

**MARIETTA CITY SCHOOL DISTRICT
BOARD OF EDUCATION
111 ACADEMY DRIVE
MARIETTA, OHIO 45750
MARCH 26, 2012**

The Marietta City School District Board of Education held a regular meeting on Monday, March 26, 2012 at Putnam Elementary School, 598 Masonic Park Road in Marietta, Ohio. All Marietta City School District Board of Education meetings are recorded. Please refer to the audio recording for a detailed account of this meeting.

The Putnam Pumpers and Putnam Choir performed.

The President, Mr. Gault, called the meeting to order at 5:44 P.M.

Roll Call:

Members present: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers, Mr. Gault
Members absent: None

Mr. Gault invited all to join in the Pledge of Allegiance to the flag of the United States.

CITIZENS FORUM

*Ms. Carolyn Ditchendorf spoke regarding the Summer Gym Program and would like to see it reinstated.

*Mr. Burt Goddard spoke regarding upgrades to MHS Auditorium.

PRESENTATIONS & COMMENDATIONS

*Ms. Carol Garoza recognized students for Youth Art Month Exhibition.

*Ms. Jona Hall welcomed everyone to Putnam Elementary and stated they will be having a Mulch Day on Saturday, April 7th at 10:00 A.M.

REPORTS & COMMENTS

BOARD:

*Mr. Atkins gave an update on the Technology and Safety Committee meetings.

*Mr. Hutchinson gave an update on the Building and Grounds Committee meeting.

*Mrs. Burton and Mrs. Myers commended Tasha Werry and her staff and Race to the Top.

*Mr. Gault thanked the community for renewing the levies.

SUPERINTENDENT:

*Mr. Jason Smith gave an update on the Ag Curriculum.

*Mr. Jason Smith gave an update on the PE Curriculum.

*Mr. Jason Smith gave a Professional Development Update.

*Mr. Jason Smith spoke regarding the Music/Art Curriculum Revision.

APPROVAL AND ACCEPTANCE ACTIONS

Res. 2012 – 23 Mr. Hutchinson made a motion to accept the minutes as presented for the regular meeting held on February 27, 2012. Mrs. Burton seconded the motion.

March 26, 2012

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault
Nays: None

The President declared the motion passed and the minutes adopted as presented.

Res. 2012 – 24 Mr. Atkins made a motion to approve and authorize the following financial data as presented by the Chief Fiscal Officer. Mrs. Myers seconded the motion.

- Record of Cash and Investments – February 27, 2012
- Financial Report by Fund/SCC – February 27, 2012
- General Financial Report – SM2 – February 27, 2012
- General Fund Budget Summary – February 27, 2012
- Amend FY 2012 Permanent Revenue and Appropriations with the legal level of control set at the Fund Level
- Transfers and Advances
- Fiscal Officer's Certification

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault
Nays: None

The President declared the motion passed and financial data adopted as presented.

Res. 2012 – 25 Mrs. Myers made a motion to approve the resolution accepting the amounts and rates as determined by the Budget Commission and authorizing the necessary tax levies and certifying them to the county auditor. Mrs. Burton seconded the motion.

**RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY
THE BUDGET COMMISSION AND AUTHORIZING THE NECESSARY TAX LEVIES
AND CERTIFYING THEM TO THE COUNTY AUDITOR**
(RURAL OR LOCAL BOARD OF EDUCATION)

Revised Code, Sec. 5705.34, - .35.

The Board of Education of the **Marietta City School District**, Washington County, Ohio, met in regular session on the 26th day of March, 2012, at Putnam Elementary School with the following members present:

Mr. Don Atkins
Ms. Karen Burton
Mr. Bill Hutchinson
Mrs. Wendy Myers
Mr. Greg Gault

Mrs. Myers moved the adoption of the following resolution:

March 26, 2012

WHEREAS, This Board of Education in accordance with the provisions of law has previously adopted a 5 Year Forecast for the next succeeding fiscal year commencing July 1, 2012; and

WHEREAS, the Budget Commission of Washington County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within the ten mil tax limitation; therefore be it

RESOLVED, By the Board of Education of the **Marietta City School District**, Washington County, Ohio that the amounts and rates as determined by the Budget Commission in its certification, be and the same are hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

