

**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") have reached the following agreement:

ARTICLE 4 – SUBSTITUTE TEACHER LIST/PERSONNEL DIRECTORY

- A. ~~By October 1, the superintendent will prepare a list of substitute employees known to the District. A copy of this list will be furnished to each school principal. Until October 15 bargaining unit members may examine the list and indicate in writing their first three (3) preferences.~~ The District contracts with a third-party service to provide substitute employees. Substitute availability is managed through that service, and assignments are coordinated directly with substitutes through that system. The District affirms that all Bargaining Unit Members shall have equal access to substitute selection without retaliation or discrimination. Substitutes previously removed from the preferred assignment pool shall be offered assignments only as a last resort. Bargaining unit members may request particular substitutes; however, final placement remains subject to availability and management discretion. Selection and employment of substitutes remains a management function and is not subject to the grievance procedure.
- B. As soon after September 15 as is reasonable, the Personnel Office shall make available to the Council a list of bargaining unit members which shall include home phone and address. The Council agrees to defend and indemnify the District for any damages arising from improper disclosure of employee social security numbers. The District will tender any claim received to the Council for defense and indemnification. If it so chooses, the Council may distribute said bargaining unit member list to all members of the bargaining unit.
- C. The Council will be provided with the names and addresses of all new employees as soon as such information is available.

Amber Harris

2/9/26

EPEA

[Signature]

DATE

2/9/26

SOBC

[Signature]

DATE

2-3-26

DISTRICT

DATE