

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

EXTRACURRICULAR STIPEND – FLAG FOOTBALL

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 Appendix A through June 30, 2027 to add an extracurricular stipend for flag football as follows:

APPENDIX A – EXTRACURRICULAR STIPENDS (2025-2026)

| Extracurricular Position | 0-2 Years | 3-5 Years | 6+ Years |
|---------------------------------|------------------|------------------|-----------------|
| Flag Football | 5,277 | 5,541 | 6,068 |

APPENDIX A – EXTRACURRICULAR STIPENDS (2026-2027)


| Extracurricular Position | 0-2 Years | 3-5 Years | 6+ Years |
|---------------------------------|------------------|------------------|-----------------|
| Flag Football | 5,488 | 5,763 | 6,311 |

Terms and Precedent

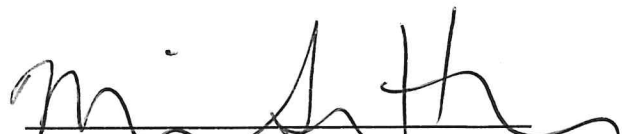
All other provisions of the Agreement not expressly modified by this MOA shall remain in full force and effect. Any dispute regarding an alleged violation, or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the Agreement between the two parties. This MOA shall not set precedent for any future actions.

This Memorandum of Agreement expires June 30, 2027. If Flag Football is approved as a sport by OSAA prior to June 30, 2027, the District and Association agree to include the Flag Football stipend in successor bargaining conversations during spring 2027.

Dated this 13th day of April, 2026.



For the Association



For the District