



# Jefferson County School District 509J

UNBELIEVABLE. SOAR.

*Students flourish here. We care for each other. Better every day.*

## MEMORANDUM OF AGREEMENT

### Dual Language and Biliteracy Incentives 2024-25

Jay Mathisen  
Superintendent  
Shay Mikalson  
Assistant Superintendent  
Stacie Holmstrom  
Chief Financial Officer  
Debi Brazelton  
Human Resources Director  
Melinda Boyle  
Curriculum & Instruction Director  
Kevin Gehrig  
Director of Student Services  
David Hicks  
Information Technology Director  
Simon White  
Director of Operations  
Joseph Prechtl  
Communications Coordinator

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 qualified dual language teachers, which adversely impacts the ability of the District and its teachers to provide quality educational services to its students. Also, given the need for staff members who are biliterate in the Spanish language, the District understands the need to offer monetary compensation for this desirable skill. In addition, both parties recognize the added planning involved in a dual language position and the benefit to the students and community for a staff member to be biliterate. As a result, the District and the Association agree as follows:

1. In addition to their contractual compensation, full-time dual language teachers will be paid an annual stipend of \$3000. The stipend will be prorated for part-time dual language teachers in accordance with their proportionate contract days.
2. Certified staff who are able to earn a passing score on a District-approved test for Spanish biliteracy, will be paid a \$1000 annual stipend. This stipend will be prorated based on FTE as well as the date the passing score is earned.

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

Signature of President

Caleb Gayman

Printed Name

6/5/2024

Date

JEFFERSON COUNTY SCHOOL DISTRICT, 509J

Signature of Superintendent

JAY MATHISEN

Printed Name

6/5/24

Date