

CLARK-SHAWNEE LOCAL SCHOOL DISTRICT  
Clark County, Ohio  
BOARD OF EDUCATION MEETING  
February 12, 2026  
6:30 p.m. Regular Board Meeting  
Clark-Shawnee Administrative Offices

**AGENDA**

**OPENING**

- A. Call to Order**
- B. Roll Call**      \_\_\_DeHart    \_\_\_Galbreath    \_\_\_Garrett    \_\_\_Page    \_\_\_Pierce
- C. Pledge of Allegiance**
- D. Acceptance of the Agenda**

***Motion by:***

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

***Second by:***

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

***Roll Call:***

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

**REQUESTS AND CONCERNS OF THE GENERAL PUBLIC**

**Reminders Concerning Public Participation**

The Board welcomes and encourages the public to communicate with the Board on educational issues and school matters of community interest. The Board values public comment on such matters and seeks to provide the public with a meaningful opportunity to express points relative to such matters. Please note that the purpose of public participation is to give the public an opportunity to provide such comments, but the purpose is not for the Board to respond to any such comments. The Board will take all comments that are of an appropriate nature relative to educational issues and school matters of community interest under advisement and will respond in a manner the Board deems appropriate.

Please be advised that public participation may not be repetitive, obscene, and/or comments that constitute a true threat. Any such comments may be interrupted, warned, or terminated by the Board's presiding officer, and the Board's presiding officer may seek removal of any participant who does not observe reasonable decorum.

Also please be advised that public participation may not exceed three (3) minutes in length per participant. If you have a comment and/or question after the public

participation period has closed, please submit your comment/question to the board in writing. Individuals desiring to participate in the public participation period must register on the sign-in sheet prior to the start of the meeting.

### III. ROUNDTABLE

#### E. Career Technology Center Update

Mr. Ben Galbreath will update the Board of Education members on the activities of the Career Technology Center.

#### F. Assistant Superintendent Update

Mr. Adam Billet, Assistant Superintendent, will provide an update to the Board of Education.

#### G. Superintendent Update

Mr. Brian Kuhn, Superintendent, will provide an update to the Board of Education.

#### Administrative Reports/Action Items

*The following items have been reviewed by the board members prior to the meeting. Discussion will be limited, but board action is required.*

### IV. TREASURER'S REPORT

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#### ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL

Action by the Board of Education in "Acceptance of Consent Calendar" at this point of the agenda means that items H through M are adopted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the "Consent Calendar" and voted upon separately.

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#### **Motion by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

#### **Second by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

- H. Signing of the Minutes of the Previous Meeting
- I. Treasurer’s Report and Condition of the Funds
- J. Monthly Bills and Allowance of those that are in Order
- K. Appropriations Modification
- L. Forecast Update
- M. Approval to Establish and Appropriate School Safety Grant Fund

Mr. Tom Faulkner, Treasurer, is requesting permission to establish fund 499-9926 for the purpose of the Ohio Attorney General School Safety Grant and to appropriate it with the funds received in the amount of \$7,326.96.

Recommendation: To approve the above request.

**Roll Call:**

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

**V. SUPERINTENDENT’S REPORT**

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ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL  
 Action by the Board of Education in “Acceptance of Consent Calendar” at this point of the agenda means that items N through S are adopted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the “Consent Calendar” and voted upon separately.

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**Motion by:**

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

**Second by:**

\_\_\_Mr. DeHart    \_\_\_Mr. Galbreath    \_\_\_Ms. Garrett    \_\_\_Dr. Page    \_\_\_Mrs. Pierce

**N. Resignations**

Mrs. Deb Sexton, Bus Driver, has submitted a letter of resignation for the purpose of retirement effective June 1, 2026.

Recommendation: To accept the above resignation.

**O. Employment**

Additional Duty (Certified)

Mr. Ryan Cleland as Baseball, Varsity Assistant Coach for the 2025-2026 school year.

Mr. Logan Griffith as Track, High School Assistant Coach for the 2025-2026 school year.

