**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (“MOU”) is made by and between the Ridgedale Local School District Board of Education (the “Board”) and the Ridgedale Teachers’ Association (the “Association”) (collectively “the Parties”).

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement (“Agreement”) in effect from July 1, 2022 through June 30, 2024; and

**WHEREAS,** the Parties wish for Association members to participate in professional development to improve literacy for elementary students through the completion of the Language Essentials for Teachers of Reading and Spelling (LETRS) program; and

**WHEREAS,** the Parties wish to provide additional compensation to eligible Association members who voluntarily complete the professional learning program; and

**WHEREAS,** the Parties wish to memorialize their agreements and understandings on this matter into this MOU.

**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 and the Associationhereby agree as follows:

1. Eligible Association members are full-time elementary school teachers during the 2022-2023 and 2023-2024 school years.
2. Eligible Association members who participate in LETRS (“Participating Association Members”) will be required to successfully complete all online and in-person components of the program.
3. Participating Association Members will receive a stipend of $500.00 each year of the two school years upon proof of completion of all of the online units and in-person training for LETRS.
4. Stipends will be considered taxable and earned compensation for purposes of STRS Ohio retirement contributions.
5. This MOU shall not establish any precedent nor be characterized by either party as a “binding past practice” with respect to any future matter.
6. This MOU contains the entire agreement between the Parties as to the matters set forth herein. There are no other understandings or agreements between the Parties in relation thereto, oral or otherwise, except as expressly set forth herein. Any changes to this MOU must be in writing and signed by both Parties.
7. By entering into this MOU, the Parties represent that they have completely read its terms, that they fully understand the terms, and that they have the current capacity and/or authority to enter into this MOU and bind their Party.
8. This MOU shall expire on June 30, 2024.

For the Ridgedale Teachers’ Association For the Ridgedale Local School District

Board of Education

President Date Superintendent Date

Date Treasurer Date