

MEMORANDUM OF UNDERSTANDING TO ROLLOVER THE PEA MASTER AGREEMENT

The Pickerington Education Association (hereafter "PEA") and the Pickerington Local School District Board of Education (hereafter "Board") enter this Memorandum of Understanding ("MOU") to extend the current Master Agreement that is effective from July 1, 2023 through June 30, 2025. The Master Agreement between PEA and the Board shall be extended for the time period July 1, 2025 through June 30, 2026, under the same terms as set forth in the current Master Agreement, which will expire on July 1, 2025, with the following, limited modification:

Article 7 – Salary Schedules

- The base wages for the 2025-2026 contract year shall be increased by 2.00%.

A Salary Schedule for the 2025-2026 contract year is attached to this MOU as Exhibit A.

Article 40 – Pupil Issues

D. Education of Special Populations

5. The Superintendent or designee will use a workload process to make decisions about workload for special education unit member caseloads. The administration can use the Ohio Department of Education workload process to make decisions about the workloads of special education unit members based on information put into the calculator; however, this calculator is not the only way to calculate workload, and a mutually agreed workload calculator can be used. This process supports Rule 3301-51-09 of the Ohio Operating Standards for the Education of Children with Disabilities.
 - a. Upon request of the PEA President and/or Executive Committee member, the Superintendent and/or the Superintendent's designee will meet with the PEA President or Executive Committee member to share the workload process for determining the unit member's workload. After a workload process meeting, the parties must decide if the workload can be completed as it is assigned. If the PEA president or Executive Committee member and the Superintendent or Superintendent's designee cannot agree that the workload can be completed as it is assigned, the parties shall come up with a plan to adjust the workload by offering alternative options such as: Additional release time in excess of the fifteen (15) hours under section (D)(3) of this Article, offer additional support staff using existing human capital, pre-approval for instructional duties outside the regular school day/year (Appendix A-13).
 - b. Superintendent or designee and the PEA President or Executive Committee member will evaluate workloads at least once per semester at a mutually agreed upon time.

The Board and PEA agree that this MOU sets forth their complete and final understanding on the matters stated herein, and this MOU supersedes any prior or concurrent agreements, whether written or oral. Further, the terms of this MOU supersede provisions in the PEA Master Agreement only to the extent that the terms of this MOU and the PEA Master Agreement expressly conflict.

SO AGREED:

For the PEA:

Brendan Harris 4-29-25
President Date

For the Board:

[Signature] 4/29/2025
Superintendent Date