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**[princi\_elem] [principals] Leadership Plans for 2021/22**

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**From :** Karen Hardin <hardin@4j.lane.edu>

Mon, Apr 26, 2021 05:00 PM

**Sender :** princi\_elem <princi\_elem-bounces@4j.lane.edu>**Subject :** [princi\_elem] [principals] Leadership Plans for 2021/22**To :** Principals <principals@4j.lane.edu>, assist high <assist\_high@4j.lane.edu>, assist midd <assist\_midd@4j.lane.edu>, Stephanie Randall <randall\_st@4j.lane.edu>

Good Afternoon Everyone -

I had a brief, yet important discussion with a level director today about leadership plans for the 2021/22 school year. It seemed important that I share the point of the conversation with all of you.

As you may be aware, the District and EEA entered into an MOA regarding pay equity and leadership funds in November of 2020. For your reference the related MOA language is below:

*3. Pay Equity. The parties commit that by May 1, 2021, they will consider and identify solutions to internal and external pay equity issues in teacher leadership by collaborating on job descriptions for leadership positions, gathering data about the hours or range of hours needed for each position, and other relevant factors, and creating a system to provide fair and equitable compensation for future use (for example, a point factor system for use by a joint labor management team and a menu of options for schools). The initiative will be staffed by up to six members appointed by EEA and six administrators, and a mutually agreed-upon facilitator (or co-facilitators appointed by each party). If the parties' bargaining representatives are unable to tentatively agree on the proposed resolutions, or if the collaborative process breaks down, either party may request the assistance of the state conciliator, and if unresolved through that process, the parties will use the gathered data and settle the outstanding issues in the successor negotiations for the contract beginning July 1, 2021.*

To provide you an update on this process...we have not been able to begin this work date for work completion is fast approaching. Additionally, the District and EEA have not discussed how we will move forward knowing time is running out. So, for now, I am asking that you put a hold on any conversations related to next year's leadership plan until we are able to provide you guidance. To be very specific, don't make promises or suggestions related to leadership funds and their use for next year. We will work with EEA and then HR will provide you guidance as soon as possible.

Thanks for your patience. There have been a few things "come up" this year that got in the way!

~ Karen

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