

Memorandum of Understanding

This Memorandum of Understanding ("MOU") is entered into by and between the Ridgedale Local School District Board of Education (hereinafter "Board"), the Ridgedale Teachers' Association (hereinafter "RTA"), and Michelle Warwick (hereinafter "Employee") this 22nd day of August, 2022.

WHEREAS, the Board and RTA are parties to a Collective Bargaining Agreement (CBA) which is in effect from July 1, 2022 through June 30, 2025; and

WHEREAS, Employee is employed by the Board as a guidance counselor, a nine (9) month employee, and is a member of the bargaining unit covered by the terms of the CBA; and

WHEREAS, Article V(B) of the CBA establishes the length of the work year not to exceed 183 days for 9 month employees; and

WHEREAS, the Board, RTA, and Employee desire to enter into this MOU regarding extended work days for Employee to perform necessary work beyond the contractual teacher work year.

NOW, THEREFORE, in consideration of the mutual promises and obligations contained herein and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Board, RTA, and Employee agree to the following terms:

1. For the 2022-2023 school year, Employee shall work five (5) days beyond the contractual teacher work year.
2. The days to be worked and the work to be performed shall be determined by the Superintendent and/or Principal.
3. Employee will be paid her per diem rate for each day worked.
4. The agreement set forth in this MOU shall not set any precedent or establish any practice, and shall not negate or modify any provisions of the CBA not specifically noted in this MOU.
5. This MOU contains all of the terms agreed upon by the parties with respect to the subject matter of this MOU, and it supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. Modifications to any provision of this MOU shall be in writing, mutually agreed upon and signed by all parties.
6. By executing this MOU, each party represents to the others that each understands completely the terms and conditions of this MOU, that no representations, inducements, promises, covenants, or agreements have been made except as set forth herein, and that each party has the legal authority to enter into this MOU and bind his/her entity.
7. This MOU shall automatically expire on June 30, 2023.

For the RTA

BY: Karen Turner
Karen Turner
Date: 8/19/22

For the Board of Education

BY: Erika Bower
Erika L.R.
Date: 8/19/22

Employee

BY: Michelle Warwick
Date: 8-19-22