

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”) effective from the date of the signatories 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 are Parties to a Negotiated Agreement effective August 1, 2017 through July 31, 2021 (“Negotiated Agreement”); and

WHEREAS, the student enrollment of Bethel Local Schools has greatly increased for the 2018-2019 school year, and

WHEREAS, a corresponding number of elementary teachers have been hired to accommodate this increased enrollment, and

WHEREAS, some elementary grade levels have a higher number of teachers than at other grades levels, and

WHEREAS, Article 15.03 within in the 2018-2021 Negotiated Agreement of Article reads as follows:

Section 15.03 INTERNAL SUBSTITUTE

A. Unit Members required to cover classes for other Unit Members during their planning periods or lunch periods shall be paid for such time at the rate of \$22.98 per period.

B. For those situations in which a single class is divided among several Unit Members for one (1) day, compensation will be calculated by taking the current substitute daily rate of pay divided by the number of Unit Members so impacted up to a maximum of four (4) teachers.

WHEREAS, Article 15.03, as written, does not realistically reflect the true number of elementary teachers within all grade levels,

NOW, THEREFORE, BE IT RESOLVED, that the Parties agree as follows:

1) Article 15.03 (B) will be edited to read as follows:

B. For those situations in which a single class is divided among several Unit Members for one (1) day, compensation will be calculated by taking the current substitute daily rate of pay divided by the number of Unit Members so impacted. up to a maximum of four (4) teachers.

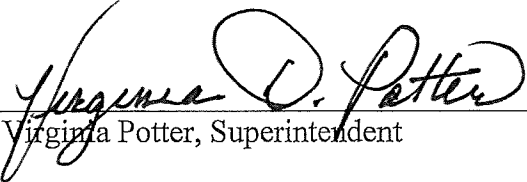
The following changes, as agreed, will serve as an amendment to the Negotiated Agreement between the Association and the Board, effective August 1, 2017 through July 31, 2021.

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.

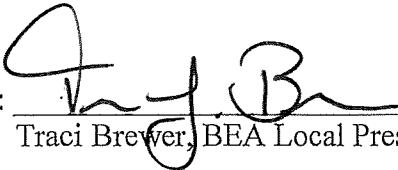
IN WITNESS WHEREOF, the Parties, by themselves or through their authorized representatives acting as such, and intending to be legally bound, hereby set their hands as of the date written below.

AGREED:

BETHEL LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

By:  Date: October 31, 2018
Virginia Potter, Superintendent

BETHEL EDUCATION ASSOCIATION

By:  Date: Oct. 31, 2018
Traci Brewer, BEA Local President