



**Jefferson County  
School District 509J**  
UNITE. ENGAGE. SOAR.

**Jay Mathisen**  
Superintendent

**Stacie Holmstrom**  
Chief Financial Officer

**Melinda Boyle**  
Director of Curriculum & Instruction

**Kira Fee**  
Student Services Director

**Debi Brazelton**  
Director of Human Resources

**Simon White**  
Director of Operations

**MEMORANDUM OF AGREEMENT**  
**Recruitment and Retention Stipend 2022-23 School Year**

Representatives of the Jefferson County School District 509-J (“District”) and the Madras Education Association (“Association”) hereby recognize the importance of recruiting and retaining quality educators, and, to that end, agree that all members who participate in one or more of the District’s recruitment and retention efforts in the fall of 2022, including participation in District survey(s), school level conversations, and/or study groups on new teacher supports and programming and special education/ELD supports will receive a \$250 stipend in their November paycheck.

To the extent this MOA departs from the normal policy, contractual, or statutory provisions, it is intended to act as a non-precedent setting, one time only arrangement binding on the Association and the District only for the duration of this MOA. This MOA will expire on December 1, 2022, and will not create any status quo conditions beyond the expiration date.

MADRAS EDUCATION ASSOCIATION

JEFFERSON COUNTY SCHOOL DISTRICT, 509J

Caleb Gayman

J. Mathisen

Signature of **President**

Signature of **Superintendent**

Caleb Gayman

JAY MATHISEN

Printed Name

Printed Name

10/25/2022

10/25/22

Date

Date