MEMORANDUM OF UNDERSTANDING
TEMPORARY FULL-TIME TEACHING ASSIGNMENT

This Memorandum of Understanding ("MOU") is entered into by and between Independent School District No. 12, Centennial ("District"), the Centennial Education Association ("Union"), and David Lightbody ("Teacher").

WHEREAS, the District and the Union are parties to a collective bargaining agreement governing the terms and conditions of employment for teachers ("Master Agreement");

WHEREAS, Teacher is currently employed by the District in a 0.4 full-time-equivalent ("FTE") continuing teaching position and is on unrequested leave of absence ("ULA") from the remaining 0.6 FTE of Teacher's continuing contract rights;

WHEREAS, the District has a temporary need for a full-time teacher to perform the duties of a 1.0 FTE Spanish and ELL Teacher during the leave of absence of another teacher;

WHEREAS, the District wishes to assign Teacher to the temporary position on a 1.0 FTE basis for approximately four months, and Teacher must obtain an out-of-field permission ("OFP") from the Professional Educator Licensing and Standards Board to perform the temporary assignment; and

WHEREAS, the parties wish to allow Teacher to accept the temporary assignment without affecting Teacher's rights in the 0.4 FTE continuing position or Teacher's ULA and reinstatement rights relating to the remaining 0.6 FTE.

NOW, THEREFORE, the parties agree as follows:

1. **Temporary Assignment.** Effective November 10, 2026, Teacher shall temporarily work a 1.0 FTE assignment in the ELL position (the "Temporary Assignment"). The Temporary Assignment is intended to cover the absence of Michelle Tornga, ELL Teacher, and shall continue through March 5, 2027, unless it ends earlier under Paragraph 6.

2. **Out-of-Field Permission.** The Temporary Assignment is contingent upon Teacher timely applying for, obtaining, and maintaining any OFP or other license or permission required for the assignment. Teacher shall reasonably cooperate with the District in completing the OFP application process. If the required OFP is denied, revoked, expires, or otherwise becomes unavailable, the District may immediately end the Temporary Assignment, and Teacher shall return to the 0.4 FTE continuing assignment described in Paragraph 5.

3. **Compensation and Benefits.** During the Temporary Assignment, Teacher shall be compensated at 1.0 FTE under Teacher's applicable step and lane on the salary schedule in the Master Agreement. Teacher shall receive benefits and accrue seniority, service credit, and other rights during the Temporary Assignment as provided by the Master Agreement and applicable law. Nothing in this MOU guarantees compensation at 1.0 FTE after the Temporary Assignment ends.

4. **Preservation of Continuing-Contract and ULA Rights.** Teacher is accepting the Temporary Assignment voluntarily. The parties acknowledge that the Temporary Assignment is not intended to alter Teacher's placement on ULA, continuing-contract status, or reinstatement rights under Article XV of the Master Agreement. Teacher's acceptance and performance of the Temporary Assignment shall not constitute a recall, reinstatement, or permanent increase in Teacher's continuing FTE, and shall not waive, reduce, interrupt, or otherwise affect: a) Teacher's rights in the 0.4 FTE continuing position; or b) Teacher's rights under Article XV of the Master Agreement, including any ULA, reinstatement, recall, seniority, or other rights relating to the remaining 0.6 FTE. The Temporary Assignment shall not create continuing-contract, tenure, seniority, reinstatement, recall, or other rights in the temporary position beyond those Teacher otherwise possesses under the Master Agreement or applicable law.

5. **Return to Regular Assignment.** Upon expiration or earlier termination of the Temporary Assignment, Teacher shall return to Teacher's 0.4 FTE continuing assignment, subject to the District's regular assignment authority under the Master Agreement and applicable law. Teacher shall remain on ULA for the remaining 0.6 FTE unless and until recalled or reinstated pursuant to the Master Agreement or applicable law.

6. **Duration and Early Termination.** This MOU and the Temporary Assignment shall expire automatically at the end of the workday on March 5, 2027, without further action by any party. The District may end the temporary assignment earlier if the absent teacher returns, the need for the assignment ceases or changes, the required OFP is not obtained or maintained, or the District determines that Teacher can no longer perform the Temporary Assignment. Ending the Temporary Assignment under this paragraph shall not affect Teacher's rights identified in Paragraph 4.

7. **No Vacancy or Posting Obligation.** The parties agree that the Temporary Assignment exists solely to cover the temporary absence of another teacher and does not constitute a vacancy within the meaning of Article XVI of the Master Agreement. To the extent any posting, transfer, assignment, or vacancy procedure could otherwise apply, the Union and Teacher waive such procedures for purposes of implementing this Temporary Assignment.

8. **No Precedent or Past Practice.** Nothing in this MOU shall constitute or be interpreted as creating any binding precedent or past practice. This MOU applies only to Teacher and the Temporary Assignment described above.

9. **Waiver of Claims.** The Union and Teacher waive any right they may have, individually or collectively, to file or pursue a grievance, claim, or other action against the District under the Master Agreement arising out of or relating to the District's implementation of this MOU, including the Temporary Assignment, its expiration or earlier termination, and Teacher's return to the 0.4 FTE continuing assignment, provided the District acts consistently with this MOU.

10. **Entire Agreement.** This MOU reflects the parties' entire agreement concerning Teacher's temporary full-time assignment. To the extent of any conflict, this MOU supersedes any inconsistent provision of the Master Agreement for the duration of this MOU. No party has relied on any statement, promise, or representation not set forth in this MOU. Any amendment must be in writing and signed by all parties.

IN WITNESS WHEREOF, the parties have executed this MOU as follows:

CENTENNIAL EDUCATION ASSOCIATION

_____
By: _____
Its: _____
Date: _____

INDEPENDENT SCHOOL DISTRICT NO. 12, CENTENNIAL

_____
By: Tom Knisely
Its: Board Chair
Date: _____

_____
By: Craig Johnson
Its: Board Clerk
Date: _____

David Lightbody

_____
Teacher
Date:_____