



**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
Special Education Incentives 2023-2025**

Representatives of the Jefferson County School District 509-J (“District”) and the Madras Education Association (“Association”) hereby recognize that the District has had difficulty recruiting and retaining special education 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 and the Association agree as follows:

1. In addition to their contractual compensation, full-time licensed special education teachers will be paid an annual stipend of \$9,250 (total of \$10,000). The stipend will be prorated for part-time special education teachers in accordance with their proportionate contract days.
2. In addition to their regular salary, those licensed as emergency general education teachers working under the mentorship of a licensed special education teacher or instructional coach and working in a special education classroom, will earn a \$5000 annual stipend.
3. With advanced written approval from the Superintendent or designee, the District will pay the tuition costs and a textbook stipend in an amount determined by the District for a teacher to receive a special education endorsement if the teacher commits to teaching special education in the District for at least three (3) years. A teacher who receives this benefit and leaves the District before completing the three (3) year commitment will reimburse the District for a prorated amount of the District’s total cost incurred for the teacher’s special education endorsement.

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 June 30, 2025, and will not create any status quo conditions beyond the expiration date.

MADRAS EDUCATION ASSOCIATION


JEFFERSON COUNTY SCHOOL DISTRICT, 509J

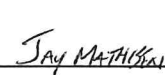


Signature of President



Signature of Superintendent





Printed Name

6/12/2023
Date

Printed Name

6/12/23
Date