

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into this ____ day of _____, 2022 by and between the Upper Arlington City School District Board of Education (the “Board”), and the Upper Arlington Education Association (“UAEA”).

WHEREAS, the Parties met in September 2021 to discuss elementary and middle school student start times;

WHEREAS, as a result, the Parties entered into an agreement regarding elementary and middle school student start times for the 2021-2022 school year;

WHEREAS, the Parties met on April 8, 2022 to discuss extending the agreement for the 2022-2023 and 2023-2024 school years; and

WHEREAS, the Parties wish to memorialize their agreement through the terms of this MOU.

IT IS NOW THEREFORE AGREED as follows:

1. For the 2022-2023 and 2023-2024 school years only, the parties agree that in the elementary buildings
 - a. Students will remain either outside each elementary building or within each elementary building in a designated area that is not a classroom until 8:10 a.m. at which time students will be released and permitted to enter classrooms. The student tardy bell will ring at 8:15 a.m. Notwithstanding the foregoing, students may remain in the gym prior to 8:10 a.m.
 - b. Student supervision will be provided at the ratio of not less than one hundred (100) students per one (1) adult. For each additional sixty (60) students, one (1) adult will be present for student supervision.
 - c. Student supervision will be provided by adults who may or may not be members of the UAEA bargaining unit. The District will first assign morning duties to unit members who do not have instructional duties beginning at 8:15 a.m., before assigning morning duties to unit members who have instructional duties beginning at the ring of the tardy bell at 8:15 a.m.
2. For the 2022-2023 and 2023-2024 school years only, the parties agree that in the middle school buildings
 - a. Students will remain in the currently utilized common areas until 8:05 a.m. at which time they will be released and permitted to enter classrooms.
 - b. Student supervision will be provided at the ratio of two hundred fifty (250) students per one (1) adult.
3. The UAEA waives any right to file a grievance or an unfair labor practice charge complaining of the facts and events that gave rise to this MOU. This MOU shall not affect the interpretation of the Agreement, is based on the particular circumstances of this

case and will not be used against the Association or the Board of Education as past practice or precedent.

4. This MOU shall expire on June 30, 2024.
5. The provisions of the Collective Bargaining Agreement not altered by this MOU shall remain in full force and effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of this MOU or the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

FOR THE ASSOCIATION:

FOR THE BOARD:

Leslie Watkins, UAEA Co-President

Paul Imhoff, Superintendent

Michelle Johnson, UAEA Co-President

Date

Date