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 process for earning a bilingual stipend. The intention of the bilingual stipend is to reward staff members who use language skills to improve students' educational experiences.

Original Language:
15.4.1 Educators will be granted an annual stipend of $2500 pro-rated by FTE for being bilingual. Bilingual proficiency will be determined by submission to the Human Resources department of a college degree in a foreign country, bilingual certification in any State, and/or an AAPPL exam completion. Languages that will be honored will be those languages reflected in the student population's demands.

Article 15.4.1 shall be interpreted as follows until it is resolved through the negotiations process:

15.4.1 Educators will be granted an annual stipend of $2500 pro-rated by FTE and submission date for being bilingual. **The full annual amount will be granted or received if submitted to Human Resources on or before August 31. Beyond August 31, the rate will be prorated in the first year. This submission is only required one time during an employee's employment with the district.** Bilingual proficiency will be determined by submission to the Human Resources department of a college degree in a foreign country, bilingual certification in any State, and/or an **ACTFL** ~~**AAPPL**~~ exam completion. Languages that will be honored will be those languages reflected in the student population's demands.

SCEA Representative	6/12/25 **Date**
SSD Superintendent	6/16/25 **Date**
SSD Board of Education President	6/18/25 **Date**