SUMMIT SCHOOL DISTRICT
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Memorandum of Understanding
2024 - 2027 Negotiated Agreement

Summit County Education Association

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 effective December 1, 2025 through the end of the calendar year 2025.

Purpose:
The proposed agreement language will clarify the process for earning a one time SSP Retention Bonus in 2025. The intention of the retention bonus is to recognize and retain highly qualified staff who provide essential mental health services to students. The eligible group includes school counselors, school psychologists, licensed professional counselors, and secondary school social workers who worked for the district in the 24/25 school year and returned for the 25/26 school year.

Agreement Language:
Returning school counselors, school psychologists, and social workers who worked for the District in the 24/25 school year and returned for the 25/26 school year will be granted a one time retention bonus of $1,000, prorated by FTE, paid on the December 15, 2025 payroll.

SCEA Representative — **Date** 12/2/25

SSD Superintendent — **Date** 12/2/25

SSD Board of Education President — **Date** 12/4/25