

Memorandum of Understanding  
Between the  
East Palestine City School District Board of Education  
and the  
East Palestine Education Association

This Memorandum of Understanding is entered into by and between the East Palestine City School District Board of Education ("Board") and the East Palestine Education Association ("Association") and is intended to modify certain provisions of the Negotiated Agreement between the parties in effect from June 19, 2013 to June 30, 2016. This Memorandum of Understanding is effective June 19, 2014 through June 30, 2016.

1. Article V(I) -- Mentor Program, will be modified as follows:

I. Mentor Program

Should the District no longer participate in the entry program of the Columbiana County Education Service Center or other such consortium, mentors will be compensated at seven percent (7%) of the BA-0 to mentor one teacher, and an additional three and one-half percent (3.5%) of the BA-0 if the teacher mentors two teachers at the same time. The Board shall provide and pay for substitutes for each mentor up to three times per year to observe their mentees. The Administration and mentors will jointly develop a schedule for the substitutes. The Board and Association shall negotiate regarding the implementation of the program.

Year 3 and 4 Resident Educator Facilitator

**In school years in which year three (3) or year four (4) resident educators elect to complete the summative assessment process, they will be assigned a Facilitator instead of a Mentor, as set forth below.**

**The Year 3 and 4 Resident Educator Facilitator will be responsible for providing support to a cohort of resident educators throughout the completion of their summative assessment in year three (3) and/or four (4).**

**One (1) Year 3 and 4 Resident Educator Facilitator will be assigned by the District Mentoring Coordinator yearly to a cohort of district resident educators of no more than seven (7) resident educators. A second Year 3 and 4 Resident Educator Facilitator will be assigned yearly when eight (8) or more resident educators elect to complete the summative assessment.**

For the 2014/2015 School Year, the cohort size requirement will be set at no more than five (5) resident educators. A second Year 3 and 4 Resident Educator Facilitator will be assigned for the 2014/2015 school year if six (6) or more resident educators elect to complete the summative assessment.

When two (2) Year 3 and 4 Resident Educator Facilitators are employed, the available resident educators who elected to complete the summative assessment will be evenly assigned by the District Mentoring Coordinator between the two facilitators.

Resident educators who are successful in completing and fulfilling their summative assessment in year three (3), will be provided support as needed or as required by the Ohio Department of Education, by the District Mentoring Coordinator.

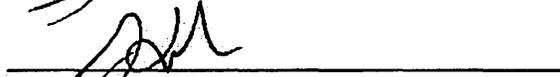
The Year 3 and 4 Resident Educator Facilitator will be compensated at seven percent (7%) of the B.A 0 salary. The Board shall provide and pay for substitutes for each Year 3 and 4 Resident Educator Facilitator to provide support to their cohort of resident educators no more than three (3) full days or six (6) half days per school year.

Candidates for the Year 3 and 4 Resident Educator Facilitator position(s) must possess all Ohio Department of Education recommended training and experience to adequately support year three (3) and/or four(4) resident educators.

IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 18 day of June, 2014.

  
\_\_\_\_\_  
Board President

  
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EPEA President

  
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George Fisk, Superintendent

  
\_\_\_\_\_  
Rick Ellis, Treasurer

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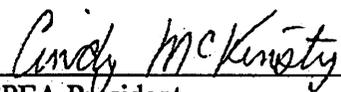
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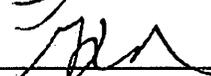
Article VII -- Sequence of Limited Contracts:

2. Up to four (4) certified staff may be hired to fill staffing needs on a less than full-time basis. Positions that are able to be combined into full-time employment may not be divided into more than one (1) position. Employees whose duties total three (3) hours or less per day (fifteen (15) hours less per week) may be compensated at an hourly rate without limited or continuing contract status. Such employment will be without seniority or other contractual rights set forth in this Agreement. Those employed at more than three (3) hours per day (fifteen (15) hours per week) shall be compensated proportionally, on the salary index, as determined by the fraction of the full contract day that is worked. Except for health insurance, life insurance, dental, vision, and prescription benefits, employees working more than three (3) hours per day shall be entitled to all other rights set forth in this Agreement. This language is intended to supersede O.R.C. §3319.08, §3319.11, and §3319.111, and any other laws related to the employment of teachers. No full-time members will be involuntarily transferred to a position covered by this section.

IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 18 day of June, 2014.

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
EPEA President

  
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George Fisk, Superintendent

  
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Rick Ellis, Treasurer

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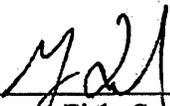
Appendix A:

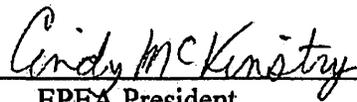
East Palestine City School District Supplemental Contract Salaries

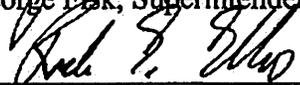
Grade X - 3.5%

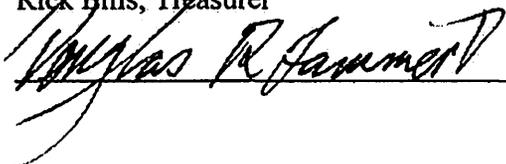
1. Add -- "Assistant Soccer Coach"
  
2. This Memorandum of Understanding represents the entire agreement of the parties regarding the matters addressed herein, and no other agreement, whether written or verbal, shall be in effect except as may be reduced to writing, signed by the parties' respective representatives, and been duly ratified by both parties.

IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 14 day of June, 2014.

  
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George Fisk, Superintendent

  
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Cindy McKinstry  
EPEA President

  
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Rick Billis, Treasurer

  
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Douglas R. Hammer

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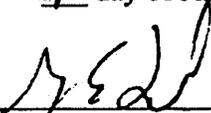
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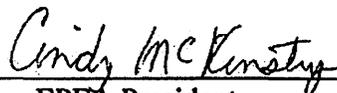
East Palestine City School District Supplemental Contract Salaries

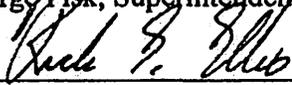
Grade X - 3.5%

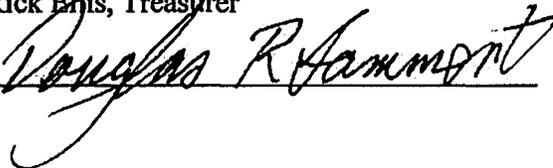
1. Add -- "EPHS Science Club Advisor"
  
2. This Memorandum of Understanding represents the entire agreement of the parties regarding the matters addressed herein, and no other agreement, whether written or verbal, shall be in effect except as may be reduced to writing, signed by the parties' respective representatives, and been duly ratified by both parties.

IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 17 day of June, 2014.

  
\_\_\_\_\_  
George Fisk, Superintendent

  
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Cindy McKinstry  
EPEA President

  
\_\_\_\_\_  
Rick Ellis, Treasurer

  
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Douglas R. Hammon

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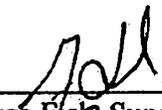
East Palestine City School District Supplemental Contract Salaries

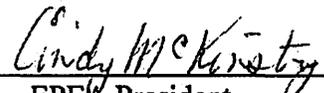
Grade VII - 7%

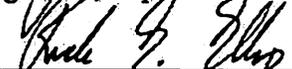
1. Add -- "Head of Department - Non-Core Subject Areas"

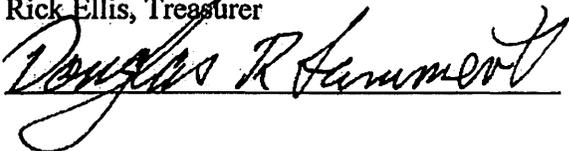
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Cindy McKinstry  
EPEA President

  
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Rick Ellis, Treasurer

  
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Douglas R. Hammett

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