

10-30-15
14-MED-02-0232
1566-01
K32639

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 6th day of October, 2015 between the Wadsworth City School District Board of Education, by and through its Superintendent, Dr. Andrew Hill and the Wadsworth Education Association ("WEA") by and through its Presidents, Lori Robinson and Patti Back.

The parties agree that bargaining unit members who participate in the Fall 2015 Biometric Screening will receive an incentive of \$25.00 cash.

It is understood that any future incentives tied to a bargaining unit member's participation in a wellness related program will be subject to bargaining and that this MOU has no precedential value or effect.



Dr. Andrew Hill, Superintendent, for the Board
of Education

10/12/15

Date



Lori Robinson, for the WEA

10-6-2015

Date



Patti Back, for the WEA

10-6-2015

Date

**MEMORANDUM OF UNDERSTANDING
WADSWORTH CITY SCHOOL DISTRICT BOARD OF EDUCATION AND
WADSWORTH EDUCATION ASSOCIATION**

ASSOCIATION PRESIDENT RELEASE TIME FOR THE 2015-2016 SCHOOL YEAR

This agreement is entered into between the Wadsworth Education Association (hereinafter, "WEA") and the Wadsworth City School District Board of Education (hereinafter referred to as "Board").

The parties desire to enter into an agreement clarifying the Association President Release time for the 2015-2016 school year described in this agreement.

Patti Back, an elementary teacher at Central Intermediate School, and Lori Robinson a middle school teacher, were elected Co-Presidents of the Wadsworth Education Association effective May 2013.

Consistent with the 2014-2017 Collective Bargaining Agreement between the Wadsworth City School District Board of Education and the Wadsworth Education Association, Section 4.02 (B) (2):

B. Release Time for Association President

2. If the Association President is assigned to grades Pre-K through six, the Association President shall meet with the Administration to write a Memorandum of Understanding that will provide adequate release time for the President to conduct Association business, and also minimize disruption to the school day. The Association President may be expected to cover a class or duty during this time, but only as a last resort.

Therefore, the parties agree to the following:

1. The Elementary WEA Co-President's release time shall be 2:50 p.m.-3:40 p.m. on Mondays and Thursdays. The Elementary WEA Co-President shall be relieved of all work related responsibilities in order to conduct Association business on those days.
2. The Middle School WEA Co-President release time shall be during ½ of seventh period. The Middle School WEA Co-President shall be relieved of all work related responsibilities in order to conduct Association business during this time.
3. This agreement represents the full and complete understanding of the parties.

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association

This Memorandum of Understanding is entered into this 14th day of September 2015, pursuant to Article V, salaries and reimbursements, of the *Collective Bargaining Agreement* (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of teachers employed in the Wadsworth City School District (hereinafter referred to as "the District"); whereas Article V addresses salaries and reimbursements; and, whereas the Internal Revenue Service (hereinafter referred to as "the IRS") has advised the District that the current payment practice for lump sum supplemental contracts is out of compliance with IRS circular E..

NOW, THEREFORE, the Board and the Association agree as follows:

1. During the 2015-2016 and 2016-2017 school years, section 5.02 (D) of the agreement will be amended to:

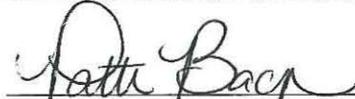
5.02 (D) Supplemental Pays

Year-round supplemental contracts will be paid on a prorated basis as part of the member's regular pay. Seasonal supplemental contracts shall be paid ~~by separate check~~ **as part of the member's regular pay** according to the following schedule:

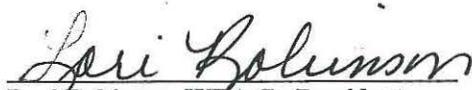
- A. Fall Activities – 50% of contract last pay of September, with the balance of the contract last pay of November.
 - B. Winter Activities – 50% of contract last pay of December, with the balance of the contract last pay of March.
 - C. Spring Activities – 50% of contract last pay of April, with the balance of the contract last pay of June.
2. This Memorandum of Understanding shall not be utilized in any manner to establish a precedent or practice in any future school year.
 3. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association



Patti Back, WEA Co-President



Lori Robinson, WEA Co-President

**For the Wadsworth City School District Board
of Education**



Andrew J. Hill, Ed.D., Superintendent

Resolution Number: 15-09-104

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association

This Memorandum of Understanding is entered into this 12th day of August 2015, pursuant to Article XI, Evaluation, of the *Collective Bargaining Agreement* (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of teachers employed in the Wadsworth City School District (hereinafter referred to as "the District"); whereas Article XI addresses evaluation; and, whereas House Bill 64, as signed by Governor Kasich on June 30, 2015 changes certain requirements of the teacher evaluation process in Ohio during the 2015-2016 and 2016-2017 school years.

