Memorandum of Agreement
Between
Snoqualmie Valley Education Association
and
The Snoqualmie Valley School District
RE: Tuition Reimbursement

The Snoqualmie Valley School District (District) and the Snoqualmie Valley Education Association (Association) enter into the following agreement.

Section 21.2 is updated as follows to allow for a higher per event reimbursement rate and to acknowledge additional certifications.

21.2 Tuition Reimbursement Program

21.2.1 The District will fund $28,000 each fiscal year for incentive pay for employees pursuing their National Board Certification, a master’s degree, or an endorsement.

21.2.2 In the event reimbursement requests exceed $28,000 all reimbursements will be reduced on an equal percentage basis until $28,000 is expended.

21.2.3 Reimbursement is for classes, tuition, registration, books, course fees, release time, etc. as described below and must be submitted no later than February 1 for current or previous school year expenses to the District Office.

21.2.4 Reimbursement for National Board Certification Programs: Reimbursement for expenses related to the teacher National Board Certification program or ESA equivalent (see Section 26.6.3) has a total lifetime maximum reimbursement for expenses for National Board Certification programs is $1,000.00 $1,500.00. Reimbursement may be requested prior to program completion.

21.2.5 Reimbursement for Master’s Degree, Applied Behavioral Analyst Certificate, or Administrative Certificate: The total lifetime maximum reimbursement for expenses for a Master’s Degree or Administrative Certificate is $1,000.00 $1,500.00.

21.2.5.1 A Master’s, Applied Behavioral Analyst Certificate, or Administrative Program must be from an accredited college or university.

21.2.5.2 Credits earned in said Master’s, Applied Behavioral Analyst Certificate, or Administrative Program must meet OSPI guidelines for reportable education credits.

21.2.5.3 An employee who has completed a Master’s, Applied Behavioral Analyst Certificate, or Administrative Program must submit proof of program completion.
21.2.5.4 To be eligible for reimbursement, the employee must have completed their Master’s, Applied Behavioral Analyst Certificate, or Administrative Program while employed in the District.

21.2.6 Reimbursement for Adding an Endorsement: The total lifetime maximum reimbursement for adding endorsements is **$1,000.00 $1,500.00** unless allowed under the provisions of Section 21.2.6.2.

21.2.6.1 To be eligible for reimbursement, the employee must have added the endorsement while employed in the District.

21.2.6.2 Endorsements in Shortage Areas: In the event reimbursement requests are less than the amount available, additional reimbursement above **$1,000.00 $1,500.00** will be provided to those adding endorsements in the areas of English Language Learner, Math, Science, or Special Education on an equal dollar basis until all available funds are expended.

21.2.7 No later than October 1, the parties will review whether all of the funds allocated for the previous year were expended. In the event reimbursement requests are less than **$28,000**, the unexpended amount will be carried forward to the ensuing year. Said unexpended amount can be used for other necessary certification or tuition as determined by the Mutual Interest Committee on a yearly basis.

21.2.8 Additional certifications may be considered for tuition reimbursement following a review of the Mutual Interest Committee.

This Memorandum of Agreement remains in place through August 31, 2026, or until superseded by another MoA, whichever comes first.

FOR THE ASSOCIATION

/s/L. Bradwell
President, SVEA

FOR THE SCHOOL DISTRICT

/s/D. Schlotfeldt
Superintendent, SVSD

2/27/2024 Date 2/27/2024 Date