

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into by and between the **DEFIANCE CITY SCHOOL DISTRICT BOARD OF EDUCATION** (the "Board"), and the **DEFIANCE CITY EDUCATION ASSOCIATION** (the "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (the "CBA") which expires on August 14, 2014; and

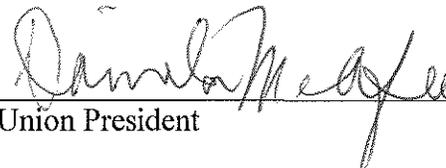
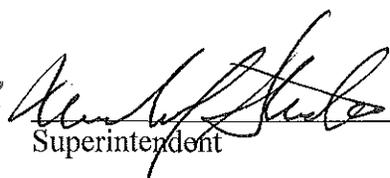
WHEREAS, the Board and the Association desire to enter into this Memorandum of Understanding to provide a stipend to third grade teachers for the 2013/2014 school year for one payment not to exceed \$139.00.

NOW, THEREFORE, BE IT AGREED, by and between the Board and the Association as follows:

1. The Board is required under the Ohio Revised Code to ensure that students entering the third grade for the first time on or after July 1, 2013, who have been retained or are on a reading improvement plan must have a teacher with at least one year of teaching experience. Further, the teacher must meet one of the following qualifications required in the law:
 - a. Holds a reading endorsement on the teacher's license;
 - b. Has completed a master's degree with a major in reading;
 - c. Has "above expected" rating for value added in reading instruction for the most recent, consecutive two school years;
 - d. Earned a passing score on a rigorous test of principles of scientifically researched-based reading instruction;
 - e. Holds an alternative qualification approved by the Ohio Department of Education or has successfully completed a department-approved reading instruction training for working with English language learners who have been in the United States for three or less years or is a student who has an individualized education program;
 - f. Rated "most effective" for reading instruction consecutively for the most recent two years based on State approved assessments of student growth;
 - g. Holds an alternative qualification approved by the department, has successfully completed a department-approved training for reading instruction, or is a Speech Language Pathologist meeting the additional requirements;
 - h. Holds an educator license for teaching grades preK-3 issued on or after July 1, 2017 and passed a rigorous exam of reading instruction identified by the department.
2. Based on these changes in the law, and the requirement that the Board have adequate staff for the third grade classrooms, the Board will pay for its teachers assigned to teach third grade for the 2013/2014 school year to take the state Reading Instruction Test offered through the Ohio Department of Education.

- a. If the teacher does not pass the Reading Instruction Test, the Board will not cover additional attempts to pass the test.
 - b. This payment will be limited to \$139.00 per third grade teacher.
3. This payment shall only be offered for the 2013/2014 school year.
 4. The Board and the Association further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Union.
 5. Except as delineated above, this Memorandum does not alter, modify or change any existing provision of the Agreement currently in effect between the parties or Board policy.
 6. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter, and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **DEFIANCE CITY SCHOOL DISTRICT BOARD OF EDUCATION** and the **DEFIANCE CITY EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

 _____ Union President	10-9-13 _____ Date	 _____ Superintendent	10/10/13 _____ Date
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