NOW, THEREFORE, the Board and the Association agree as follows:

1. During the 2015-2016 and 2016-2017 school years, value added data will not be used to calculate student academic growth for the purpose of conducting teacher evaluations. All teachers will be required to submit a minimum of one (1), and maximum of two (2), student learning objectives (SLOs), per 11.0992 of the Agreement; the number submitted will be determined by the teacher. The SLOs will be the source of each teacher's student academic growth calculation unless the teacher chooses to utilize shared attribution, as found in 11.098 of the Agreement.
2. We will continue to base fifty percent (50%) of the teacher's evaluation on teacher performance and fifty percent (50%) of the teacher's evaluation on student growth measures.
3. A teacher must notify his/her evaluator by February 1 in order to utilize aggregate/shared attribution student performance data, per 11.098 of the Agreement.
4. This Memorandum of Understanding shall not be utilized in any manner to establish a precedent or practice in any future school year.
5. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association



Patti Back, WEA Co-President



Lori Robinson, WEA Co-President

For the Wadsworth City School District Board
of Education



Andrew J. Hill, Ed.D., Superintendent

Resolution Number: 15-08-91

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association

This Memorandum of Understanding is entered into this 7th day of July 2015, pursuant to Article XII, Assignment and Changes of Assignment of Personnel, of the Collective Bargaining Agreement (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of teachers employed in the Wadsworth City School District (hereinafter referred to as "the District"); whereas Article XII addresses assignment and changes of assignment of personnel; whereas in 12.02 A, Transfer, the definition of transfer (voluntary or involuntary) excludes elementary specialists, counselors and tutors; and, whereas in 12.02 C.6, Involuntary Transfer, any "bargaining unit member who is required to relocate to a new building shall be granted release time of one (1) work day for time to pack, unpack and room preparation on an agreed upon day with their building principal, or they will receive a stipend of eighty-five dollars (\$85.00) for the extra work required outside of the regular work day. The District will be responsible for moving all of the member's materials".

NOW, THEREFORE, the Board and the Association agree as follows:

1. For the 2015-2016 school year only, elementary specialists, counselors and tutors who are involuntarily transferred will be afforded the same option of release time or payment, as described above and found in Article 12.02.C.6.
2. This Memorandum of Understanding shall not be utilized in any manner to establish a precedent or practice in any future school year.
3. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association



Patti Back, WEA Co-President



Lori Robinson, WEA Co-President

For the Wadsworth City School District Board
of Education



Andrew J. Hill, Ed.D., Superintendent

Resolution Number: 15-07-78

MEMORANDUM OF UNDERSTANDING

WADSWORTH BOARD OF EDUCATION AND WADSWORTH EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into this 16th day of June, 2015 between the Wadsworth Education Association (hereinafter, "WEA" or "Association") and the Wadsworth City School District Board of Education (hereinafter referred to as "Board").

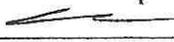
The Association and the Board are currently parties to the 2014-2017 Negotiated Agreement ("Agreement").

Article XIV. details the concept of "Job-Sharing". For the 2015-2016 academic school year, Mrs. Katherine Goodrich and Mrs. Kristy Nichol are scheduled to job-share at the middle school per their previously submitted job sharing plan. Because Language Arts classes are "blocked" at the middle school, Mrs. Goodrich's schedule has her teaching the equivalent of one (1) extra period (half of a block). This extra period puts the job-share schedule over the number of periods a full-time teacher would teach in a day.

Therefore, the parties agree to modify the Agreement as follows:

- Mrs. Goodrich will be paid for the extra period. This payment will be calculated as a percentage of her base salary if she were a full-time teacher.

For the Wadsworth Board of Education



Andrew J. Hill, Ed.D.
Superintendent

6/22/15
Date

For the Wadsworth Education Association



Patti Back
WEA Co-President

6/22/15
Date



Lori Robinson
WEA Co-President

6/22/15
Date

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association
For the creation of the
Percussion Artist in Residence Supplemental Contract

This Memorandum of Understanding is entered into this 29th day of May 2015, pursuant to Article V and Appendix D of the Collective Bargaining Agreement (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of teachers employed in the Wadsworth City School District (hereinafter referred to as "the District"); and whereas Article V and Appendix D address supplemental contracts,

NOW, THEREFORE, the Board and the Association agree as follows:

1. To create a new supplemental contract entitled, "Percussion Artist in Residence", beginning in the 2015-2016 school year;
2. To create a job description for the new position; and,
3. To pay the supplemental contract ten percent (10%) of the base teacher salary.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association



