

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into on the 25 date of September 2023, by and between the Celina City School District Board of Education ("Board") and the Ohio Association for Public School Employees Local #457 Head Start/Public Preschool Employees ("Association")

**WHEREAS**, the Board and the Association are parties to a Negotiated Agreement effective from December 1, 2022 through November 30, 2025; and

**WHEREAS**, the parties desire and intend through the Memorandum of Understanding to amend the Negotiated Agreement.

**NOW, THEREFORE, THE PARTIES AGREE:**

To address the workforce shortage crisis the program is facing specifically addressing the Family Advocate position, the Director is asking for Board approval to modify the current status and adopt a tiered approach to the Family Advocate position.

Family Advocate I – remains the same requiring a Bachelor's Degree in Social Work (or closely related field), or higher, with pay on the Wage Scale of \$22.25 per hour.

Family Advocate II – Requires the employee to have a Associates Degree in Social work (or closely related field) with pay on the Wage Scale of \$17.33 per hour.

**IN WITNESS THEREOF**, the parties have entered into this agreement on the date first set forth above.

**FOR THE BOARD:**

\_\_\_\_\_  
Board President Date

\_\_\_\_\_  
Superintendent Date

**FOR THE ASSOCIATION**

*Spri Minnich* 8/25/2023  
\_\_\_\_\_  
OAPSE President Date

\_\_\_\_\_  
OAPSE Vice-President Date