

**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.

Throughout the 2024-2025 school year, the District will convene a K-12 Equity and Inclusion Leadership Team to work collaboratively to improve outcomes for students across the District, specifically historically underserved and historically underrepresented students. The focus of this leadership team will include:

- School cultures and climates that foster dignity and unconditional belonging for every student and every family;
- Curriculum that is accurately representative of our entire district community and that honors the culture, history, and experiences of every student;
- Instructional practices that are humanizing, culturally responsive, and that build on the strengths and talents of students; and
- Professional development that supports staff in understanding and recognizing issues of educational equity and that empowers staff to promote belonging for every student and interrupt and address inequities when they are present.

The District and Association hereby enter into this Memorandum of Agreement (“MOA”), which adds **Article XV.B.8** of the Agreement as follows:


8. Site-based Equity and Inclusion Leadership Team Members. Each elementary, middle and high school will be allocated one (1) Equity and Inclusion Leadership Team member.
  - a. Extra Duty Days.
    - (1) Equity and Inclusion Leaders will be provided with one (1) extra duty day for training before in-service week.
    - (2) Equity and Inclusion Leaders will be provided with one (1) extra duty day to prepare for the end of the school year.
  - b. Compensation.
    - (1) Equity and Inclusion Leaders will receive an annual stipend of twenty-five hundred dollars (\$2500).

**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. The District and Association will evaluate the work of the team during the 2024-2025 school year to determine appropriate compensation for future school years.

Dated this 12th day of August, 2024.

  
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For the Association      8/16/24

  
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For the District      8/12/24