

**APPENDIX P**  
**MEMORANDUM OF UNDERSTANDING**

Recruitment and Hiring of Minority and Special Education Teachers: May 28, 2003

The following constitutes an agreement between the Springfield Education Association and District 186 regarding recruitment and hiring of minority teachers.

The parties affirm their mutual understanding that successful recruitment and hiring of minority as well as special education teachers will improve the educational opportunities for all students of District 186. To that end, the parties agree that a minority or special education certificated candidate seeking employment within the SEA bargaining unit as a new hire who has been successfully screened by District 186 shall be considered equal in status and hiring preference as a contract-fulfilled teacher. This accommodation shall continue in effect until August 15, 2008 at which time the parties will review its effectiveness and consider its continuation.

Duration of this MOU extended for the life of this contract.