Patti Back, WEA Co-President



Lori Robinson, WEA Co-President

For the Wadsworth City School District Board
of Education



Resolution Number: 15-06-65

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association
For the
Resident Educator Program

This Memorandum of Understanding is entered into this 30th day of September 2014, pursuant to Article X of the collective bargaining agreement (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of teachers employed in the Wadsworth City School District (hereinafter referred to as "the District"); and whereas Article 10.06 of the Agreement addresses the Resident Educator Program and states the following:

"10.06 RESIDENT EDUCATOR

A. Program

Resident educators and mentor teachers will participate in professional development and related activities as required by the Ohio Department of Education (ODE). The requirements of the ODE govern the program. Resident Educators in their first three (3) years of mentoring shall not be required to participate in "Redbook" in 10.05.

B. Mentors

Mentoring of resident educators is strictly voluntary. Bargaining unit members who volunteer to serve as mentors may submit an application to their administrator(s). Members who volunteer to be selected into the mentor "pool" will receive training [up to a maximum of three (3) days] during the summer or school year. Training required to become a mentor is stipulated by ODE and is included in the job description. Members selected as mentors will be compensated \$2000 for Year 1 of the program and \$1500 for Year 2 of the program. The mentor job description delineates mentor responsibilities. Mentors will be assigned to Resident Educators in Year one (1) and two (2), performing all mentor requirements of the program. Years three (3) and four (4) of the program will be overseen by the Office of Professional Development."

NOW, THEREFORE, the Board and the Association agree as follows:

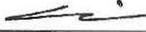
1. Mentors who are assigned to a teacher in Year three (3) of the Resident Educator Program will be compensated \$500.00.
2. Year four (4) of the program will be overseen by the Office of Professional Development.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association

For the Wadsworth City School District Board
of Education





Resolution Number: 14-10-129

**MEMORANDUM OF UNDERSTANDING
WADSWORTH CITY SCHOOL DISTRICT BOARD OF EDUCATION AND
WADSWORTH EDUCATION ASSOCIATION**

ASSOCIATION PRESIDENT RELEASE TIME FOR THE 2014-2015 SCHOOL YEAR

This agreement is entered into between the Wadsworth Education Association (hereinafter, "WEA") and the Wadsworth City School District Board of Education (hereinafter referred to as "Board").

The parties desire to enter into an agreement clarifying the Association President Release time for the 2014-2015 school year described in this agreement.

Patti Back, an elementary teacher at Central Intermediate School, and Lori Robinson a middle school teacher, were elected Co-Presidents of the Wadsworth Education Association effective May 2013.

Consistent with the 2012-2014 Collective Bargaining Agreement between the Wadsworth City School District Board of Education and the Wadsworth Education Association, Section 4.02 (B) (2):

B. Release Time for Association President

2. If the Association President is assigned to grades Pre-K through six, the Association President shall meet with the Administration to write a Memorandum of Understanding that will provide adequate release time for the President to conduct Association business, and also minimize disruption to the school day. The Association President may be expected to cover a class or duty during this time, but only as a last resort.

Therefore, the parties agree to the following:

1. The Elementary WEA Co-President's release time shall be 2:50 p.m.-3:40 p.m. on Tuesdays and Thursdays. The Elementary WEA Co-President shall be relieved of all work related responsibilities in order to conduct Association business on those days.
2. The Middle School WEA Co-President release time shall be during ½ of sixth period. The Middle School WEA Co-President shall be relieved of all work related responsibilities in order to conduct Association business during this time.
3. This agreement represents the full and complete understanding of the parties.

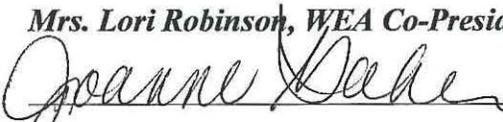
4. All parties to this agreement acknowledge and agree that this agreement is in no way precedent setting and does not demonstrate custom or practice by either party. This agreement shall not be introduced, referred to, or in any other way utilized in any subsequent grievance, arbitration, litigation, or administrative hearing, except as may be necessary to enforce its provisions and terms. Nothing contained in this MOU shall be construed to alter, amend or modify any Article, section or provision of the current contract except as specifically enumerated herein.

 9.7.14

Mr. Eric Jackson, WMS Principal **Date**

 9-8-14

Mrs. Lori Robinson, WEA Co-President **Date**

 9-19-14

Mrs. Joanne Gahan, CIS Principal **Date**

Mrs. Patti Back, WEA Co-President **Date**
 9-8-14

Dr. Andy Hill, Superintendent **Date**
 10/10/14

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 8th day of September, 2014 between the Wadsworth City School District Board of Education, by and through its Superintendent, Dr. Andrew Hill and the Wadsworth Education Association ("WEA") by and through its Presidents, Lori Robinson and Patti Back.

