



LANE EDUCATION SERVICE DISTRICT

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EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Memorandum of Understanding

The LANE EDUCATION SERVICE DISTRICT Board of Directors (hereinafter referred to as "District") and LANE COUNTY EDUCATION ASSOCIATION (hereinafter referred to as "Association") hereby agree that the district and employees have faced unprecedented challenges during the pandemic. To acknowledge employees and to support efforts to retain employees providing direct services in the special education service area the parties agree to the provision of retention bonuses as outlined below.

A bonus will be paid in mid-December to current employees who worked between July 1 - October 31, 2021 as follows: 1) employees assigned to departments and programs outside of Special Education: \$325.00; 2) employees assigned to Special Education: \$1,000.00. No bonus will be paid to employees who have been on leave for all of their scheduled work days during this time period or whose employment terminated prior to the establishment of this agreement.

A bonus of \$500 will be paid in mid-March for the period of November 1, 2021 - February 28, 2022 to current employees assigned in Special Education and who have worked at least 75% of the work days associated with their work assignment during this time period.

A bonus of \$500 will be paid in mid-June (after the last scheduled work day in June) for the period of March 1 - June 30, 2022 to current employees assigned in Special Education and who have completed their contract and worked least 75% of the work days associated with their work assignment during this time period.

EXCEPT as modified in this Memorandum of Understanding, the 2019-23 Collective Bargaining Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the Association has this Memorandum of Understanding to be signed by its President and Negotiations Chair, and the District has caused this Memorandum of Understanding to be signed by its chairperson, on the dates indicated.

LANE COUNTY
EDUCATION ASSOCIATION

BY: [Signature]
Co-LCEA President

BY: [Signature]
Co-LCEA President

DATE: 12-6-21

LANE EDUCATION SERVICE DISTRICT

BY: [Signature]
Lane ESD Chairperson

DATE: 12/07/2021