SCHEDULE A

SUMMARY OF AMOUNTS REQUESTED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET COMMISSON, AND COUNTY AUDITOR'S ESTIMATED TAX RATES

| FUND | Amounts to be Derived from Levies Inside 10 Mill Limitation | Amounts to be Derived from Levies Outside 10 Mill Limitation * | County Auditor's Estimate of Rate to be Levied--Inside 10 Mill Limit | County Auditor's Estimate of Rate to be Levied-- Outside 10 Mill Limit |
|----------------------------|---|--|--|--|
| Sinking Fund | | | | |
| Bond Retirement Fund | | | | |
| Classroom Facilities | | | | |
| General Fund | 2,060,290 | 7,805,055 | 5.00 | 36.20 |
| Permanent Improvement Fund | | 1,121,091 | | 2.95 |
| Emergency Fund | | 2,558,880 | | 6.21 |
| Total | 2,060,290 | 8,885,550 | 5.00 | 45.36 |

**SCHEDULE B
LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT LEVIES**

| FUND | Maximum Rate Authorized to be Levied | County Auditor's Estimate of Yield of Levy (Carry to Schedule A, Column II) * |
|--|--------------------------------------|---|
| | | |
| Current Expense levies authorized by voters thru 1976 for continuing years | 19.70 | 2,835,244 |
| Current Expense levy authorized by voters on 06/02/81 for continuing years | 8.00 | 1,739,549 |
| Current Expense levy authorized by voters on 05/08/07 for not to exceed 5 continuing years. (Expires: TY2011) | 8.50 | 3,230,262 |
| Permanent Improvement levy authorized by voters on 05/08/07 for not to exceed 5 continuing years (Expires: TY2011) | 2.95 | 1,121,091 |
| Emergency Operating levy authorized by voters on 5/03/11 for not to exceed 5 continuing years (Expires: TY2015) | 6.21 | 2,558,880 |

March 26, 2012

And be it further:

RESOLVED, That the Treasurer of this board be and is hereby directed to certify a copy of this Resolution to the County Auditor of said County.

Mr. Hutchinson seconded the Resolution and the roll being called upon its adoption the vote resulted as follows:

Mr. Don Atkins
Ms. Karen Burton
Mr. Bill Hutchinson
Mrs. Wendy Myers
Mr. Greg Gault

Adopted the 26th day of March, 2012

Treasurer of the Board of Education of the Marietta
City School District, Washington County, Ohio

CERTIFICATE OF COPY

ORIGINAL ON FILE

The State of Ohio, Washington County, ss.

I, Matthew S. Reed, Treasurer of the Board of Education of the **Marietta City** School District, in said County, and in whose custody the files and records of said Board are required by the Laws of the State of Ohio to be kept, do hereby certify that the foregoing is taken and copied from the original resolution now on file with said Board, that the foregoing has been compared by me with said original document and that the same is a true and correct copy thereof.

WITNESS my signature this 26th day of March, 2012.

Treasurer of the Board of Education of the Marietta
City School District, Washington County, Ohio

A copy of this resolution must be certified to the County Auditor before the first day of April, or at such later date as may be approved by the Department of Taxation of Ohio.

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault
Nays: None

The President declared the motion passed and resolution approved as presented.

CONTRIBUTIONS & GIFTS

Res. #2012 – 26 Mr. Atkins moved and Mrs. Burton seconded the motion to accept the following donations:

WHEREAS, Mr. Roger Mendenhall donated a Heyrock Barber Stadium cushion, banner, picture and recording from the Class of 1946 Reunions to the MHS Library Archives, and

WHEREAS, Ms. Louise Zimmer donated the following Orians: 1941, 1942, 1943, 1944, 1947, 1948, 1949, 1974 and the following Majhis: 1972, 1974-1975, 1976 to the Marietta High School Library, therefore

BE IT RESOLVED, that the Marietta City School District Board of Education accept these donation, and

BE IT FURTHER RESOLVED, by the Marietta City School District Board of Education, that these donations be accepted with appreciation.

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault

The President declared the motion passed and donations accepted as presented.