The parties agree that bargaining unit members who participate in the Fall 2014 Biometric Screening will receive an incentive of \$25.00 cash.

It is understood that any future incentives tied to a bargaining unit member's participation in a wellness related program will be subject to bargaining and that this MOU has no precedential value or effect.



Dr. Andrew Hill, Superintendent, for the Board
of Education

9/8/14

Date



Lori Robinson, for the WEA

9-8-14

Date



Patti Back, for the WEA

9-8-14

Date

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Education Association
for the Grizzly Digital Academy

This Memorandum of Understanding ("MOU") is entered into this 27th day of August 2014, pursuant to Article XIV of the collective bargaining agreement (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Education Association (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association acknowledge that there is a desire to offer online instruction to students, outside the workday, for the 2014-15 school year via the Grizzly Digital Academy, and whereas Article XIV of the Agreement currently states:

"ELECTRONIC INSTRUCTION OCCURRING OUTSIDE OF THE WORKDAY
Electronic instruction outside of the workday includes, but is not limited to, instruction provided via various forms of technology, including online classes, distance learning and virtual learning, all of which would occur outside of the workday. In the event electronic instruction courses outside of the workday are being considered, any impact upon terms and conditions of employment arising out of the potential courses to be taught via electronic instruction will be resolved on a case by case basis by the Association, the affected teacher(s) who are willing to teach the courses, and the administration. The resolution for each situation will not be precedent setting and will be reflected in a memorandum of understanding. If the parties are unable to reach agreement, the electronic instruction course outside of the workday will not be offered."

NOW, THEREFORE, the Board and the Association agree as follows:

1. The Grizzly Digital Academy has been created as an extension of the public education options offered by the Wadsworth City School District. The courses offered through the Grizzly Digital Academy are aligned with the State of Ohio Academic Content Standards and Wadsworth City School District course offerings. Students enrolled in the Grizzly Digital Academy are considered Wadsworth City School District students, and as such, all district policies and rules, as found in building student handbooks, apply.
2. All bargaining unit members who participate in the Grizzly Digital Academy must first complete the training provided by district administration during the work day.
3. Bargaining unit members will be assigned a student(s) for each course. If the district is unable to secure a bargaining unit member to teach a course, the parties will meet immediately to discuss other alternatives. Once the parties have met, if it is mutually agreed that an alternative is not found within the provisions of this MOU for a bargaining unit member to be assigned the student, the parties agree that the administration has the discretion to assign a non-bargaining unit member to the student.

except as specifically enumerated herein, nor does this MOU constitute a reopening of negotiations on the CBA which shall otherwise remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Education Association


Patti Back, Co-President WEA


Lori Robinson, Co-President WEA

For the Wadsworth City School District
Board of Education


Resolution Number: 14-9-112

Bargaining Unit Member

Beth Beal

Beth Beal, Bargaining Unit Member

Karen Beavers

Karen Beavers, Bargaining Unit Member

Chris Beery

Christian Beery, Bargaining Unit Member

Elizabeth Davis

Elizabeth Davis, Bargaining Unit Member

Thomas Evans

Tom Evans, Bargaining Unit Member

Trudy Freund

Trudy Freund, Bargaining Unit Member

Colleen Gazy

Colleen Gazy, Bargaining Unit Member

Justine Girard

Justine Girard, Bargaining Unit Member

Kate Goodrich

Kate Goodrich, Bargaining Unit Member

Kim Haic

Kim Haic, Bargaining Unit Member

Krista Jones

Krista Jones, Bargaining Unit Member

Robert Karovic

Robert Karovic, Bargaining Unit Member

Katherine Krumreig

Katherine Krumreig, Bargaining Unit Member

Mary Cinn

Mary Cinn, Bargaining Unit Member

Sarah McIlvaine

Sarah McIlvaine, Bargaining Unit Member

Michelle Minick

Michelle Minick, Bargaining Unit Member

Sandi Mueller

Sandi Mueller, Bargaining Unit Member

Kelly Osterhouse

Kelly Osterhouse, Bargaining Unit Member

Andrea Schoolcraft

Andrea Schoolcraft, Bargaining Unit Member

Dennis Schrock

Dennis Schrock, Bargaining Unit Member

Caren Schrub

Caren Schrub, Bargaining Unit Member

Joe Snyder

Joe Snyder, Bargaining Unit Member

Shawn VanDyke

Shawn VanDyke, Bargaining Unit Member

Hope M. Zakany

Hope Zakany, Bargaining Unit Member