

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
TECUMSEH LOCAL BOARD OF EDUCATION
AND THE
TECUMSEH EDUCATION ASSOCIATION**

This Memorandum of Understanding is between the Tecumseh Local Board of Education and the Tecumseh Education Association and shall be effective upon the signature of each party. The parties agree as follows:

1. Teachers Lisa Allen, Sue Howard, Robin Morris, Liz Lawrence, Julianne Howell, and Jennifer Fell will receive compensation for packing up their classrooms for internal and external building moves in June 2022.
2. Teachers identified above in paragraph 1 will be compensated for 7.5 hours of work at the current summer hourly rate (\$28.61). Such payment will be made by the December 20, 2022 paycheck.
3. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.
4. This Memorandum of Understanding shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.
5. This MOU will expire on December 31, 2022, with no further action of the parties required.

IN WITNESS WHEREOF, the duly authorized representatives of the **TECUMSEH LOCAL BOARD OF EDUCATION** and the **TECUMSEH EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

**TECUMSEH LOCAL BOARD
OF EDUCATION**

Date: 4-10-23

By: Paula Crew
Superintendent

TECUMSEH EDUCATION ASSOCIATION

Date: 4-10-2023

By: Kerry Cassell
President

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This Memorandum of Understanding is between the Tecumseh Local Board of Education and the Tecumseh Education Association and shall be effective upon the signature of each party. The parties agree as follows:

1. In recognition that the parties agreed to modified terms to Article 48 of the parties' collective bargaining agreement after the 2022 Open House, teachers shall be paid for two hours at their hourly rate for attendance at the 2022 Open House. The TEA will immediately withdraw with prejudice the grievance dated September 23, 2022, regarding payment for attendance at Open House.
2. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.
3. This Memorandum of Understanding shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.
4. This MOU will expire on June 30, 2023, with no further action of the parties required.

IN WITNESS WHEREOF, the duly authorized representatives of the **TECUMSEH LOCAL BOARD OF EDUCATION** and the **TECUMSEH EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

**TECUMSEH LOCAL BOARD
OF EDUCATION**

Date: 4-10-23

By: Paula Crews
Superintendent

TECUMSEH EDUCATION ASSOCIATION

Date: 4-10-2023

By: Kerry Cassell
President

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This Memorandum of Understanding is between the Tecumseh Local Board of Education and the Tecumseh Education Association and shall be effective upon the signature of each party. The parties agree as follows:

1. Notwithstanding anything to the contrary in Article 40 of the parties' collective bargaining agreement, the parties agree to implement a pilot program regarding parent-teacher conferences for the 2022-2023 and 2023-2024 school years as follows:
 - a. Two conference nights will continue to be scheduled each semester equating to 6.5 hours.
 - b. A two-week period of time (beginning with the first scheduled conference night of each semester) will be permitted to allow for flexibility in specific situations.
 - c. The teacher must provide justification for the need to flex a conference night and the justification must have prior approval from the building principal.
 - d. The teacher is responsible for notifying and communicating their availability with the classroom parents prior to the two-week conference period.
 - e. The specific approved flex date within the two-week period of time must be mutually agreed upon between the principal and teacher ahead of time.
 - f. The teacher must submit the flex date/time and documentation of parent contact(s) and conferences held to the building principal by the close of the two-week flex time.
 - g. Flex time will not be permitted during the contracted day and flex time must equate to 6.5 hours.
2. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.

3. The terms of this Memorandum of Understanding supersede and replace any conflicting provisions of the current bargaining agreement.
4. This Memorandum of Understanding shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.
5. This MOU will expire on June 30, 2024, with no further action of the parties required.

IN WITNESS WHEREOF, the duly authorized representatives of the **TECUMSEH LOCAL BOARD OF EDUCATION** and the **TECUMSEH EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

**TECUMSEH LOCAL BOARD
OF EDUCATION**

Date: 4-10-23

By: Paula Crew
Superintendent

TECUMSEH EDUCATION ASSOCIATION

Date: 4-10-2023

By: Kerry Cassell
President