

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 13th day of October, 2025, by and between the Ridgedale Local School District Board of Education (the "Board") and the Ridgedale Teachers' Association (the "Association") (jointly the "Parties").

WHEREAS, the Board and the Association are currently parties to a Master Contract ("Contract") effective July 1, 2025 through June 30, 2028; and

WHEREAS, Teaching positions are the exclusive bargaining unit work of the Association; and

WHEREAS, the Board would like to offer one course for its healthcare pathway to be taught by the School Nurse, which is a position that is not within the Association's bargaining unit; and

WHEREAS, no bargaining unit member has the necessary credentials to teach this course.

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 Association agree to the following terms:

1. The Association agrees to allow this one course for the Board's healthcare pathway to be taught by a non-bargaining unit member.
2. The specifics regarding the teaching of this class and the employment and compensation of this instructor are exclusively between the Board and the non-bargaining unit member instructor.
3. All other provisions of the Contract shall remain unchanged.
4. This MOU shall not be used to establish a precedent or for any other purpose.
5. This MOU will expire on June 30, 2026, unless the Parties agree to a written extension.
6. This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by all Parties.

For the Board of Education



Date: 10/9/25

For the Ridgedale Teachers' Association



Date: 10/9/25