

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

ONE-TIME RECALL ELIGIBILITY REVIEW PROCESS

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.

This Memorandum of Agreement ("MOA") is entered into between Springfield Public Schools ("District") and the Springfield Education Association ("SEA").

1. Purpose

The parties recognize that employees may obtain additional endorsements, education, training, or professional experience during the twenty-seven (27) month recall period. To resolve questions regarding prospective recall opportunities for employees whose qualifications have changed during the contractual recall period, the parties agree to establish the following one-time review process.

2. Eligible Employees

This process is available only to licensed employees who:

- received a reduction-in-force notice during the 2025/2026 school year;
- remain within their contractual recall period under Article XXII; and
- are not currently employed by the District in a licensed position.

3. Request for Recall Eligibility Review

Following approval of this MOA, the District will notify all eligible employees of the applicable process and procedures for submitting a request.

An eligible employee may submit a written Request for Recall Eligibility Review at any time during the employee's contractual recall period.

The request shall identify the endorsement area(s), assignment(s), or licensure for which the employee seeks expanded recall eligibility and include any supporting information the employee believes demonstrates qualification. Supporting information may include, but is not limited to:

- additional endorsements or licenses;
- professional experience;
- education or training completed during the recall period; or

- any other information the employee believes is relevant to the request.

4. District Review

The District will review each request individually. In conducting its review, the District may consider, as applicable:

- current Oregon licensure and endorsements;
- qualifications and competence under Article XXII;
- professional experience;
- additional education, training, or credentials obtained during the recall period;
- operational needs of the District; and
- any other information the District determines is relevant.

Following its review, the District, in its discretion, will determine whether the employee has demonstrated the qualifications necessary to prospectively expand the employee's recall eligibility to additional endorsement areas or assignments.

If approved, the employee shall thereafter be considered for future vacancies consistent with Article XXII and this Agreement. If denied, the employee's existing recall eligibility shall remain unchanged.

5. Effect of Agreement

This review process is prospective only. Nothing in this Agreement shall be construed to:

- modify or invalidate any layoff, qualification, recall eligibility, or recall determination made during any reduction in force during the 2025/2026 school year;
- require the District to reopen or reconsider previously filled positions or personnel actions;
- create any entitlement to retroactive placement on a recall list, appointment to a previously filled vacancy, back pay, lost wages, employee benefits, retirement contributions, or other retroactive employment benefits; or
- establish a precedent regarding the interpretation or application of Article XXII, HR-P011, or any future reduction in force.

If an employee is subsequently recalled following an expansion of recall eligibility under this Agreement, the employee shall receive the contractual rights afforded to any other recalled employee under Article XXII and HR-P011.

6. Sunset

This Agreement applies only to licensed employees who received a reduction-in-force notice during the 2025/2026 school year, remain within their contractual recall period under Article XXII, and are not currently employed by the District in a licensed position. This Agreement expires upon the expiration of the contractual recall period for the affected employees.

Terms and Precedent

This MOA is effective upon the signing by both parties. 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.

Dated this 11th day of August, 2026.

A handwritten signature in black ink, appearing to be 'Miguel', is written over a horizontal line.

For the Association

A handwritten signature in blue ink, appearing to be 'DR', is written over a horizontal line.

For the District