SUMMIT
SCHOOL DISTRICT
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Memorandum of Understanding
2024 - 2027 Negotiated Agreement

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

Effective Dates:
This MOU addresses effective changes as of June 1, 2025 for the full length of the contract through August 31, 2027.

Purpose:
The proposed contract language will clarify the annual leave usage in relation to Dr. Martin Luther King Jr. Day.

Original Language:
14.1.4 Use of annual leave days shall not be restricted except by the availability of substitute teachers. Except for illness, annual leave days may not be taken to extend a vacation such as Thanksgiving, holiday, winter, and spring break or during the first (1st) or last ten (10) days of student contact days. They may be used before students start or after the last student day of the year. With Human Resources Department approval and the ability to procure substitute coverage, annual leave may be used during the last ten (10) days of student contact days or to extend a break if sufficient evidence is provided of a significant event, including but not limited to a graduation, a religious holiday, a wedding or a funeral. Under special or hardship situations (not including extensions of a break for a vacation or recreational activity), the teacher may apply to the Human Resources Department for approved leave with or without pay during the first (1st) or last ten (10) days of school or other times preceding or following break times during the school year.

Article 14.1.4 shall be interpreted as follows until it is resolved through the negotiations process:

Procedures and Practices for Article 14.1.4:
14.1.4 Use of annual leave days shall not be restricted except by the availability of substitute teachers. Except for illness, annual leave days may not be taken to extend a vacation such as Thanksgiving, holiday, **Dr. Martin Luther King Jr. Day Weekend,** winter, and spring break or during the first (1st) or last ten (10) days of student contact days. They may be used before students start or after the last student day of the year. With Human Resources Department approval and the ability to procure substitute coverage, annual leave may be used during the last ten (10) days of student contact days or to extend a break if sufficient evidence is provided of a significant event, including but not limited to a graduation, a religious holiday, a wedding or a funeral. Under special or hardship situations (not including extensions of a break for a vacation or recreational activity), the teacher may apply to the Human Resources

Department for approved leave with or without pay during the first (1st) or last ten (10) days of school or other times preceding or following break times during the school year.

SCEA Representative	6/2/25 **Date**
SSD Superintendent	6/16/25 **Date**
SSD Board of Education President	6/18/2025 **Date**