and contracts in a classified position that requires them to drive a school bus. The parties agree to enter into this MOU regarding transportation incentives. This MOU shall become effective upon signature of the parties ("Effective Date"), and it shall expire on June 30, 2025.

The District and the Association agree to the following:

1. CLP and CDL Incentives

- The District will reimburse up to \$80 for initial Commercial Driver's License Permits ("CLP") fees for Commercial Driver's License ("CDL") trainees who complete their CDL training, obtain a valid ODE school bus certification, and are or will be contracted in a classified 4J position that requires them to drive a school bus.
- The District will pay up to \$385 for CDL fees for new CDL drivers who complete their CDL training, obtain a valid ODE school bus certification, and are contracted in a classified 4J position that requires them to drive a school bus.
- The District will reimburse up to \$104 for CDL renewal fees for employees contracted in a classified 4J position that requires them to drive a school bus.
- The District will provide the reimbursement above after the employee provides the District proof of completion and a receipt of costs. Only one of each type of reimbursement above is available to each qualifying employee.

2. Hire-On Incentive

- The District will award a \$2,000 incentive payment to new employees who are contracted in a classified 4J position that requires them to drive a school bus, who successfully complete their probationary period and who remains in good standing, as defined in paragraph 6 below, on the payment date.

3. Retention Incentive for School Bus Drivers

- The District will award a \$2,000 incentive payment to employees who are contracted in a classified 4J position that requires them to drive a school bus who are in good standing, as defined in paragraph 6 below, on June 29, 2025. The District will issue the incentive payment on June 29, 2025.

4. Referral Incentive

- The District will award a \$1,000 incentive payment to classified transportation employees who refer an applicant to the District who is then hired into a school bus driver position. Employees will receive incentive only if the referred applicant successfully completes their probationary period and both employees remain in good standing as defined in paragraph 6 below. The District will pay the incentive payment on June 29, 2025. If the newly hired applicant is hired prior to June 29, 2025, and completes their probationary period after June 29, 2025, the referring employee will receive the referral incentive after the new applicant's probationary period.

5. Recognition Incentives for Classified Transportation Employees

- The District will award a \$1000 incentive payment to all classified transportation employees who are in good standing, as defined in paragraph 6 below, on the Effective Date of this MOU. District employees not employed on the Effective Date of this MOU are not eligible for this \$1000 incentive payment.

6. Good Standing Defined

- For the purposes of this MOU, "good standing" means the employee has not been the subject of a disciplinary action during the current fiscal year (July 1, 2024 – June 30th, 2025).

7. Additional Terms

- Any disputes regarding an alleged violation or the interpretation or application of this MOU shall be resolved pursuant to the grievance procedure in the CBA between the parties.
- Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
- This MOU shall become effective upon signature of the parties and ratification of OSEA members, and it shall expire on June 30, 2025.

FOR THE DISTRICT

FOR THE ASSOCIATION

4j Interim Superintendent

Date

OSEA Eugene Chapter 1 President

Date

Director of Human Resources

Date

OSEA Field Representative

Date