



# 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 Roaming Substitute Teachers 2022-23 School Year

Representatives of the Jefferson County School District 509-J ("District") and the Madras Education Association ("Association") hereby recognize the District has been regularly unable to provide coverage for absent teachers, which adversely impacts the ability of the District and its teachers to provide quality educational services to its students. To help alleviate this issue, the District intends to hire full-time roaming substitute teachers ("Roaming Substitutes") to fill in for absent teachers as necessary.

The District and the Association hereby acknowledge the Roaming Substitutes are not members of the Association per Article I(A) of the Collective Bargaining Agreement ("CBA") between the District and the Association. The District and the Association hereby further acknowledge that, as such, the Roaming Substitutes are not subject to the terms and conditions set forth in the CBA, and that the District may set the terms and conditions of their employment in compliance with applicable law and District policy.

The District and the Association recognize that, although the District may change the terms and conditions of employment for the Roaming Substitutes at any time, the District currently intends to pay the Roaming Substitutes a salary commensurate with years of experience and education according to the 2022-23 licensed salary schedule in order to attract and retain the best possible talent. In addition, Roaming Substitutes will receive insurance benefits equivalent to those received by Association members.

This Memorandum of Agreement will expire on June 30, 2023.

MADRAS EDUCATION ASSOCIATION

JEFFERSON COUNTY SCHOOL DISTRICT, 509J

  
Signature of President

  
Signature of Superintendent

Caleb Gayman  
Printed Name

Jay MATHISEN  
Printed Name

7/18/2022  
Date

7/20/22  
Date