

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Elida Local School District Board of Education (the "Board"), the Elida Education Association (the "Association" or "EEA") and Karen Kane (collectively the "Parties").

The Parties hereby agree to the following regarding EEA Member Karen Kane, who is on a Board Approved Leave of Absence through the end of the 2024-25 school year:

1. Mrs. Kane may take the required Science of Reading professional development and receive the appropriate compensation as provided by the State of Ohio.
 - a. Should Mrs. Kane decide not to return to the district for the 2025-26 school year, she must repay the school district for the reimbursement.
 - b. The Board may elect to obtain reimbursement pursuant to Paragraph 1(a) via payroll deduction(s).
2. Mrs. Kane may take and receive credit for CEU's while on leave. The Board will not provide any reimbursement during this time, and Mrs. Kane must follow all other requirements as set forth by the Local Professional Development Committee (LPDC).
3. Mrs. Kane will be paid 25% of the signing bonus for the 2024-25 school year on the next available payroll occurring after execution of this MOU.

The Parties agree the terms of this MOU are not intended to create precedent or form the basis of a past practice between or among the Parties.

ELIDA LOCAL SCHOOL DISTRICT

ELIDA EDUCATION ASSOCIATION

Signature

Signature

Date

Date

11/11/2024

KAREN KANE

Date