

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into this 6th day of March, 2020, between the Board of Education of Shawnee Mission School District U.S.D. No. 512, Johnson County, Kansas (the “District”) and the National Education Association of Shawnee Mission (“NEA-SM”).

WHEREAS, during meditation on March 5, 2020, the parties addressed ongoing issues and reached a mutual agreement as to those issues.

NOW, THEREFORE in consideration of the premises and the mutual covenants herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. For the 2019-20 and 2020-21 school years, the parties agree to implementation of the District’s grow-our-own Special Education recruiting initiative and the District’s proposal to provide teachers with tuition to complete an endorsement in English for Speakers of Other Languages.

2. The District and NEA-SM are jointly invested in the success of the strategic planning process, and they mutually recognize the critical importance of Building Leadership Teams (BLTs) to reaching the objectives outlined in the Strategic Plan. The parties agree that the NEA-SM President will appoint one (1) elementary, one (1) middle, and one (1) high school representative on the 4.1.1 strategic plan action team, which is charged with defining the role and purpose of BLTs.

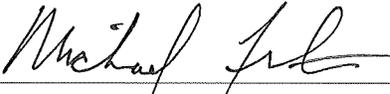
3. In order to ensure a productive and successful negotiations process, the parties agree to participate in a facilitated bargaining process using a facilitator from Federal Mediation

and Conciliation Services (FMCS) to enable a collaborative, problem-solving process between the parties to achieve a professional negotiated agreement for the 2020-21 school year.

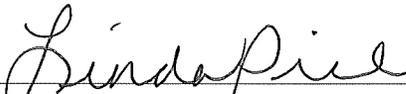
IN WITNESS WHEREOF, the authorized representatives of the parties hereto have executed this Memorandum of Understanding.

Shawnee Mission School District
U.S.D. No. 512

National Education Association
of Shawnee Mission



Dr. Michael Fulton, Superintendent
Shawnee Mission School District



Linda Sieck, President
NEA of Shawnee Mission