

Memorandum of Understanding

This Memorandum of Understanding is made 21ST day of OCT., 2014 by and between the Bath Education Association (Association) and the Bath Local Schools Board of Education (Board).

From October 2, 2014 until ~~August~~ June 30, 2017 the parties agree to the following changes to the BEA Negotiated Agreement, Article XV (15.11, 15.141, and 15.21).

ARTICLE XV

15.1 REDUCTION IN FORCE

15.11 ~~When~~ If the Board of Education determines it is necessary to reduce the certified staff ~~because of decreased enrollment of pupils, suspension of schools, territorial changes or financial problems affecting the district, the following procedures shall apply for any of the reasons permitted under O.R.C. 3319.17, the Board of Education will comply with the procedures outlined in O.R.C. 3319.17.:~~

15.14 Reduction Other than by Attrition

15.141 To the extent the reduction is not achieved through attrition, the Board may suspend contracts of teachers to achieve the needed reduction. ~~Contracts shall be suspended based on least seniority within the area of certification or licensure being reduced. If the suspended teacher has greater seniority than a teacher assigned to another teaching field for which the suspended teacher holds certification or licensure, the suspended teacher may displace that less senior teacher. In the instance where a suspended teacher displaces a less senior teacher in another field, the displaced teacher shall be suspended rather than the initially suspended teacher.~~ Continuing contracts always have preference over limited contracts or licensures.

15.2 RECALL

15.21 A teacher whose name appears on the RIF list shall be offered re-employment when a position becomes available for which he/she is certified. Teachers shall be returned to active employment in the order of seniority where evaluations are comparable to fill vacancies for which they are certified unless it is demonstrably necessary to deviate from seniority to meet program needs or the education goals of the system.

This Memorandum of Understanding becomes effective October 2, 2014.

BATH EDUCATION ASSOCIATION

Krista C. Ross 10/16/2014
President Date
Jessica N. Bremer 10/16/2014
Officer/Representative Date

BATH LOCAL SCHOOLS BOARD OF EDUCATION

Robt. Foley 10/21/2014
President Date
Dale F. Lovell 10/21/2014
Superintendent Date
Annette R. Morman 10-21-14
Treasurer Date