

Memorandum of Understanding
Between
The Clatskanie Education Association (CEA)
and
The Clatskanie School District 6J (CSD)

Tuition Support

Whereas, the District and the Association are in agreement that the District is faced with a need of staffing positions that are hard to fill or they are in areas of specific need within the District. In order to address this need, the District may choose to provide additional support for selected members to complete the coursework necessary to become licensed or endorsed to fill these positions. The District will also pay for any textbooks or fees associated with the approved coursework or licensing.

Therefore, the parties agree to supplement the existing tuition reimbursement program outlined in Article 16.B. with the following:

1. Additional tuition support will be provided to members in addition to the contractual amount that is allowed by Article 16.B. Once a member's available contractual tuition reimbursement is used to the contractual limit to pay for tuition, if approved by the Superintendent, the District will support the member with the additional tuition reimbursement needed to complete the required coursework for the identified program of licensure or endorsement. The tuition reimbursement will align with the components of Article 16, Subsection B.1 of the collective bargaining agreement including the prepayment of the tuition to the college or university.
2. Requests made pursuant to this MOU will be made to the Superintendent in writing or may be requested of the member by the Superintendent. In either situation, the tuition expenses must be preapproved by the Superintendent.
3. If, while in the program or after completing the program, a member is hired in the position of need, the member commits to remaining in the position for a minimum of three (3) years. The District reserves the right to waive the three (3) year commitment at any time.
4. In the event the member voluntarily leaves the position of need, the member agrees to reimburse the District according to the following schedule:
 - a. One year of service completed in the position of need: reimbursement of 66% of those costs which exceed the amounts the District would have paid under Article 16(B) of the Agreement;
 - b. Two years of service completed in the position of need: reimbursement of 33% of those costs which exceed the amounts the District would have paid under Article 16(B) of the Agreement;


- c. More than two years of service completed in the position of need, but less than three full years: reimbursement of 10% of those costs which exceed the amounts the District would have paid under Article 16(B) of the Agreement;
 - d. Three or more years of service completed in the position of need: no reimbursement.
5. In the event the member is involuntarily separated from the position of need, there member will have no obligation to reimburse the District's expenses under this program.

This Memorandum shall not modify any other terms and conditions of the parties' Agreement not specifically addressed herein.

This MOU shall become effective upon signatures of the parties.

The parties agree that this agreement does not set precedence and will expire on June 30, 2024.

For the CEA



Charlie N Stitt (Jun 28, 2023 14:45 PDT)

President

Jun 28, 2023

Date

For the District


Ken Parshall (Jun 28, 2023 20:18 PDT)

Superintendent

Jun 28, 2023

Date