

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("Agreement") is entered into by and between the Bethel Local Schools Board of Education ("Board of Education" or "Board") and the Bethel Education Association ("BEA" or "Association") effective from the date of signing by signatories as indicated below. The Board of Education and the BEA shall be referred to jointly as the Parties.

WHEREAS, the Board of Education and the BEA have ratified a Negotiated Agreement effective August 1, 2017 through July 31, 2021 ("Negotiated Agreement"), and

WHEREAS, the Board and the Association have a mutual commitment to the care, welfare, safety, security and education of all students of Bethel Local Schools, and

WHEREAS, the issue of school violence, particularly gun violence, continues to be a real concern among K-12 school districts across the country, and

WHEREAS, both Parties agree that being proactive in reducing the possibility of violence in and among the Bethel Local Schools' student population begins by addressing social and emotional concerns of students, and

WHEREAS, the Board has approved the creation of full-time position, a Social-Emotional Awareness Counselor, to begin September 17, 2018,

Now, therefore, be it resolved, that the Parties agree to amend

ARTICLE 1 – PROFESSIONAL NEGOTIATIONS PROCEDURE, Section 1.01 RECOGNITION of the 2017-2021 Negotiated Agreement to include the following insert indicated below in BOLD, ALL CAPS, italics font.

The BOARD recognizes the ASSOCIATION, an affiliate of the OEA/NEA, as the exclusive representative and spokesman as defined in Chapter 4117 of the Ohio Revised Code for the full-time and regular part-time certificated/licensed teaching personnel, excluding all administrative and supervisory personnel and all other employees. ***SPECIFICALLY, "FULL-TIME AND REGULAR PART-TIME CERTIFICATED/LICENSED TEACHING PERSONNEL" INCLUDES REGULAR CLASSROOM TEACHERS, SPECIAL EDUCATION SUPPLEMENTAL SERVICE TEACHERS (INTERVENTION SPECIALISTS), VISUAL ARTS TEACHERS, TITLE I, READING TEACHERS, COUNSELORS, SPEECH AND HEARING THERAPISTS, SPEECH PATHOLOGISTS, LIBRARY MEDIA SPECIALISTS AND SCHOOL PSYCHOLOGISTS.*** Full-time employees shall be those who work 7.25 hours or more per day and are contracted to work a minimum of 120 days or more in a work year. Part-time employees shall be those who work 3.625 hours or less per day or who work less than the minimal 120 workdays.

The Association and the Board acknowledge that this Memo of Understanding is binding upon the Parties. The Parties acknowledge and agree that this Agreement may be enforced, in the event of a breach, through the established, negotiated Grievance Procedure.

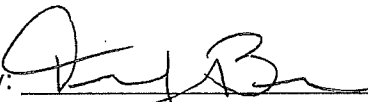
IN WITNESS WHEREOF, the Parties, by themselves or through their authorized representatives acting as such, and intending to be legally bound, hereby set their hands as of the date written.

AGREED:

BETHEL LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

By:  Date: Sept. 7, 2018
Virginia Potter, Superintendent

BETHEL EDUCATION ASSOCIATION

By:  Date: Sept. 7, 2018
Traci Brewer, BEA Local President