

Memorandum of Understanding (MOU) – Additional Compensation

Coquille Education Association (CEA) & Coquille School District #8

The Coquille Education Association (hereafter the "Association") and the Coquille School District #8 (hereafter "District"), enter this Memorandum of Understanding ("MOU") Grow Your Own Program, for the 2023-2024 school year.

The District and Association agree as follows; it is mutually agreed that supporting Association members to increase their knowledge and skills benefits both parties.

At this time neither the Association or the District can predict what types of positions that may need to be filled with a Grow Your Own candidate, but we have discussed the following Teacher, Principal, and Counselor.

Tuition Reimbursement:

Individual Grow Your Own work agreements will be written based on the language below.

The District will pay up to \$25,000 in tuition reimbursement outside of the professional development tuition reimbursement covered by the CBA, per educator seeking their initial license. The \$25,000 will be distributed over three years, not to exceed \$10,000 in any one school year. If an educator needs additional tuition reimbursement above the \$10,000 per year, the District may reimburse the educator as long as it does not exceed \$25,000 over three years.

For the educator to be eligible for reimbursement, the educator must submit a transcript, obtain a passing grade, and show proof of payment.

The employee has until September 1st to obtain their unrestricted Oregon preliminary license or be within the 90-day grace period designated by TSPC.

Employment Commitment:

An educator receiving tuition reimbursement shall be obligated to return to the District for one (1) year for every \$5,000 received in tuition reimbursement. Example: If a teacher received \$17,000 in tuition reimbursement they would be obligated to return to the District for a total of 4 years of employment.

An educator that does not fulfill this agreement will be required to reimburse the District a prorated amount. If the employee does not receive their unrestricted license by September 1st the educator will be responsible for reimbursing the District a prorated amount back. In the

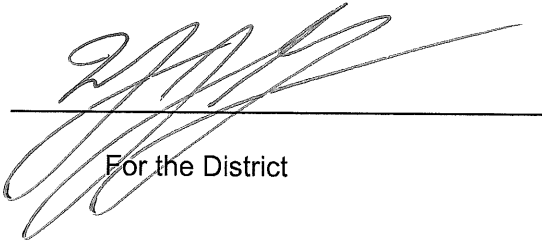
event of an unforeseen medical condition or program change the District and Association agree to meet to develop a plan. The prorated amount will be based on the total tuition reimbursement given and the years the educator taught. Example: If a teacher received \$17,000 in tuition reimbursement and decided to leave the District after completing two years of employment they would owe the District \$7,000.

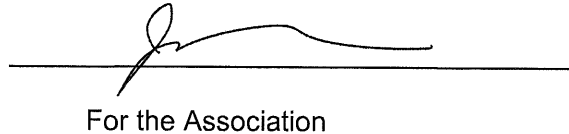
In the event of employer termination, no repayment of the tuition reimbursement is required.

Column/Step Advances:

Educators on a GYO MOU will have a starting salary at step 00 of \$40,000. This amount will increase to the agreed 4.5% for the 23-24 school year.

When the educator completes their Oregon preliminary license, they shall be placed on the pay scale according to their experience and education level at the beginning of the next school year. Each year the educator taught with an emergency/restricted license will count towards steps on the pay scale.



For the District

For the Association

Date: 1-5-2024

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