

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** is executed this the ____ day of _____, 2022, by and between the **BOARD OF EDUCATION OF THE WAPAKONETA CITY SCHOOL DISTRICT** (the “Board”) and the **WAPAKONETA EDUCATION ASSOCIATION** (the “Association”).

WHEREAS the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the “Agreement”), the effective dates of which are July 1, 2020, through June 30, 2023; and

WHEREAS, the Board wishes to develop online course electives for its students and compensate bargaining unit members who participate in such development for doing so.

NOW, THEREFORE, BE IT AGREED upon by the Board and the Association as follows:

1. Bargaining unit members at the High School shall have the option to submit an online elective course proposal in English, Math, Science, Social Studies, or other by January 31, 2022. Such submittals shall be submitted in writing to Mr. Scott Minnig.
2. If a bargaining unit member’s submission is accepted for development by the Principal, the bargaining unit member must develop the 18 week (semester) online elective course on or before August 1, 2022. Once the Principal confirms in writing that the developed online elective course has been completed and is ready for use by students, a one-time stipend of \$1,000.00 shall be paid within 30 days of the Principal’s confirmation.
3. Bargaining unit members who receive the one-time stipend referred to in Section 3 of this MOU shall be responsible for monitoring student progress in the online course and providing each student with a grade.
4. In addition to the one-time stipend referred to in Section 3 of this MOU, each bargaining unit member who has successfully developed an online elective course and completed the responsibilities in Section 3 of this MOU shall receive the amount of \$125.00 for each student who completes his/her online elective course each school year, up to a maximum number of students to be determined by the high school administration for each school year for each online elective course.
5. Bargaining unit members shall be required to update the online elective course that they developed on or before June 1, 2023, for use by the Board during the 2023-2024 school year. Once the Principal confirms in writing that the developed online elective course has been successfully updated and is ready for use by students, a one-time stipend of \$500.00 shall be paid within 30 days of the Principal’s confirmation.

6. Any bargaining unit member who performs the duties in Sections 4 or 5 of this MOU because the bargaining unit member who developed the online elective course is unable to complete those duties shall be entitled to the payments specified in those Sections on a prorated basis.
7. All courses and intellectual property developed under this MOU shall be considered the property of the Board. Each bargaining unit member who develops an online course under this MOU shall be required to sign an acknowledgment and assignment agreement confirming such ownership by the Board.
8. This MOU shall expire on June 30, 2023, except for any obligations which extend beyond such date. In no event shall any obligations be binding upon either party after June 30, 2023.
9. The Board and Association 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.

Executed on the date noted above by the duly authorized representatives of the Board and the Association.

**WAPAKONETA CITY SCHOOL
DISTRICT BOARD OF EDUCATION**

**WAPAKONETA EDUCATION
ASSOCIATION**

Superintendent

Association Co-President

Treasurer

Association Co-President

Board President