



Memorandum of Understanding

This Memorandum of Understanding (MOU) is entered into by and between the Buckeye Local Schools Board of Education (Board of Education) and the Buckeye Education Association (Association) this \_\_\_\_ day of \_\_\_\_\_, 2021.

WHEREAS, the Board of Education and Association have entered into a Collective Bargaining Agreement which is effective from July 1, 2021 through June 30, 2024.

WHEREAS, the parties decide to enter into an understanding related to the terms and conditions of employment for one special education tutor to be utilized as a substitute teacher for the period of October 22, 2021 through December 17, 2021.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board of Education and the Association that:

1. ***Raeann Eldred is contracted as a 7.5 hour special education tutor. Due to emergency circumstances, she will work as a substitute teacher to cover for Carley Lane’s leave of absence for the period of October 22, 2021 through December 17, 2021. She will be paid an additional 1.0 hour worked each day for additional classroom responsibilities including planning and grading. During this period of time she will receive \$24.52 per hour for 8.5 hours per day. This will result in an additional 5 hours per week above her contracted time. Any hours worked over 40 hours per week will be paid at the overtime rate (1.5 x hourly rate) per the Fair Labor Standards Act.***
2. ***Additional time worked only includes work days. It does not include calamity days, holidays, sick/personal days, or other “non-workdays.”***
3. ***RaeAnn Eldred will not be responsible for her duties as a special education tutor during the time of October 22, 2021 through December 17, 2021.***
4. ***This is a one time circumstance that will not set precedent for future leaves of absence, nor apply to other substitute teaching positions (both current or future).***

For the Association

For the Board of Education

By: \_\_\_\_\_

By: \_\_\_\_\_

Kelley Loudon, BEA President

Patrick Colucci, Superintendent