

**Memorandum of Understanding**  
**Ludlow Independent / Bellevue Independent/ Southgate Independent**  
**English Learner Teacher Position**  
**2025-2026 School Year**

The following agreement between Ludlow Independent, Bellevue Independent, and Southgate Independent for the 2025 -2026 school year will become active following the signatures of each Superintendent:

- Ludlow Independent Schools will hire a full-time English Learner Teaching Position for the 2025 - 2026 school year that will be shared by Ludlow (96 Days), Bellevue (60 Instructional Days), Southgate (30 Instructional Days) of the contracted days. The schedule will be collaboratively developed between districts and the teacher. Teacher will complete non-instructional days, professional development days, and paid holidays as a part of the 96 days at Ludlow.
- Ludlow Independent Schools will be responsible for 50% of the salary, along with benefits; Bellevue Independent Schools will be responsible for 33% of the salary, and Southgate will be responsible for 17% of the salary for the 2025 -2026 school year. Salary will be paid through Ludlow ISD, with Bellevue and Southgate reimbursing Ludlow bi-annually.
- The teacher will have the ability to adjust their schedule to address new students at each district, so that student needs are met upon enrollment.
- Ludlow will be the district of record for employment purposes and will submit all state reports required for the teacher, along with granting sick/personal days. Bellevue and Southgate will report used sick/personal days to Ludlow ISD.
- This agreement will be reviewed in January of 2026 and will be adjusted to reflect the percentage of need in each district for the 2026 -2027 school year.

This agreement is in effect for the entire 2025 -2026 school year.

\_\_\_\_\_  
Date: \_\_\_\_\_

Jason Steffen  
Superintendent  
Ludlow ISD

\_\_\_\_\_  
Date: \_\_\_\_\_

Misty Middleton  
Superintendent  
Bellevue ISD

\_\_\_\_\_  
Date: \_\_\_\_\_

Greg Duty  
Superintendent  
Southgate ISD