



**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
District-wide Substitute Teachers 2023-24 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 (“District-wide Substitutes”) to fill in for absent teachers as necessary.

The District and the Association hereby acknowledge the District-wide 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 District-wide 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 District-wide Substitutes at any time, the District currently intends to pay the District-wide Substitutes a salary commensurate with years of experience and education according to the 2023-24 licensed salary schedule in order to attract and retain the best possible talent. In addition, District-wide Substitutes will receive insurance benefits equivalent to those received by Association members.

This Memorandum of Agreement will expire on June 30, 2024.

MADRAS EDUCATION ASSOCIATION



Signature of **President**



Printed Name




Date


JEFFERSON COUNTY SCHOOL DISTRICT, 509J



Signature of **Superintendent**



Printed Name



Date