

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

This Agreement is entered by and between the **LAKOTA EDUCATION ASSOCIATION** ("Association") and the **LAKOTA LOCAL SCHOOL DISTRICT** ("District") and shall become effective on its execution.

**WHEREAS**, Association and District have negotiated a Master Contract Agreement effective July 1, 2021 through June 30, 2024; and

**WHEREAS**, the parties agreed to planning time outside the student day in the collective bargaining agreement;

**NOW, THEREFORE, BE IT AGREED** by and between the Association and District as follows:

1. The parties agree to the following changes:

*7-12 Workday*

*The teacher workday is 7 hours and 45 minutes. The student school day is 6 hours and 50 minutes. Teachers shall have 40 minutes of total plan time outside of the student day. Teachers will not be assigned duties during this time. Teachers will also have an uninterrupted 45-minute planning period during the student day. Administration may utilize one (1) 40-minute time outside of the student day to be used for faculty, department, student academic assistance, IEP/504 meetings. Administration may utilize one (1) 45-minute time during the student day each week to be used for faculty, department, student academic assistance, IEP/504 meetings during the student day. (XH and/or advisory are not included in the 45-minute block.) In the event the week has three or fewer days, administration can only use one 40-45 minute time block during that week.*

2. The changes outlined above shall be incorporated into the 2021-2024 collective bargaining agreement.
3. The Board, Employee and Association 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 Association.
4. Except as delineated above, this Memorandum does not alter, modify or change any existing provision of the CBA currently in effect between the parties or Board policy.
5. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter, and any amendments or modifications shall be in writing and signed by the parties.

Date: 6/2/21

Shawn K. Map  
LEA PRESIDENT

Date: 6/2/21

[Signature]  
EXECUTIVE DIRECTOR OF HUMAN RESOURCES