



LANE EDUCATION SERVICE DISTRICT

1200 Highway 99 North | 541.461.8200 | www.lesd.k12.or.us  
Eugene, OR 97402 | 541.461.8298 [Fax]

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 is facing unprecedented challenges in organizing and operating K-12 Life Skills classrooms during the pandemic. The District has develop a staffing plan to provide a consistent level of services to students and greater predictability of IA assignments in responding to shifts in student and staff attendance which are affected by illness and quarantine. The Life Skills staffing plan necessitates the reassignment of classroom IA's assigned to local k-12 districts one day each week to an alternative assignment. The Association and the District agree that the District retains the right to assign staff and intends to acknowledge the extraordinary flexibility and commitment to students required in reporting routinely to alternate classroom locations. IA's who are reassigned to a classroom assignment in a different school building will receive a monetary bonus as described below:

1. A bonus of \$16.50 will be allocated for each day an IA reports to an alternate classroom location in a building other than the one where they are regularly assigned.
2. The bonus will be allocated whether the alternate assignment is planned or unplanned.
3. IAs will note their alternate assignment location on their timesheet.
4. Bonuses will be calculated based on timesheets and included in monthly payroll.
5. Bonuses will begin effective October 4, 2021 through the end of the 2021-22 school year so long as reassignments are needed for classroom operations.
6. No bonus will be applied on days an IA is on leave.

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

LANE EDUCATION SERVICE DISTRICT

BY: [Signature]  
Co-LCEA President

BY: [Signature]  
Lane ESD Chairperson

BY: [Signature]  
Co-LCEA President

DATE: 10.05.2021

DATE: 10-4-21