

**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") for additional compensation as a signing bonus for Licensed SPED Teachers for the remainder of 2023-2024 school years.

The District and Association agree as follows:

The Coquille School District provides an additional signing bonus to fully licensed SPED teachers as part of its offer of employment. The amount of the bonus is dependent on the teacher's selection below. The receipt of a signed employment contract is required for payment. Once a selection is made, the offer is complete and may not be changed.

_____ **\$1,000** In consideration for the amount checked, I agree to work for the district for *one* full school year.

_____ **\$2,000** In consideration for the amount checked, I agree to work for the district for *two* full school years.

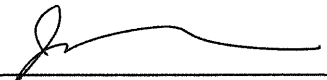
_____ **\$3,000** In consideration for the amount checked, I agree to work for the district for *three* full school years.

The acceptance of one of the bonuses will oblige the employee to work for the district for the time listed. If the employee resigns or is terminated prior to the end of the period selected, the signing bonus will be prorated by the work completed and due back to the district. The amount owed will be taken from the employee's final paycheck(s).

This payment is provided as an additional signing bonus and will be treated as **taxable wages** subject to withholding of all applicable taxes and will be paid in the next available payroll after the teachers has signed a contract with the Coquille School District.



For the District



For the Association

Date: 1/3/2024

Date: 1/4/2023