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

CONFERENCE FUND & CREDIT FUND

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 – Professional Development as follows:

XXI. PROFESSIONAL DEVELOPMENT

A. CONFERENCE FUND

The District will establish a twenty-thousand dollar ($20,000) fund to be administered jointly by the Association and District. Licensed staff members may apply for reimbursement up to two thousand dollars ($2,000) for professional development experiences including conferences workshops, seminars, clinics, or other training. 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.

1. Applicants must submit a completed application signed by their building administrator, to the Conference Fund Chair. The application will include a written statement showing a connection to current/future assignment, professional goals, building goals, District initiatives, or student learning goals.

    a. Transition Provision. Notwithstanding the pre-approval requirement contained in Article XXI.A.1, for conferences that occurred between February 1, 2026 and September 30, 2026, the requirement that the conference receive prior administrator approval is waived. Eligible licensed staff members may submit an application for reimbursement for such conferences after the conference has occurred, subject to all other eligibility requirements and reimbursement limitations contained in Article XXI.A.

    b. Any reimbursement approved pursuant to this transition provision shall be charged against the 2026-27 Conference Fund.

2. Within five (5) work days of the receipt of the application, the Conference Fund Chair will forward the application to the members of the joint committee via email for review and approval.

The District will establish a twenty-thousand dollar ($20,000) fund to be administered jointly by the Association and the District. The joint committee will be composed of three (3) members appointed by the District and three (3) appointed by the Association. The committee will approve applications as they are submitted.

1. Application for reimbursement must be pre-approved by the joint committee prior to registering for the course(s).

    a. Transition Provision. Notwithstanding the pre-approval requirement contained in Article XXI.B.1, for coursework that occurred between February 1, 2026 and September 30, 2026, the requirement that the course be pre-approved by the joint committee prior to registration is waived. Eligible licensed staff members may submit an application for reimbursement for such coursework after the coursework has occurred, subject to all other eligibility requirements and reimbursement limitations contained in Article XXI.B.

    b. Any reimbursement approved pursuant to this transition provision shall be charged against the 2026-27 Tuition Credit Fund.

2. Applicants must submit a completed application signed by their building administrator, to the Tuition Credit Fund Chair.

3. Within five (5) work days of the receipt of the application, the chair will submit the application to the members of the Tuition Credit Fund Committee via email for review and approval.

4. Within five (5) work days of the receipt of the application, the Tuition Credit Committee will make a decision to approve or deny the request.

5. Once the committee makes the decision, the chair will be responsible for the following:

    a. The chair will forward the approved application to the requesting licensed staff member within three (3) work days.

    b. If the request is not approved, the chair will be responsible for communicating that decision to the requesting licensed staff member with a reason for the denied request, within three (3) work days.

6. Licensed staff members may submit an application to receive tuition credit funds at any time during the school year for use during that school year, or the following summer.

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 MOA, 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 30th day of September, 2026.

For the Association

For the District