

Memorandum of Understanding
Ludlow Independent / Bellevue Independent / Southgate Independent
English Learner Teacher Position
2026-2027 School Year

The following agreement between Ludlow Independent, Bellevue Independent, and Southgate Independent for the 2026 -2027 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 2026 - 2027 school year that will be shared by Ludlow (96 Days), Bellevue (75 Instructional Days) and Southgate (15 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 52% of the salary, along with benefits; Bellevue Independent Schools will be responsible for 40% and Southgate 8% of the salary for the 2026 -2027 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 2027 and will be adjusted to reflect the percentage of need in each district for the 2027 -2028 school year.

This agreement is in effect for the entire 2026 -2027 school year.

Date: _____

Jason Steffen
Superintendent
Ludlow ISD

Date: _____

Misty Middleton
Superintendent
Bellevue ISD

Date: _____

Greg Duty
Superintendent
Southgate ISD