

**Memorandum of Understanding
between
Knappa School District
And
Knappa Education Association**

Educators with Emergency Licenses

WHEREAS, on occasions, Knappa School District needs to hire teachers with TSPC Emergency Licenses,

WHEREAS, emergency licenses are temporary until either the educator earns a degree and full licensure or the license expires, and

WHEREAS, individuals with emergency licenses do not hold a Bachelor's Degree,

THEREFORE, the parties agree to the following:

- 1) Emergency Licenses will only be recommended for candidates in situations where no qualified regularly licensed educators are available.
- 2) Educators with emergency licenses shall be subject to the following "legacy" salary schedule for their first three years:
 - Step 1 \$39,881
 - Step 2 \$41,475
 - Step 3 \$43,072
- 3) And may advance in steps during their tenure with the district.
- 4) At the time when an educator earns a non-emergency license, they shall be transferred to the same step they occupied from the emergency schedule to the standard salary schedule (they shall not revert back to step 1)
- 5) The emergency licensed educators shall be considered as educators eligible for membership in Knappa Education Association.
- 6) Knappa School District shall assign a mentor to each emergency licensed educator to assist them with growing into the profession.
- 7) Educators with emergency licenses shall be evaluated in the same way as probationary teachers and the District shall follow ORS 342-835 with regards to any discharge or non-renewal processes.

This Memorandum of Understanding shall be in effect from the date of signature until June 30, 2026 unless modified by mutual agreement of the parties.

Mike Rathfon
Mike Rathfon (Aug 3, 2023 12:28 PDT)
Association President

Aug 3, 2023
Date

Cullen R. Bangs
Cullen R. Bangs (Aug 4, 2023 15:40 PDT)
Board Chairman

Aug 4, 2023
Date











2023-06-19.Educators with Emergency Licenses MOU

Final Audit Report

2023-08-04

Created:	2023-07-25
By:	David White (dwhite@chorus.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAA_oyICSm3_l1JGVLQma2IHCjsXo0ucYf4

"2023-06-19.Educators with Emergency Licenses MOU" History

-  Document created by David White (dwhite@chorus.net)
2023-07-25 - 5:13:56 PM GMT- IP address: 24.21.240.84
-  Document emailed to rathfonm@knappak12.org for signature
2023-07-25 - 5:15:04 PM GMT
-  Email viewed by rathfonm@knappak12.org
2023-08-03 - 7:19:19 PM GMT- IP address: 66.249.84.70
-  New document URL requested by rathfonm@knappak12.org
2023-08-03 - 7:19:23 PM GMT- IP address: 66.154.156.64
-  Signer rathfonm@knappak12.org entered name at signing as Mike Rathfon
2023-08-03 - 7:28:16 PM GMT- IP address: 66.154.156.64
-  Document e-signed by Mike Rathfon (rathfonm@knappak12.org)
Signature Date: 2023-08-03 - 7:28:18 PM GMT - Time Source: server- IP address: 66.154.156.64
-  Document emailed to bangsc@knappak12.org for signature
2023-08-03 - 7:28:19 PM GMT
-  Email viewed by bangsc@knappak12.org
2023-08-03 - 7:28:21 PM GMT- IP address: 72.14.199.7
-  Signer bangsc@knappak12.org entered name at signing as Cullen R. Bangs
2023-08-04 - 10:40:52 PM GMT- IP address: 159.121.202.173
-  Document e-signed by Cullen R. Bangs (bangsc@knappak12.org)
Signature Date: 2023-08-04 - 10:40:54 PM GMT - Time Source: server- IP address: 159.121.202.173

✔ Agreement completed.

2023-08-04 - 10:40:54 PM GMT