

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
LAKOTA LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
AND THE  
LAKOTA EDUCATION ASSOCIATION**

This Memorandum of Understanding is entered into by and between the **LAKOTA LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **LAKOTA EDUCATION ASSOCIATION** ("LEA").

**WHEREAS**, the Board and the LEA are parties to a Collective Bargaining Agreement that is in effect from July 1, 2021 through June 30, 2024 and

**WHEREAS**, the Board and the LEA have determined that there is a need to address the compensation structure for those certificated Title I staff members who teach in the District in order to ensure that the Title I Instructors' salary increments are more uniform and consistent in relation to other certificated staff members' compensation structure; and

**WHEREAS**, a revised compensation structure will also permit the Board to better retain and attract high quality and experienced Title I Instructors; and

**WHEREAS**, the Board and the LEA have collaborated to develop a salary increment program for the Title I staff as well as a transition plan for placing the current Title I Instructors on the new salary increment program; and

**WHEREAS**, the Compensation Increment Programs for the 2021-2022, 2022-2023, and the 2023-2024 contract years are attached hereto as Exhibits A1, A2, and A3; and

**WHEREAS**, the plan for the transition of Title I Instructors to the new Increment Program is attached hereto as Exhibit B.

**NOW, THEREFORE, BE IT AGREED**, by and between the Lakota Local School District Board of Education and the Lakota Education Association, as follows:

1. The Compensation Increment Program for Title I teachers for the 2021-2022, 2022-2023, and 2023-2024 contract years attached hereto as Exhibits A1, A2, and A3 is approved.
2. The transition plan for Title I teachers attached hereto as Exhibit B is approved.
3. In the event a Title I teacher accepts a different position (non-Title I), the established salary for this teacher will recognize the educational background and teaching experience including time served as a Title I teacher.

4. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the LEA.

5. All other provisions of the Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the Agreement. No other agreement shall serve to alter the provisions of the current Agreement unless agreed to in writing between the parties.

6. This Memorandum of Understanding shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **Lakota Local School District Board of Education** and the **Lakota Education Association** have executed this Memorandum on the dates opposite their signatures.

**LAKOTA LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION**

Date: \_\_\_\_\_

By: Matthew Mills  
Superintendent

By: James T. Vogt  
Treasurer

**LAKOTA EDUCATION ASSOCIATION**

Date: \_\_\_\_\_

By: Sharon Map  
President

By: Quinn  
Vice President