



Jefferson County School District 509J

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Superintendent
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Assistant Superintendent
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Chief Financial Officer
Jayel Hayden
Human Resources Director
Billie White
Curriculum & Instruction Director
Kevin Gehrig
Director of Student Services
David Hicks
Information Technology Director
Simon White
Director of Operations
Joseph Precht
Communications Director

MEMORANDUM OF AGREEMENT

Reading Endorsement Sponsorship 2023-2025

Representatives of the Jefferson County School District 509-J ("District") and the Madras Education Association ("Association") hereby recognize the benefit of having certified staff trained in reading instruction. To help alleviate this issue, the District and the Association agree as follows:

With advanced written approval from the Superintendent or designee, the District will pay the tuition costs in an amount determined by the District for the approved certified staff to receive a reading endorsement if the certified employee commits to working full-time in the District for at least (2) years. An employee who receives this benefit and leaves the District before completing the (2) year commitment will reimburse the District for a prorated amount of the District's total cost incurred for the reading endorsement. An agreement will need to be signed by the employee and the District before the employee begins the program. The Superintendent may consider hardships and other unique circumstances to provide relief to employees who have completed the coursework and are requesting an exception around requirements for an endorsement or years of service to the District following completion of the program.

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

Heidi Casper

Signature of President

Heidi Casper

Printed name

12/3/25

JEFFERSON COUNTY SCHOOL DISTRICT, 509j

Jay Mathisen

Signature of Superintendent

Jay Mathisen

Printed name

12/3/25