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Between the Board and the Teachers' Association

**COMPENSATION TO ASSOCIATION OFFICERS FOR ASSOCIATION
ACTIVITIES IN ACCORDANCE WITH STRS**

March 2014

This Memorandum of Understanding is made this 19th day of March, 2014 by and between the Washington Local Schools Board of Education (hereinafter "Board") and the Teachers' Association of Washington Local Schools (hereinafter "TAWLS")

WHEREAS, the Board and TAWLS have negotiated the *Agreement between the Washington Local Schools Board of Education and TAWLS July 1, 2013 – June 30, 2015* (hereinafter "Agreement"), and

WHEREAS the Board believes that accommodating teachers who wish to serve their professional organization, without loss of seniority or retirement rights, serves to promote professionalism and thereby the overall quality of instruction, and is in the public interest; and

WHEREAS, the Board and TAWLS agree to modify the Negotiated Agreement for this purpose.

NOW, THEREFORE, be it resolved that the Board and TAWLS agree to modify the Negotiated Agreement to add the following language for compensation to association officers for activities in accordance with, and subject to, current STRS regulations. Such language shall be added as new Section 16 under Article 6 of the Agreement ("Association")

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**Section 16 Compensation to Association Officers for Association Activities in Accordance
With STRS Regulations**

Upon written request of the association, the following TAWLS officers shall be assigned to conduct association business in addition to their regularly assigned duties. For these additional duties, the Board shall pay these employees an annual stipend in the amount established by the TAWLS Constitution and By-Laws, as a supplemental contract. The TAWLS President will notify the district's Treasurer/CFO prior to September 5 of each school year of the name of the officer and the amount of the stipend. One half (1/2) of this stipend shall be paid to the employees by January 15 and one half (1/2) shall be paid to the employees by May 15.

- President
- Vice Presidents
- Treasurer
- Secretaries

TAWLS shall reimburse the Board for the total cost of the stipends which includes STRS employer contributions, Medicare, and Worker's Compensation, and other required payroll taxes or contributions, upon invoicing received from the Board of Education.

The Association will hold the board harmless for its provision of compensation under this Section, and will accordingly defend and indemnify the Board for any loss or expense incurred, including reasonable attorney fees, arising from or connected with the Board's performance of its obligations under this Section.

Except for the above modifications of the Agreement, the remainder of the Agreement remains unchanged.

Patrick C Hickey, Superintendent Date: 3-19-14

Christopher L Hodnicki, TAWLS President Date: 3-5-14

CHERIE MOURLAM, Ed.S.
Assistant Superintendent



Ph: 419.473.8221
Fax: 419.473.8247

washington local schools

March 21, 2014

Tammy Johnson
Ohio State Employment Relations Board
Research and Training Section
65 East State Street, 12th Floor
Columbus, OH 43215

STATE EMPLOYMENT
RELATIONS BOARD
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Dear Ms. Johnson,

Enclosed is a signed copy of a Memorandum of Agreement for *Compensation to Association Officers for Association Activities in Accordance with STRS* between the:

Administration of Washington Local Schools

and

Teachers' Association of Washington Local Schools

If you have any questions, please contact me at 419.473.8222.

Sincerely,

Cherie Mourlam
Assistant Superintendent

CM/ks

Enclosure

cc: Patrick Hickey

individual attention. infinite opportunities.