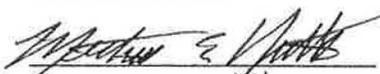


Memorandum of Understanding

This Memorandum of Understanding, between the West Geauga Local School District Board of Education ("Board") and the West Geauga Education Association ("Association") is intended to set forth the following terms and conditions regarding Teacher Evaluation during the 2014-15 School Year:

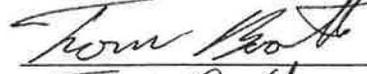
- 1) Any Association bargaining unit member who completes five (5) hours or ten (10) hours of Board provided/approved professional development outside of the work day during the 2014-15 school year will receive additional compensation. The accumulated five (5) or ten (10) hours must be completed by May 1, 2015.
- 2) The Board will provide a list(s) of professional development alternatives, the completion of which will be eligible for compensation. Only professional development alternatives on the Board list(s) will be eligible for compensation if completed.
- 3) The Board shall distribute a list of professional development alternatives that will be offered during the first Semester of the 2014-15 school year by September 30, 2014. The Board shall distribute a list of professional development alternatives that will be offered during the second Semester of the 2014-15 school year by January 30, 2015.
- 4) Compensation will be provided after completion of five (5) or after ten (10) hours of professional development whichever is applicable. No partial compensation will be awarded for hours under five (5) completed by a bargaining unit member.
- 5) Evidence of completion of five (5) hours or of ten (10) hours of professional development must be submitted and approved by the WGPDC no later than May 8, 2015. The WGPDC will submit a list of staff members to the Treasurer's Office for compensation in June.
- 6) Upon completion of five (5) or of ten (10) hours of professional development as described above, the Board will provide one of the following one-time stipends in the amount equal to 0.375% of the bargaining unit member's 2014-15 salary or 0.5% of the 2014-15 base salary, whichever is greater, as indicated on the salary schedule for five (5) hours OR for 0.75% of the bargaining unit member's 2014-15 salary or 1% of the 2014-15 base salary, whichever is greater, as indicated on the salary schedule for ten (10) hours.
- 7) This Memorandum of Understanding will expire at the conclusion of the 2014-15 school year.
- 8) All other terms and conditions of the existing collective bargaining agreement between the Board and Association remain the same.
- 9) There shall be no reprisals of members who participate or choose not to participate, of their own volition, in the optional professional development.

FOR THE BOARD:



Michael E. Naber 9/16/14

FOR THE ASSOCIATION:



Tom Booth 9-16-14