

**MEMORANDUM OF AGREEMENT BETWEEN  
SPRINGFIELD SCHOOL DISTRICT NO. 19 AND  
SPRINGFIELD EDUCATION ASSOCIATION**

The Springfield Education Association (“Association”) and Springfield School District (“District”) are parties to a Collective Bargaining Agreement (“Agreement”) with effective dates of July 1, 2022 through June 30, 2025.

The District and Association hereby enter into this Memorandum of Agreement (“MOA”), which adds **Article XII.B.5** of the Agreement as follows:

5. One-time hiring bonuses will be offered to newly-hired elementary and secondary learning specialists for the 2023-2024 school year. Referral bonuses will be offered to current licensed employees who refer a candidate that becomes a newly-hired elementary or secondary learning specialist for the 2023-2024 school year, limited to one (1) referral per newly-hired elementary or secondary learning specialist.

The District and Association hereby enter into this Memorandum of Agreement (“MOA”), which adds **Article XII.B.6** of the Agreement as follows:

6. One-time retention stipends for current elementary and secondary learning specialists will be provided by the conclusion of the 2022-2023 school year.

**Terms and Precedent**

All other provisions of the Agreement not expressly modified by this MOA shall remain in full force and effect. Any dispute regarding an alleged violation, or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the Agreement between the two parties. This MOA shall not set precedent for any future actions.

This MOA shall become effective upon the signature of the parties, and shall expire on June 30, 2023.

Dated this 23rd day of March, 2023.

  
For the Association

  
For the District