

**Memorandum of Agreement  
Between  
Eagle Point Education Association/Southern Oregon Bargaining Council  
And  
Eagle Point School District**

The Eagle Point School District 9 (“District”) and the Eagle Point Education Association / Southern Oregon Bargaining Council (“Council”), together the Parties, have reached the following agreement regarding the implementation of Professional Learning Communities.

This MOA provides teachers with weekly time to collaborate with peers and participate in Professional Learning Communities (PLC).

Changes in language have the following intent:

- Create one hour of time weekly for teachers to participate in PLC’s for the 2025-26 school year.
- Maintain student contact time
- Maintain the same number of contracted days for teachers
- PLCs not be part of other professional obligations
- Reduce professional development days from six days to one day
  - Five of the six professional development days will become student contact days
  - Time from the five reduced professional development days will be used for PLCs
- Classified Positions: Bus Drivers, Bus Monitor, Instructional Assistant, Library Coordinator, and Special Education Instructional Assistant will have additional work days added to their work calendar, with the five professional development days becoming student contact days.

In order to accomplish that the Parties agree to the following contractual changes:

**Article 5.A.1.b.**

- b. Teachers recognize the necessity to participate in professional obligations at their school, during the workday and outside of preparation time and lunch, and agree to perform such obligations. Fifteen minutes before and after student start and end time are teacher driven time except for professional obligations. IEP, 504, SSTs/BAT, parent meetings, attendance meetings, evaluation process meetings, PLCs and the like, may occur on a regular basis. Other professional obligations such as PLC, team meetings, staff meetings, PBIS, MTSS, leadership team, building committee, professional development can occur no more than once a week. On late start days to conduct PLCs, students' start times are one hour later than on other days of the week. End times for students will remain the same on PLC days.

**Article 5.A.9.**

9. Classroom Instructional Time Student contact time will be defined as any time a teacher spends instructing or supervising students. Student contact time shall not exceed 1575 minutes per five (5) day work week for TK-12<sup>th</sup> grade teachers in weeks where there is no PLC. In weeks where PLCs occur the student contact time will be reduced by 60 minutes. the amount of time bargaining unit members are in the PLC meeting. The instructional day for TK-12 students shall not exceed 7 hours.

**Article 13.B.**

**B. TSPC LICENSED STAFF**

(Licensed Employees)

1. Except as modified in section C below, the school work year of TSPC licensed bargaining unit members shall not exceed one hundred ninety-three (193) days which will include the following:
  - a. Not more than one hundred seventy-seven (177) ~~One Hundred seventy-two (172)~~ pupil contact days
  - b. One teacher work day prior to each reporting period for students
  - c. Five (5) in-service days (1 day will be prior to in-service week as designated by the district. If an employee has a conflict with the designated day, they can work with their building administrator to arrange an alternate day.)
  - d. ~~Six~~ One professional development day
  - e. Six paid holidays: Holidays, paid and unpaid, will include the following:

Labor Day (paid)

Christmas Day (unpaid)

October Statewide In-service Day (unpaid)

New Years' Day (unpaid)

Veterans' Day (paid)

Presidents' Day (paid)

Thanksgiving Day (paid)

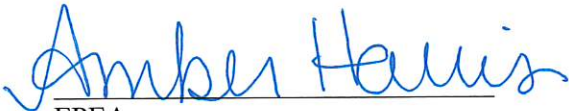
Memorial Day (paid)

Day following Thanksgiving (paid)

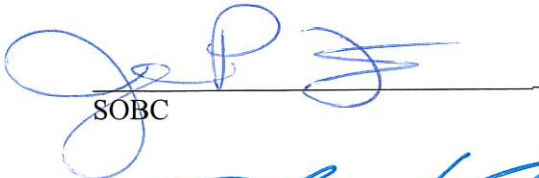
Other days designated as such in the school calendar

2. The school work year for new teachers shall not exceed 194 days. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

These changes will become effective upon the final signature date to go in effect for the 2025-26 school year, and expire on June 30, 2026. This MOA does not set a precedent or create a past practice.

  
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EPEA

4/3/25  
DATE

  
\_\_\_\_\_  
SOBC

3-10-25  
DATE

  
\_\_\_\_\_  
DISTRICT

4-3-25  
DATE

## Data Review

37 Wednesdays in the 24-25 Calendar Year

60-minute PLCs would equate to **37 hours** of lost student contact time.

### Loss of Professional Development Days

Prof. Day Loss	7 hr. Student Contact Gained	Teacher Time Gained Due to an 8-hour day	6:45 Student Contact Gained	Teacher Time Gained Due to an 8-hour Day
1	7:00	1:00	6:45	1:15
2	14:00	2:00	13:30	2:30
3	21:00	3:00	20:15	3:45
4	28:00	4:00	27:00	5:00
5	35:00	5:00	33:45	6:15
6	42:00	6:00	40:30	7:30

**Every Professional Development Day will have staffing costs on the classified**

Position	Number of Employees	Number of Professional Dev. Days Worked 24-25	Number of days to be added to the work calendar	Cost for 1 additional day
Monitor (part-time)	1	0	5	
Instructional Assistant	71	3	3	
Library Coord.	6	3	3	
Admin. Assistant	25	6	0	
Registrar	2	6	0	
Academic Advisor	2	6	0	
McKinney-Vento	1	6	0	
District Service Fac.	5	6	0	
Grad Coach	4	6	0	
Student Mngt. Fac.	2	6	0	
HS Acct.	1	6	0	
Bus Driver	28	0	5	
Bus Driver Trainer	1	6	0	
Disciplinarian	9	6	0	
SPED IA	53	3	3	

#### Other:

- Survey staff and parents: late start or early release, what day of the week preference
- Classified training opportunities on late start/early release
- IA's able to assist teachers in prepping during PLC time
- Possible club opportunities for classified staff on late arrival/early dismissal

