

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

PROFESSIONAL DEVELOPMENT

The Springfield Education Association (“Association”) and Springfield School District (“District”) are parties to a Collective Bargaining Agreement (“Agreement”) with effective dates of July 1, 2025 through June 30, 2027.

The District and Association hereby enter into this Memorandum of Agreement (“MOA”), which amends Article XXI through June 30, 2026 to reflect the language from the previous Agreement as follows:

XXI. PROFESSIONAL DEVELOPMENT

A. CONFERENCE AND CREDIT FUND

The District will establish a thirty-thousand-dollar (\$30,000) fund to be administered jointly by the Association and District. As of July 1, 2020, the District will increase the fund to forty- thousand-dollars (\$40,000). Licensed staff members may apply for reimbursement up to fifteen hundred dollars (\$1,500) for professional development experiences including conferences and credit classes. The joint committee will be composed of three (3) members appointed by the District and three (3) appointed by the Association, and will meet to review applications twice per year.

1. Application for reimbursement must be pre-approved by the joint committee.
2. Applicant must show a connection between their chosen task and their current/future assignment, professional goals, building goals, district initiatives or student learning goals.
3. Applicant must submit and receive approval for professional development activities that they will facilitate at the building or district level.
4. Applicant may not have received reimbursement in the previous three (3) years, unless there are no other viable candidates.
5. If an employee uses personal and/or professional leave days for the conference, the District will match the number of days up to a maximum of three (3) days per person and a maximum of thirty (30) days overall of substitute time.

B. PROFESSIONAL DEVELOPMENT FOR LICENSED EMPLOYEES

The District will provide professional development support to each employee for the purpose of collaboration and professional development as follows:

1. Professional Development Hours
 - a. Each year, the District will develop a work calendar that includes twelve (12) hours of teacher directed professional development, which will include an eight (8) hour block of time on the Statewide In-service Day in October.
 - b. Early release days as identified on the academic calendar will be District directed time.

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, 2026.

Dated this 11th day of February, 2026.


For the Association


For the District