H RECOMMENDED ACTIONS

1. Old Business

2. New Business
 - a. Resignations and/or Leaves of Absence:
Professional Staff, Schedule A-12-03

 - b. Appointments:
Professional Staff, Schedule D-12-03 (extracurricular)
Professional Staff, Schedule E-12-03 (subs and tutors)
Appointments, Schedule I-12-03 (Educational Aides)
Professional Staff, Educational Improvement Program

CONSENT AGENDA – Items 2a through 2h

2a BE IT RESOLVED, the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the resignations and/or leaves of absence, for professional and classified staff, be approved, effective at date shown.

Res. #2012 -27 Mr. Hutchinson moved and Mr. Gault seconded the motion to accept the consent agenda items.

Schedule A-12-03
RESIGNATIONS and/or LEAVES OF ABSENCE
Professional staff

| NAME | POSITION | REMARKS |
|------------------|-------------------------|-------------------------------|
| Ms. Karen Donley | Intervention Specialist | Retirement, Eff. May 31, 2012 |

2b BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the employment of the following professional and classified personnel (pending receipt of proper certification from the State Department of Education, BCII and FBI approval, be approved, effective at the dates and terms shown.

Schedule D-12-03
EXTRACURRICULAR APPOINTMENTS
For the 2011-12 School Year

| NAME | POSITION | REMARKS |
|-------------------|-------------------|----------|
| Ms. Carol Garoza | Fine Arts Stipend | \$100.00 |
| Mr. Michael Tobar | Fine Arts Stipend | \$100.00 |

EXTRACURRICULAR APPOINTMENTS
For 2012-13 School Year

| AME | POSITION | REMARKS |
|-------------------|---------------------|------------------------------|
| Mr. Mark Doebrich | Builders Club – MMS | \$571.00, Eff. 2012 -2013 SY |

March 26, 2012

Schedule E-12-03
 SUBSTITUTES AND TUTORS
 For 2011-12 School Year

| NAME | POSITION | REMARKS |
|-----------------------|--------------------------|-----------------|
| Ms. Sabrina Wittekind | Substitute – General Ed. | BA – Short Term |

Schedule I-12-03
 APPOINTMENTS – Educational Aides
 For the 2011-12 School Year

| NAME | SALARY |
|--------------------------|-----------|
| Ms. Paula Bigley | Volunteer |
| Ms. Michelle Billingsley | Volunteer |
| Ms. Susan Cady | Volunteer |
| Mr. Robert Davison | Volunteer |
| Ms. Nancy Duquette | Volunteer |
| Ms. Leeanne Johnson | Volunteer |
| Mr. David Roe | Volunteer |

EDUCATIONAL IMPROVEMENT PROGRAM

| NAME | SEM. HRS. | QTR. HRS. | AMOUNT |
|--------------------|-----------|-----------|----------|
| Ms. Emily Hopp | 3 | | \$720.00 |
| Ms. Amy Mendenhall | 1 | | \$110.00 |
| Ms. Robin Haught | 1 | | \$110.00 |
| Ms. Vanessa Burns | 1 | | \$110.00 |

Res. #2012 – 28 Mr. Hutchinson made a motion and Mr. Gault seconded the motion to accept the following resolutions:

2c(1) BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the following named individual be offered an administrative contract, as listed below, each year being equivalent to no less than the number of days provided in the annual school calendar for the professional staff.

FURTHER, BE IT RESOLVED, that the salary remain the same for this employee.

THEREFORE, BE IT RESOLVED, that the Marietta City School District Board of Education approve the new contract as recommended.

| NAME | LENGTH OF CONTRACT |
|-------------------|--------------------|
| Mr. Joseph Finley | 3 years |

2c(2) BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the following named individual be offered an administrative contract, as listed below, each year being equivalent to no less than the number of days provided in the annual school calendar for the professional staff.

FURTHER, BE IT RESOLVED, that the salary remain the same for this employee.

THEREFORE, BE IT RESOLVED, that the Marietta City School District Board of Education approve the new contract as recommended.

| NAME | LENGTH OF CONTRACT |
|---------------|--------------------|
| Ms. Jona Hall | 2 years |

2c(3) BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the following named individual be offered an administrative contract, as listed below, each year being equivalent to no less than the number of days provided in the annual school calendar for the professional staff.

FURTHER, BE IT RESOLVED, that the salary remain the same for this employee.

