

MEMORANDUM OF UNDERSTANDING

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

To promote coordination and cooperation between the Board and the EEA there shall be established district level and building level labor-management committees. The purpose of these committees and their meetings is to foster collaboration, improve communication, and proactively resolve workplace issues outside of the collective bargaining process. In order to be successful, all parties are expected to have good intentions entering into these discussions and work together to form solutions. *It is suggested that both committees house agendas and minutes in a folder/group on Schoology for easy access.*

1. District Level Labor Management Committee:

- a. **Purpose:** In an effort to further a good working relationship between the Board and EEA, a Labor Management Committee (LMC) shall be formed to investigate, study, and discuss solutions to mutual district issues affecting labor relations. This is to be an open forum for all topics impacting the district unless legally restricted. The LMC shall also serve as a committee to which unresolved building concerns may be brought. Concerns presented shall be discussed, followed-up on, and evaluated by the members of the LMC. Agendas will be posted ahead of time and all members should come prepared with any background information needed. Members should come to the meeting prepared with possible solutions in an attempt to keep this committee from becoming a vessel to lodge complaints, accomplish nothing and not be productive.
- b. **Representation:** For the Board there may be up to three including the Superintendent and two Administrators appointed by the Superintendent. For EEA there will be the President of the Association and three other representatives selected by the Association President. Additional representatives of either party may be invited to attend committee meetings with mutual agreement.
- c. **Meeting Schedule:** The committee shall meet at least every other month during the school year, or more frequently as needed, at a mutually convenient time. It is suggested that the district meetings last not more than 90 minutes unless both parties agree that more time is needed.
- d. **Meeting Agenda:** In order for all parties to be prepared and to have productive meetings, both parties will share a list of topics to be discussed at least 48 hours in advance of the meeting.
- e. **Action time:** Action should be taken with an attempt to implement possible solutions within two weeks of a meeting.

2. Building Level Labor Management Committee:

- a. **Purpose:** A building level Labor Management Committee team shall be instituted in each building to study, discuss, and consider solutions to building concerns. This is a chance for members to participate in open dialogue and discussions. Concerns presented shall be followed-up on and evaluated by the members of the LMC. Agendas will be posted ahead of time and all members should come prepared with any background information needed. Members should come to the meeting prepared with possible solutions in an attempt to keep this committee from becoming a vessel to lodge complaints, accomplish nothing and not be productive.
- b. **Representation:** At Elida High School and Elida Middle School the committee will consist of the Building Administrator and two representatives selected by the EEA President. At Elida Elementary School the committee will consist of two building administrators and four representatives selected by the EEA President. Additional representatives of either party may be invited to attend committee meetings with mutual agreement.
- c. **Meeting Schedule:** The committee shall meet monthly during the school year or more frequently as needed, at a mutually convenient time. It is suggested that building level meetings not last more than 1 hour unless both parties agree that more time is needed.
- d. **Meeting Agenda:** In order for all parties to be prepared and to have productive meetings, both parties will share a list of topics to be discussed at least 48 hours in advance of the meeting.
- e. **Action time:** Action should be taken with an attempt to implement possible solutions within two weeks of a meeting. Failure of all parties to implement solutions in a timely manner will result in concerns being taken to the District level Labor Management Committee.

This MOU Shall be in effect until June 30, 2028.

Elida Local School District - Board of Education

Date: _____ By: _____

Date: _____ By: _____

Elida Education Association

Date: _____ By: _____

Date: _____ By: _____