## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on the Mate of November 2021, 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, 2018 through November 30, 2022; 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 Teacher Assistant position, the Director is asking for Board approval to modify the current status and adopt a tiered approach to the Teacher Assistant position.

Teacher Assistant I – remains the same requiring either a CDA, Associate's Degree in ECE (or closely related field), or higher maintaining the same level of pay on the Wage Scale (\$15.56 per hour).

Teacher Assistant II – Requires the employee to have a HS Diploma or equivalent and agree to obtain a CDA with 24 months of hire (in accordance with the Head Start Act, 2007). Pay on the Wage Scale would be \$11.00 per hour. MCHS would bear the costs of the CDA program. Once the employee obtains the CDA, they would be considered a Teacher Assistant I.

At the time of hire, the employee would enter into a written agreement outlining employment contingent on enrolling, maintaining, and achieving a CDA within 24 months of the hire date.

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

FOR THE BOARD:		FOR THE ASSOCIATION	
		130	user 11-11-2021
Board President	Date	OAPSE President	Date
Superintendent Superintendent	///a/a/ Date	OAPSE Vice-President	- 11-11-2021 Date