



## Memorandum of Understanding 2021-2024 Negotiated Agreement

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**Parties Involved:**

This memorandum of understanding (MOU) is entered into between Summit School District and the Summit County Education Association.

**Items Agreed To:**

**Original Language:** There shall be no annual leave taken during conference times or during PLC collaboration time (except in the instance of illness) unless the whole day is requested as leave. Medical appointments are intended (whenever possible) to be scheduled outside these times.

**Article 15.1.6 shall be amended as follows:**

**Proposed Language:** There shall be no annual leave taken during parent-teacher conferences or during PLC collaborative time (except in instances of illness and medical appointments for self or immediate family or if the entire day is taken as annual leave). Medical appointments are intended (when possible) to be scheduled outside these times. Annual leave may be used during PLC days incrementally per Article 15.2.10. Staff members who miss PLC or conference times must check in with their Building Leadership Teams to discuss missed content and determine the next steps to make up deliverables/training when required.

**Effective Dates:** This MOU addresses effective changes as of November 9, 2022, for the full length of the contract through August 30, 2024. Data will be collected to analyze the impact on professional learning and teacher leave time during PLC.

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TBD, SCEA Representative

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Date

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Dr. Tony Byrd, Superintendent

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Date