

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
NAPOLEON FACULTY ASSOCIATION  
AND THE  
NAPOLEON AREA CITY SCHOOL BOARD OF EDUCATION**

Whereas, The Napoleon Faculty Association and the Napoleon Area City Board of Education are parties to a Master Agreement in effect through June 30, 2014, and,

Whereas, The Master Agreement (Article IV: Contracts, Article XVI: Compensation & Reimbursements, and Exhibit B: Extra-Curricular Activities) governs supplemental contracts and student teacher reimbursement; and,

Whereas, The parties agree to amend the Master Agreement as designated below.

Now therefore, the parties agree to the following:

1. This Memorandum will be in effect through June, 30, 2014.
2. This Memorandum will be retroactive to July 1, 2011.
3. This Memorandum can be modified at any time, if both parties agree.
4. A Supplemental job description and supplemental salary will be added for the position of Cooperating Teacher (hosting a student teacher).
5. Student teacher placements will be made at the request of the Cooperating Teacher subject to the approval of the building administrator.
6. The Board retains the right to determine if a Supplemental contract for Cooperating Teacher will be awarded. The Board will not be required to notify the Association if the actual number of Cooperating Teacher supplemental contracts changes from one year to the next as long as the Board continues to award the Cooperating Teacher supplemental contract to all teachers who are assigned a student teacher.
7. Exhibit B will reflect a salary of \$120.00 for serving as a Cooperating Teacher of a student teacher from Bowling Green State University and a salary of \$85.00 for serving as a Cooperating Teacher of a student teacher from Defiance College. Salary amounts involving placements from any other college or university will require mutual agreement of the parties. This supplemental will be treated as a "time slip" supplemental.
8. If under any circumstance the student teacher does not complete his/her student teaching, the Cooperating Teacher's stipend will be prorated based on the amount of the student teaching placement that the student teacher completed. If the student teacher completes less than 50% of the placement, no stipend will be paid. If the student teacher completes at least 50%, but less than 90%, of the placement, the Cooperating Teacher will be paid 50% of the stipend. If the student

teacher completes at least 90% of the placement, the Cooperating Teacher will be paid the entire stipend.

9. Any stipend paid by a college or university for allowing students to fulfill their student teacher requirements or student observation requirements in the Napoleon Area City School District shall be paid to the Board rather than the supervising bargaining unit member (Cooperating Teacher) as stated in Section B (Student Teacher Reimbursement) of Article XVI (Compensation and Reimbursements) of the Master Agreement.

This agreement shall be affixed to the 2011-2014 Master Agreement. When signed, it will be effective retroactively to July 1, 2011.

  
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For the Association

2-8-13  
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Date

  
\_\_\_\_\_

For the Board

2-8-13  
\_\_\_\_\_

Date