THEREFORE, BE IT RESOLVED, that the Marietta City School District Board of Education approve the new contract as recommended.

| NAME | LENGTH OF CONTRACT |
|-------------------|--------------------|
| Mr. Scott Kratche | 3 years |

2c(4) BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the following named individual be offered an administrative contract, as listed below, each year being equivalent to no less than the number of days provided in the annual school calendar for the professional staff.

FURTHER, BE IT RESOLVED, that the salary remain the same for this employee.

THEREFORE, BE IT RESOLVED, that the Marietta City School District Board of Education approve the new contract as recommended.

| NAME | LENGTH OF CONTRACT |
|-----------------|--------------------|
| Mr. William Lee | 3 years |

2c(5) BE IT RESOLVED, by the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the following named individual be offered an administrative contract, as listed below, each year being equivalent to no less than the number of days provided in the annual school calendar for the professional staff.

FURTHER, BE IT RESOLVED, that the salary remain the same for this employee.

THEREFORE, BE IT RESOLVED, that the Marietta City School District Board of Education approve the new contract as recommended.

| NAME | LENGTH OF CONTRACT |
|---------------------|--------------------|
| Ms. Marcella Swaney | 3 years |

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault
Nays: None

2d WHEREAS, the Marietta City Board of Education must advertise and receive Bids for the purchase of replacement school buses; now therefore

BE IT RESOLVED, that the Marietta City Board of Education authorizes the Administration to advertise and receive bids for the purchase of two (2) seventy-seven (77) passenger school buses.

2e WHEREAS, the gym floor at Marietta High School has exceeded its useful life and has had several safety issues in the past, now therefore

WHEREAS, the Administration and the Buildings and Grounds Committee have recommended the replacement of the gym floor at Marietta High School; now therefore

BE IT RESOLVED, that the Marietta City Board of Education authorizes the Administration to develop specifications, advertise and receive bids for the replacement of the gym floor at Marietta High School.

2f **WHEREAS**, the steps and sidewalk leading from Seventh Street and Glendale to Marietta Middle School are in need of repair and replacement; now therefore

WHEREAS, the Administration and the Building and Grounds Committee have Recommended the replacement of the steps and sidewalk leading from Seventh Street and Glendale to Marietta Middle School;

BE IT RESOLVED, that the Marietta City Board of Education authorizes the Administration to develop specifications, advertise and receive bids for the replacement of the said walks and steps at Marietta Middle School.

2g **WHEREAS**, the Safety Committee and the Administration periodically reviews and updates the current safety procedures as approved by the Board of Education; now therefore

WHEREAS, the Safety Committee and the Administration have evaluated and Issued an update and revision of the lockdown procedure as required by law;

BE IT RESOLVED, that the updates to the safety policies of the Marietta City Schools be approved as submitted and replaced in the District Safety Manual.

2h **WHEREAS**, the Calendar Committee of the Marietta City School District developed and submitted to the school district staff, alternate school calendars for the 2012-13 school year, and

WHEREAS, a majority of the staff members indicated a preference for Calendar A herein submitted; therefore

BE IT RESOLVED, by the Marietta City School District Board of Education, that Calendar A for the 2012-13 school year be approved as submitted.

