

Memorandum of Understanding

K31596
1615-01
14-MED-04-0711
10-11-2016

The Marion Local Education Association and The Marion Local Board of Education agree to the following Memorandum of Understanding. This MOU will expire on 6-30-17.

Marion Local Adjunct Professor Prep Program

Objective:

The purpose of the program is to provide opportunities for teachers to become qualified to teach College Credit Plus (CC+) classes at Marion Local High School. The goal is to have a selection of teachers successfully complete a master's degree program in their discipline, or if possessing a master's degree outside of their discipline, complete eighteen semester hours of graduate credit in their discipline in order to teach CC+ courses. This program is only available to teachers in grades 9-12.

Program Requirements:

- Teacher candidates must apply to the Program in order to be considered. A letter of interest must be submitted to the superintendent. Acceptance will be based on teacher evaluations, district needs and recommendations from building principals.
- The Marion Local Board of Education will reimburse 100% of the tuition and textbooks for graduate classes in the teacher's area of certification. Upon successful completion of the course (C or better or Pass in Pass/Fail courses), the teacher is required to submit an official transcript or grade report and tuition receipt prior to being reimbursed. Reimbursement will be issued within four weeks following submission of grades and receipts.
- Efforts should be made to pursue scholarships or cost effective programs.
- Applicants must have coursework approved by the superintendent prior to the first day of class in order to qualify for reimbursement.
- The teacher must remain an employee of the district for a period of five years beyond the last graduate class the teacher was enrolled while receiving 100% reimbursement. If a teacher leaves the district or is terminated with cause before the five year commitment is fulfilled, he/she must reimburse the Board for any tuition money received as part of this Program minus 20% for each year taught in the district during the five year commitment period. Should a teacher in the Program be subject to a Reduction in Force (RIF) during the five year commitment period there would be no reimbursement obligation.
- If a teacher starts the Program but does not finish (meaning an initial M.Ed. in their discipline or the 18 graduate hours) within five years, he/she must reimburse the Board 40% of any tuition money received as part of this Program.

- Once a teacher is qualified and is teaching an approved CC+ course at Marion Local High School, he/she will receive a stipend of \$500 per course for each semester taught. This stipend will be retroactive to the 2015-2016 school year.

-If a teacher is accepted into this CC+ Credentialing Program, the teacher is not eligible for tuition reimbursement under Article VI, Section D of the negotiated agreement.

Marion Local Board of Education

Marion Local Education Association

Elaine A. Rens
President

Red Plema
President

Yuri Pohlman

Margaret Kuck

3/14/16
Date

3/22/16
Date

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The Marion Local Education association and The Marion Local Board of Education agree to the following Memorandum of Understanding. This MOU will expire on 6-30-17.

Standard- Based School Counselor Evaluation

Marion Local Board Policy 3223 will be the guidelines for school counselor evaluation procedures, and this MOU supersedes contradictions found in the Negotiated Agreement on page 33 section N. All other bargaining unit member's evaluation procedures.

Elaine Person

School Board President

9-12-16
Date

Rod Plemon
MLEA President

9/21/16
Date

Leather Cramer
Witness

9-12-16
Date

Margaret Kuek
Witness

9/21/16
Date

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It is agreed by the Parties as follows:

1. As used in this section, "value-added progress dimension" means the value-added progress dimension prescribed by 3302.021 of the Revised Code or an alternative student academic progress measure if adopted under division (C)(1)(e) of section 3303.03 of the Revised Code.
2. The value-added progress dimension rating that is based on the results of the assessments prescribed under sections 3301.0710 and 3301.0712 of the Revised Code and that is used to assess student academic growth for purposes of teacher evaluations under sections 3311.80, 3319.111, and 3319.112 of the Revised Code will continue to be used in evaluations for the 2015-2016 and 2016-2017 school years in accordance with board policy.
3. This MOU will apply to the use of all value-added data as specifically addressed in this Agreement during the 2015-2016 and 2016-2017 school years, and will expire on June 30th, 2017.
4. This MOU represents the entire Agreement by the parties and any other claimed verbal or informal understandings are null and void and shall have no effect on the written terms contained in this Agreement. There are no other terms, conditions or agreements relating to the subject matter herein aside from the provisions contained in this Agreement.
5. The principals and the Board acknowledge that this MOU is binding upon the parties. This MOU is a binding contractual commitment. The terms of this MOU shall apply over any conflicting provisions or prior Memorandums of Understanding between the parties.



Nick Wilker, Elementary Principal

2-25-16

Date



Tim Goodwin, High School Principal

2-26-16

Date



Michael L. Pohlman, superintendent

2-25-16

Date