Mrs. Sara Lee as Track, Varsity Head Coach for the 2025-2026 school year.

Mr. Jason Mattern as Track, High School Assistant Coach for the 2025-2026 school year.

Recommendation: To employ the above individuals provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory.

#### Additional Duty (Support Staff)

The following supplemental positions for the pupil activity programs in the Clark-Shawnee Local School District were first offered to those employees of the District who are licensed individuals and no such employee applied and was qualified to fill the position such that the position was accepted by any such employee. The Board then advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position. Thus, the Board resolved to employ the following non-licensed individuals to fill the following supplemental position.

Mr. Shane Hannan as Softball, Varsity Assistant Coach for the 2025-2026 school year. Mr. Hannan is a lay coach.

Mr. Gary Baugh as Softball, Varsity Head Coach for the 2025-2026 school year. Mr. Baugh is a lay coach.

Mr. Nathan Krouse as Track, Middle School Head Coach for the 2025-2026 school year. Mr. Krouse is a lay coach.

Mrs. Mallory Krouse as Track, Middle School Assistant Coach for the 2025-2026 school year. Mrs. Krouse is a lay coach.

Mr. Mark Patterson as Softball, High School Assistant Coach for the 2025-2026 school year. Mr. Patterson is a lay coach.

Mr. Justin Williams as Baseball, Varsity Assistant Coach for the 2025-2026 school year. Mr Williams is a lay coach.

Recommendation: To employ the above individuals provided all statutory requirements are met, i.e. certification, background checks, etc. and recommendations are found to be satisfactory.

#### Volunteers

Ms. Hanna Haddix as Volunteer Softball, Varsity Assistant Coach for the 2025-2026 school year.

Mrs. Haley Silver as Volunteer Classroom Coverage for the 2025-2026 school year.

Recommendation: To approve the above volunteers for the 2025-2026 school year.

Substitutes

Mrs. Cynthia Barnes as Long-term substitute Teacher for the 2025-2026 school year.

Ms Ruth Book as Long-term Substitute Aide for the 2025-2026 school year.

Mrs. Brenda Emmons as a substitute support staff member for the 2025-2026 school year.

Recommendation: To approve the above volunteers for the 2025-2026 school year.

**P. Contract Amendment**

To modify the non-teaching contract of Ms. Shayne Squeo, Aide, from 4 days per week to 5 days per week, effective January 13, 2026. [Current Assignment: Shawnee ES]

Recommendation: To approve the above contract amendment.

**Q. Non-Paid Leave**

Mrs. Shelby Brown, Teacher at Shawnee ES, is requesting a non-paid maternity leave pursuant to Article 12 of the CSLEA Negotiated Agreement from April 23, 2026 through May 1, 2026.

Recommendation: To approve the request for non-paid leave.

**R. A RESOLUTION ACCEPTING THE RESIGNATION OF GEORGE LIMES FOR THE PURPOSE OF RETIREMENT AND APPROVING REEMPLOYMENT FOR THE 2026-2027 SCHOOL YEAR IN ACCORDANCE WITH OHIO REVISED CODE SECTION 3307.353**

WHEREAS, Mr. George Limes (“Limes”) is employed by the Clark-Shawnee Local School District Board of Education (“Board) as a licensed teacher;

WHEREAS, Limes has submitted a letter of resignation for the purpose of retirement from his teaching position, retirement effective May 31, 2026, and the Board acknowledges his dedicated service to the Clark-Shawnee Local School District;

WHEREAS, the Board desires to reemploy Limes in the position of teacher for the 2026-2027 school year, following Limes's retirement, pursuant to the provisions of Ohio Revised Code Section 3307.353 and the rules of the State Teachers Retirement System of Ohio ("STRS");

WHEREAS, in accordance with Ohio Revised Code Section 3307.353, the Board provided public notice on November 19, 2025, of the Board's intent to reemploy Limes as a reemployed retiree, and such public notice included the time, date, and location of a public hearing on the matter, and such public notice was published at least 60 days prior to the reemployment decision;

