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 time for Professional Learning Communities.

This Memorandum of Agreement (MOA) provides teachers with time to collaborate with peers and participate in Professional Learning Communities (PLC). It also strikes a balance between all the needs that are present in our schools for students, parents, and staff.

Changes in language have the following intent:

- Create one hour of time weekly for teacher directed PLC's within the parameters set by administration for the 2026-27 school year with three (3) weeks used for PLCs followed by the fourth week being used for site specific content such as such as staff meetings, building committee meeting, special education monthly meetings, trainings, RTI, PBIS, MTSS, or a fourth PLC.
- Maintain student contact time
- Maintain the same number of contracted days for teachers
- PLCs will not be part of other professional obligations
- Maintain the reduction of 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
- Maintain that some classified positions may have additional work days added to their work calendar, with the five professional development days becoming student contact days
    - Includes but not limited to: Bus drivers, Monitor, Instructional Assistant, Library Coordinator, and Special Education Instructional Assistant.
- Maintain three (3) days or twenty-four hours of conferences
- Allowing staff members to bring their children who are students on to campus during late start Wednesdays in accordance with Board Policy GB.

Article 5.A.1.b.

b. Teachers recognize the necessity to participate in professional obligations at their school 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 team meetings, staff meetings, PBIS, MTSS, leadership team, building committee, professional development can occur no more than once a week. On late start Wednesdays to conduct teacher directed PLCs and site specific meetings, students' start times are one hour later than on other days of the week. End times for students will remain the same on these days.

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) 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. One professional development day

e. Six paid holidays: Holidays, paid and unpaid, will include the following:

Labor Day (paid)	Christmas Day (unpaid)
October 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.

In order to increase student outcomes and buy in from staff the Parties will attempt to:

- Increase professional development opportunities;
- Reduce paperwork associated with PLCs;
- Work to make the late start time more useful for alternative groups like SPED, PE, ELD, blended grades, electives, et cetera;
- Increase time for staff to collaborate on student data, grade level meetings, and other committee meetings as a whole staff; and
- Allow educators to personalize PLCs to account for differences in levels and departments (e.g., elementary PLC's vs high school PLC's, and HS math PLC's vs HS science PLC's).

These changes will become effective upon the final signature date and expire on June 30, 2027. The Parties agree for the 2026-29 successor CBA that PLCs will be dealt with through MOAs and the changes will not become part of the agreement. Bargaining for successor PLC MOAs will start no later than April 1st through the Parties labor management meetings or other agreed upon method. This MOA does not set a precedent or create a past practice.

Amber Harris — EPEA — 6/8/26 — DATE

SOBC — 6-8-2026 — DATE

DISTRICT — 6/9/26 — DATE