

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

SPS ONLINE SCHOOL

The parties to this agreement, The Springfield Education Association (“Association”) and Springfield Public Schools (“District”) agree to the following modifications of the Licensed Agreement (“Agreement”) between the Association and the District for the 2024-2025 school year. All articles, sections and provisions of the Agreement and successor agreement not directly addressed in this Memorandum of Agreement (“MOA”) will be in force as written.

Roles and Responsibilities:

The SPS Online School is unique in its nature from brick-and-mortar programs. Due to the nature of the program, participation and therefore the number of students and preps change throughout the year. As a teacher’s assigned student numbers go up their number of assigned preps should go down.

	Full-time Staff	Full-time Staff	Part-time Staff	Part-time Staff
Number of Preps	1-7	8+	1-3	4-6
Number of Students	Up to 210	Below 175	Up to 130	Below 100

1. Both the number of assigned students and the number of assigned preps are ranges. Due to the nature of the Online School, numbers may temporarily exceed the range. Numbers will not exceed the range for more than four school weeks.
2. In the event enrolment in the Online School drops below these numbers for all teachers, adjustments will be made. Teachers may be assigned one additional prep for every reduction of 15-20 students. At no time will a teacher be assigned more than 12 preps.
3. When a new prep is added, responsible staff will have one week of lead time to prepare calendars, checklists, and gradebooks before students begin the program of instruction.

In-person Times:

SPS Online is a virtual program. The vast majority of work is completed online. This section of the MOA discusses the only in-person aspects of the position and does not impact or eliminate online meetings with students, peers, or the staff as a whole.

In-person staff meetings may occur up to one (1) time per month for up to ninety (90) minutes. Up to four (4) hours per month may be set aside for Learning Center Sessions with the Sessions themselves occurring in time periods of at least two (2) hours.

In-person meetings will follow these guidelines:

1. Times will be jointly set by the staff and the administration;
2. Meetings will occur during the building hours of Brattain Campus; and
3. The number of meetings may be increased if jointly agreed to by the staff and administration.


Next Steps:


1. A joint team will evaluate this MOA and suggest any adjustments before the conclusion of the 2024-2025 school year with the intent to move language into the body of the contract.
2. Should guidelines that impact the current implementation of the SPS Online program be issued by the Oregon Department of Education, the bargaining teams will come together to discuss the implications and renegotiate this MOA including all relevant topics and changes.

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 Memorandum of Agreement expires June 30, 2025.

Dated this 12th day of August, 2024.


For the Association 8/16/24


For the District 8/12/24