

MEMORANDUM OF UNDERSTANDING
Between
COLVILLE SCHOOL DISTRICT AND COLVILLE EDUCATION ASSOCIATION

The District has been experiencing difficulty recruiting and retaining qualified special education teachers and would like to recruit by offering a tuition incentive program. The Colville Education Association recognizes that this is in the best interest of its membership.

1. **Tuition Program:** Beginning with the 2019-2020 school year, the District will provide annual tuition costs up to \$8,000.00, to qualified and accepted Employees for a special education certification/endorsement program. All interested candidates must complete an appropriate application process, and the District reserves the right to make sole determination on which, if any, and how many candidates to select in any given year. Employees selected who receive District tuition support will provide the District with four (4) years of special education teaching services following their receipt of their special education endorsement. If required services are not rendered due to the Employee's voluntary departure from the District, the Employee will be required to repay the tuition cost to the District upon departure, on a prorated basis, for services owed but not yet performed. Employees who are still under a service commitment to the District will not be eligible for any voluntary transfers out of their special education teaching assignments.

All remaining terms and conditions of the CBA remain the same.



Pete Lewis, Superintendent

5/6/19

Date



Kris McKellar, CEA President

5/6/19

Date