WHEREAS, the Board held a public hearing on January 8, 2026 to allow the public an opportunity to comment on the proposed reemployment of Limes following Limes's retirement;

NOW, THEREFORE, BE IT RESOLVED by the Clark-Shawnee Local School District Board of Education as follows:

1. The resignation of Mr. George Limes for the purpose of retirement, effective May 31, 2026, is hereby accepted with appreciation for his years of service to the district.
2. The Board of Education approves the reemployment of Mr. George Limes as a Teacher for the 2026-2027 school year under a one-year limited contract, beginning on September 1, 2026, in accordance with the terms of Ohio Revised Code Section 3307.353, applicable provisions of the collective bargaining agreement between the Board and the Clark-Shawnee Local Education Association, and district policies.
3. The Superintendent is hereby authorized and directed to execute all necessary documents to effectuate this action, including the preparation of a new employment contract for Mr. George Limes.
4. The Treasurer is directed to ensure compliance with all financial and reporting requirements related to the reemployment of a retiree.

BE IT FURTHER RESOLVED that the Board of Education extends its gratitude to Mr. George Limes for his continued commitment to the Clark-Shawnee Local School District.

Recommendation: To approve the above resolution.

**S. A RESOLUTION ACCEPTING THE RESIGNATION OF RICHARDS MEEKS FOR THE PURPOSE OF RETIREMENT AND APPROVING REEMPLOYMENT**

**FOR THE 2026-2027 SCHOOL YEAR IN ACCORDANCE WITH OHIO  
REVISED CODE SECTION 3307.353**

WHEREAS, Mr. Richard Meeks (“Meeks”) is employed by the Clark-Shawnee Local School District Board of Education (“Board”) as a licensed teacher;

WHEREAS, Meeks has submitted a letter of resignation for the purpose of retirement from his teaching position, retirement effective May 31, 2026, and the Board acknowledges his dedicated service to the Clark-Shawnee Local School District;

WHEREAS, the Board desires to reemploy Meeks in the position of teacher for the 2026-2027 school year, following Meeks’s retirement, pursuant to the provisions of Ohio Revised Code Section 3307.353 and the rules of the State Teachers Retirement System of Ohio (“STRS”);

WHEREAS, in accordance with Ohio Revised Code Section 3307.353, the Board provided public notice on November 19, 2025, of the Board’s intent to reemploy Meeks as a reemployed retiree, and such public notice included the time, date, and location of a public hearing on the matter, and such public notice was published at least 60 days prior to the reemployment decision;

WHEREAS, the Board held a public hearing on January 8, 2026 to allow the public an opportunity to comment on the proposed reemployment of Meeks following Meeks’s retirement;

NOW, THEREFORE, BE IT RESOLVED by the Clark-Shawnee Local School District Board of Education as follows:

1. The resignation of Mr. Richard Meeks for the purpose of retirement, effective May 31, 2026, is hereby accepted with appreciation for his years of service to the district.
2. The Board of Education approves the reemployment of Mr. Richard Meeks as a Teacher for the 2026-2027 school year under a one-year limited contract, beginning on September 1, 2026, in accordance with the terms of Ohio Revised Code Section 3307.353, applicable provisions of the collective bargaining agreement between the Board and the Clark-Shawnee Local Education Association, and district policies.
3. The Superintendent is hereby authorized and directed to execute all necessary documents to effectuate this action, including the preparation of a new employment contract for Mr. Richard Meeks.
4. The Treasurer is directed to ensure compliance with all financial and reporting requirements related to the reemployment of a retiree.

BE IT FURTHER RESOLVED that the Board of Education extends its gratitude to Mr. Richard Meeks for his continued commitment to the Clark-Shawnee Local School District.

Recommendation: To approve the above resolution.

**Roll Call:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

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**ACCEPTANCE OF CONSENT CALENDAR –MISCELLANEOUS**

Action by the Board of Education in "Acceptance of Consent Calendar" at this point of the agenda means that items T through X are adopted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the "Consent Calendar" and voted upon separately.