**MARIETTA CITY SCHOOLS
2012-13 SCHOOL CALENDAR - A**

| <u>2012</u> | | | <u>DAYS IN SESSION</u> |
|-------------|-----------|---|------------------------|
| August | 20 | Monday Professional Development Day* | 7 |
| | 21 | Tuesday Professional Development Day* | |
| | 22 | Wednesday Professional Development Day* | |
| | 23 | Thursday Classes Begin | |
| September | 3 | Monday Holiday** | 18 |
| | 17 | Monday Professional Development Day* | |
| October | 2-5 | Tuesday 3 rd Grade OAA Tests | 23 |
| | 15-19 | Monday COGAT 2/5 | |
| | 19 | Friday 1 st Grade Period Ends | |
| | 22-26 | Monday 11/12 GRADE OGT | |
| November | 12 | Monday Holiday** | 18 |
| | 21-23 | Wednesday Holiday Break** | |
| | 26 | Monday Classes Resume | |
| December | 21 | Friday 2 nd Grade Period Ends | 15 |
| | 24-Jan. 2 | Monday Holiday Break* | |
| <u>2013</u> | | | |
| January | 1 | Tuesday Holiday** | 19 |
| | 2 | Wednesday Records Day* | |
| | 3 | Thursday Classes Resume | |
| | 18 | Friday Professional Development Day* | |
| | 21 | Monday Holiday** | |
| February | 18 | Monday Holiday** | 19 |
| March | 11-22 | Monday 10-12 OGT | 16 |
| | 15 | Friday 3 rd Grade Period Ends | |
| | 25-29 | Monday Spring Break** | |
| April | 1 | Monday Professional Development Day* | 21 |
| | 2 | Tuesday Classes Resume | |
| | 22-26 | Monday 3 rd -8 th Grade OAA Test | |
| | 29-30 | Monday 3 rd -8 th Grade OAA Test | |
| | 29-30 | Monday 9 th -12 th Grade ACT ECE | |
| May | 1-3 | Wednesday 3 rd -8 th Grade OAA Test | 18 |
| | 1-3 | Wednesday 9 th -12 th Grade ACT ECE | |
| | 13-17 | Monday TERRA NOVA | |
| | 24 | Friday Last Day of Classes | |
| | 24 | Friday 4 th Grade Period Ends | |
| | 26 | Sunday Graduation | |
| | 27 | Monday Holiday* | |
| | 28 | Tuesday Records Day* | |
| | 29 | Wednesday Trade Day for Conferences* | |
| | 30 | Thursday Trade Day for Conferences* | |
| | | DAYS IN SESSION | 174 |
| | | TEACHER PROF. DAY | 6 |
| | | RECORDS DAY | 2 |
| | | PT CONFERENCES | 2 |
| | | TOTAL DAYS | 184 |

* No school for students

**Schools closed

Note: Parent-Teacher Conf. will be scheduled on 4 evenings.

MAKE UP DAYS – PLEASE VOTE

| | Grading Periods: | |
|------------------------------|--|----|
| ___ Added to year end | 1 st - August 23-October 19 | 40 |
| ___ Spring Break | 2 nd - October 22-December 21 | 41 |
| ___ Combination | 3 rd - January 3-March 15 | 49 |
| | 4 th - March 18-May 24 | 44 |

2i **WHEREAS**, the policy of the Marietta City School District Board of Education, Student Overnight Trips, File: IICA, specifies that all student overnight trips must have the approval of the Superintendent of Schools and the Marietta City School District Board of Education; therefore

BE IT RESOLVED, that all policy regulations having been met by the advisor/teacher in charge of the following group(s) and upon the recommendation of the Superintendent, the Board of Education approve the following group(s) and upon the recommendation of the Superintendent, the Board of Education approve the following trip(s):

MHS Cantabile and Premiere Show Choir
Walt Disney World
Orlando, FL
March 22-27, 2012
50 students / 5 adults / 2 directors

2j **WHEREAS**, the policy of the Marietta City School District Board of Education, Student Overnight Trips, File: IICA, specifies that all student overnight trips must have the approval of the Superintendent of Schools and the Marietta City School District Board of Education; therefore

BE IT RESOLVED, that all policy regulations having been met by the advisor/teacher in charge of the following group(s) and upon the recommendation of the Superintendent, the Board of Education approve the following group(s) and upon the recommendation of the Superintendent, the Board of Education approve the following trip(s):

MHS POE Engineering Class
Duke Energy Gas Generation Plant
Beverly, Ohio
April 20, 2012
20 students / 2 adults

MMS Ohio Future Problem Solving
State Bowl
Solon, Ohio
April 20, 2012
14 students / 4 parents / 2 teachers

2k **BE IT RESOLVED**, the Marietta City School District Board of Education, that upon the recommendation of the Superintendent of Schools, the resignations and/or leaves of absence, for professional and classified staff, be approved, effective at date shown.

Schedule A-12-03
RESIGNATIONS and/or LEAVES OF ABSENSE
Professional Staff

| NAME | POSITION | REMARKS |
|--------------------|--------------------|---------------------------|
| Ms. Carol Garoza | Elementary Teacher | Retirement, Eff. 05/31/12 |
| Ms. Elizabeth Barr | Elementary Teacher | Retirement, Eff. 06/01/12 |
| Ms. Barbara Moberg | Elementary Teacher | Retirement, Eff. 07/31/12 |

Schedule B-12-03
RESIGNATIONS and/or LEAVES OF ABSENCES
Classified Staff

| NAME | POSITION | REMARKS |
|--------------|--------------|----------------------------|
| Mr. Al Young | Teacher Aide | Resignation, Eff. 04/07/12 |

