

**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.


**Tuition Program:** Beginning with the 2022-2023 school year, the District will provide annual tuition costs of up to \$9075.00 or current cost of the special education certification/endorsement program at Eastern Washington University to all 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 are hired out of endorsement and receive District support will provide the district with four (4) years of special education teaching services following 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. If a newly hired employee in the special education department chooses not to enroll in the special education certification/endorsement program, they will not be entitled to transfer rights in the CEA Agreement.

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



Kevin Knight, Superintendent

10/25/22  
Date



Kris McKellar, CEA President

10/25/22  
Date