

MEMORANDUM OF UNDERSTANDING
Between The River Valley Local School District Board of Education
And
The River Valley Teachers' Association

This Memorandum of Understanding is for the purpose of addressing three issues with the current Negotiated Agreement effective from July 1, 2014 until June 30, 2017 between the River Valley Local Board of Education ("Board") and the River Valley Teachers' Association ("RVTA"). The parties are entering into this Memorandum to amend the Negotiated Agreement as set forth below. The Memorandum shall be effective upon full execution.

1. Article XIV (Notification of Performance Status) shall be amended to include a new Section G, which states:

G. Continuing Contracts

1. Bargaining unit members who were initially licensed prior to January 1, 2011 may be eligible for a continuing contract based upon the following conditions:

a. Certification/License

The member must possess a professional educator license, senior professional educator license or lead professional educator license.

b. Coursework

1.) If the member held a Master's Degree at the time the required certificate/license was issued, the member must have completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.

2.) If the member did not hold a Master's Degree at the time the required certificate/license was issued, the member must have completed thirty (30) semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.

2. Bargaining unit members who were initially licensed after January 1, 2011 may be eligible for a continuing contract based upon the following conditions:

a. Certification/License

- 1.) The member must possess a professional educator license, senior professional educator license or lead professional educator license, and**
- 2.) Hold an educator license for at least seven (7) years**

b. Coursework

- 1.) If the member held a Master's Degree at the time of initially receiving a teacher's certificate under former law or an educator's license, the member must have completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.**
- 2.) If the member did not hold a Master's Degree at the time the required certificate/license was issued, the member must have completed thirty (30) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.**

3. Service Requirement

Regardless of the year initially licensed, all bargaining unit members who wish to be eligible for continuing contract must have the requisite service:

- a. Members must have taught within the District for at least three (3) of the last five (5) years.**
- b. If the member held a continuing contract in another district, he/she must have taught at least two (2) years of the last five (5) years in the District.**

In order for any bargaining unit member to be eligible to receive a continuing contract, a unit member must request to be placed on supervisory evaluation prior to October 15 of the school year prior to the continuing contract taking effect and the professional certificate/license and any necessary transcripts must be filed in the Office of the Superintendent on or prior to March 1 of the school year prior to the continuing contract taking effect. This request must be in writing and filed with the Superintendent.

2. The following language was in the 2011-2014 Negotiated Agreement, Article XIV, Section G, but is no longer relevant and is therefore not included in this Memorandum:

~~An evaluation committee consisting of members appointed by the Association and members appointed by the Superintendent will convene to review and finalize a new evaluation instrument. The Committee will present its final product to the Association and the Board for ratification no later than Oct. 8, 2008.~~

3. Article XXII (Salary and Salary Index), section D shall be amended to delete the following language. All other language in Section D will remain the same:

~~Any time during the terms of this Agreement, the Board may implement an electronic time keeping system. The Superintendent will confer with the Union prior to such implementation.~~

4. Article XXIV (Release of Time for Record Keeping) shall be amended as follows:

~~School will be dismissed at the end of the state minimum mandated time on the last day of the first semester and also the day before the last day of school for the purpose of record keeping unless a calamity day has occurred in the final week of the semesters~~

There will be an early release the day before winter break and the last day of school, unless a calamity day has occurred during the week before winter break or the week of the last day of school, in order to allow bargaining unit members to engage in record-keeping activities. Members who do not have record-keeping responsibilities to perform will perform other professional activities during this time.

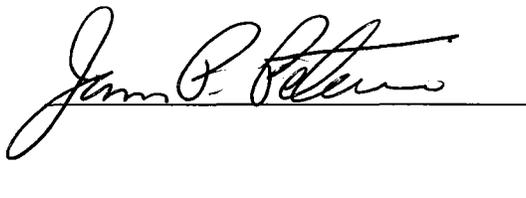
This Memorandum of Understanding shall be made part of the current Negotiated Agreement now in effect. All other terms of the current Negotiated Agreement shall remain in full force and effect as written.

For the RVTA:



11/20/14
Date

For the Board:



11/21/14
Date