Schedule D-12-03
EXTRACURRICULAR ASSIGNMENTS
For the 2012-2013

| NAME | POSITION | REMARKS |
|------------------|-------------------|------------|
| Mr. John Doughty | Head Varsity Golf | \$2,855.00 |

Schedule G-12-03
SUBSTITUTES – Classified Staff
For the 2011-2012 School Year

| NAME | POSITION | REMARKS |
|-------------------|-----------|------------|
| Ms. Stacy Fleming | Custodian | \$7.70/hr. |

21 TEACHER INCENTIVE FUND SUPPLEMENTAL
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made this 22nd day of March, 2012, by and between the Marietta City Schools Local Board of Education (Board) and the Marietta Education Association (Association).

WHEREAS, the Board and the Association agree to enter into this Supplemental Memorandum of Understanding (Memorandum) in regard to Ohio’s Teacher Incentive Fund (TIF) Grant and said Memorandum shall become effective upon the signature of each party.

NOW, THEREFORE, the parties agree to the following:

1. To implement an evaluation system per the requirements in the Ohio Teacher Incentive Fund (TIF) and the requirements of the Ohio Teacher Evaluation System (OTES) framework as approved by the State Board of Education of Ohio per House Bill 153 to the extent those requirements comply with the Scope of Work document, including but not limited to its time-lines of implementation, that the Board and the Association developed for their participation in the Race To The Top program.
2. That the parties may experiment and pilot various aspects of an evaluation system but the final implementation of any evaluation system shall only occur through collective bargaining between the Board and the Association which shall include a signed and ratified agreement and/or Memorandum of Understanding of the Board and the Association.
3. Nothing in the Memorandum shall be construed by the Board and/or by the Association as an addition, modification or deletion of the language in any of the provisions of the current collective bargaining agreement in effect between the parties.

NOW, THEREFORE, the Board and Association agree to actively participate in the Teacher Incentive Fund (TIF) Grant, including, but not limited to the following stipulations:

1. Participation in the TIF grant model is strictly voluntary. All bargaining unit members reserve the individual right not to participate, without consequence.
2. Completion or lack of completion of the TIF grant model will not be included in any individual teacher's evaluation, personnel file, or become a basis for any employment decisions.
3. Strategic Compensation payments will be in addition to the negotiated teacher salary contained in the Collective Bargaining Agreement.
4. All bargaining unit members who participate will be provided with an appeal process to challenge and/or defend any input provided.
5. The Board and Association will continue to collaborate through the Strategic Compensation Committee, consisting of a teacher majority, for the 5 year period of the grant with no decisions being based on discoveries from the TIF grant process.
6. Any future additions, deletions, or changes to the Teacher Compensation Package as outlined in the Collective Bargaining Agreement will be exclusively a subject of

bargaining between the Association and the Board.

This Memorandum of Understanding has been reviewed by both parties and becomes effective upon the signature of the Association President and Superintendent and will apply throughout the full term of the process specified above. It is understood this agreement between the two parties is one time agreement and shall not be used as a means to set past precedent. By executing this agreement, each party represents to the other that each understands completely the terms and conditions of this agreement and that no representations, inducements, promises, covenant, or agreement have been made except as set forth herein.

BOARD OF EDUCATION PRESIDENT DATE

MEA President/Date MCS Superintendent/Date

Res. # 2012 – 29 Mr. Atkins made a motion to continue the regular meeting in executive session to discuss personnel. Mrs. Myers seconded seconded the motion.

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers
Mr. Gault
Nays: None

The President declared the motion passed and the regular meeting to be in executive session at 6:39 P.M.

The President declared the executive session concluded and the regular meeting continued in open session at 7:41 P.M.

Res. #2012 – 30 Mrs. Myers made a motion to adjourn the regular meeting. Mr. Atkins seconded the motion.

Mr. Gault called for a vote – Yeas: Mr. Atkins, Mrs. Burton, Mr. Hutchinson, Mrs. Myers,
Mr. Gault
Nays: None

The President declared the motion passed and the regular meeting adjourned at 7:42 P.M.

ATTEST:

Greg Gault, President

Matt Reed, Chief Fiscal Officer

March 26, 2012