

**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.

In preparation for the 2024-2025 school year, the District may need to ask or require licensed staff members to fill in temporarily for a class due to a lack of available substitutes, in accordance with Article IX.D.6 of the Agreement. In response to the anticipated need for current licensed staff members to fill in temporarily to cover a class or classes due to unavailability of substitutes, the District and Association hereby enter into this Memorandum of Agreement (“MOA”), which is incorporated into the Agreement as follows:

1. Compensation for Substituting for Other Teachers

When a licensed staff member, not hired as a temporary teacher for the purpose of roaming (being on call at the building level on a daily basis for the purpose of substituting), is asked or required by the building principal or designee to fill in temporarily for a class or classes due to a lack of available substitutes, the licensed staff member shall receive additional compensation for the class period(s). The compensation will be calculated using the licensed staff member’s regular rate of pay for the time required to fill in for the class, rounded up to the nearest quarter hour.

Potential Examples:

- Any K-12 classroom teacher who is asked to cover a class during their protected prep time due to a staff absence. (This does not include requests made during collaboration times).
- An instructional coach or behavior interventionist is asked to cover a group of students due to staff absences and must perform duties at another time outside the workday for their primary role.
- A mental health specialist/counselor is asked to cover a classroom due to staff absences and must use additional time outside the workday for agency, family, and student contacts and support.
- A Dean of Students is asked to cover a classroom and is unable to perform primary duties and must find an alternate time outside of the workday to complete response process.
- A TOSA is asked to report to a school to cover a class and must find time outside the workday to complete their regular duties.

2. Reporting of Information for Compensation

In accordance with Article IX.D.6.b of the Agreement, building principals will continue to keep a record of licensed staff members who have fulfilled the duty of substituting for other teachers so as to discourage a disproportionate burden on any individual member.

Beginning September 4, 2024, the District shall provide compensation for any licensed staff member who fulfills the duty of substituting for another licensed staff member as outlined in Article IX.D.6 of the Agreement.

3. 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, 2025.

Dated this 12th day of August, 2024.



For the Association 8/16/24



For the District 8/12/24