

Bigfork School District 38

MEMORANDUM OF UNDERSTANDING

Effectively immediately, the Bigfork School District and the Bigfork Area Education Association agree, without setting a precedent, to allow up to two (2) teachers willing to teach driver's education to apply for district funds to reimburse the tuition and fees necessary to earn the initial 8 credits necessary to earn the appropriate certification from Montana State Northern. The tuition reimbursements will be made available on a first come first served basis and will not exceed \$3,500 per teacher. To qualify as "first come first served", the employee must provide evidence to the superintendent of registration, enrollment, and fees paid. Typically, this would be a tuition payment receipt. The cost for tuition and fees will be reimbursed to the employee conditionally as follows:

- The teacher must successfully earn the appropriate certification and present the certificate to the superintendent's office,
- Starting in the fall of 2025, the teacher makes a commitment to teach at least 6 sessions of driver's education in the three years after earning the certification. A minimum of 2 sessions will be taught each year of which 1 will be a summer session.
- If the teacher does not meet the instructional requirement, the cost of the tuition and fees will be prorated and repaid to the School District either by check or via payroll deduction.

The Memorandum of Understanding achieves this mutual intent. This Memorandum will be in effect immediately and through August 31, 2026, and does not constitute a change in the Master Agreement or set precedent for future matters. The employee and Association waive their right to grieve the provisions in the contract as stated in this Memorandum.

Signed this 12<sup>th</sup> day of March, 2025.

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President, Bigfork Area Education Association

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Board Chair

Attest,

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District Clerk