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**Motion by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**Second by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**T. Resolution to Adopt Special Education Model Policies and Procedures**

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE CLARK-SHAWNEE LOCAL SCHOOL DISTRICT, as follows:

BE IT RESOLVED, the Board of Education hereby adopts the Special Education Model Policies and Procedures ("Model Policies") that were released by the Ohio Department of Education and Workforce ("DEW") in December 2024, and directs all staff in the District to use and comply with the Model Policies. The Board further authorizes the Superintendent to notify the DEW of the Board's adoption of the Model Policies through the DEW's Monitoring System by uploading a copy of this Board resolution by November 30 for each subsequent school year.

Recommendation: To approve the above resolution.

**U. Open Enrollment**

Mr. Brian Kuhn, Superintendent, is recommending the Clark-Shawnee Local Board of Education approve inter-district open enrollment for the 2026-2027 school year.

Recommendation: To approve open enrollment of students for the 2026-2027 school year, providing there is adequate space.

**V. Amendment to Community Service Graduation Seal**

Mr. John Stekli, Shawnee HS Principal, is recommending an amendment to the Community Service Graduation Seal as follows:

- Students who donate blood three (3) or more times as a high school student are eligible for the Community Service Graduation Seal.

Recommendation: To approve the amendment to the Community Service Graduation Seal.

**W. Approval of Memorandum of Understanding–Article 7**

Mr. Brian Kuhn, Superintendent, is recommending approval of a Memorandum of Understanding with the CSLEA regarding Article 7–Sick Leave. [Reference Exhibit A.]

Recommendation: To approve the Memorandum of Understanding with the CSLEA.

**X. Approval of Memorandum of Understanding–Article 29**

Mr. Brian Kuhn, Superintendent, is recommending approval of a Memorandum of Understanding with the CSLEA regarding Article 29–Salary Schedules. [Reference Exhibit B.]

Recommendation: To approve the Memorandum of Understanding with the CSLEA.

**Roll Call:**

     *Mr. DeHart*         *Mr. Galbreath*         *Ms. Garrett*         *Dr. Page*         *Mrs. Pierce*

**ACCEPTANCE OF CONSENT CALENDAR –REAL PROPERTY VALUATION COMPLAINTS**

**Action by the Board of Education in “Acceptance of Consent Calendar” at this point of the agenda means that items Y through Z are adopted by one single motion unless a member of the board or the Superintendent requests that any such item be removed from the “Consent Calendar” and voted upon separately.**

**Motion by:**

     *Mr. DeHart*         *Mr. Galbreath*         *Ms. Garrett*         *Dr. Page*         *Mrs. Pierce*

**Second by:**

     *Mr. DeHart*         *Mr. Galbreath*         *Ms. Garrett*         *Dr. Page*         *Mrs. Pierce*

**Y. Resolution to File Complaint Against the Valuation of Real Property for Tax Year: 2025**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

Agree Limited Partnership 32301 Woodward Ave.  
Royal Oak, MI 48073

**Parcel No. & Street Address**

1 330-06-00006-300-017: 1705 N. Bechtle Ave., Springfield OH 45504

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Recommendation: To approve the above resolution.

**Z. Resolution to File Complaint Against the Valuation of Real Property for Tax Year: 2025**

WHEREAS, the Board of Education of the Clark-Shawnee Local Schools (hereinafter "Board of Education") has engaged the services of Rich & Gillis Law Group, LLC to monitor the valuation of real property located within the district's boundaries; and:

WHEREAS, R.C.5715.19 requires the Board of Education to adopt a resolution for each complaint it files with the county board of revision seeking a change in the value of real property and to notify the property owner of the intention to adopt the resolution;

BE IT RESOLVED,

SECTION 1. That the Board of Education authorizes filing of a complaint(s) against the

valuation of real property pursuant to R.C. 5715.19(A)(1)(d) challenging the determination of the total value or assessment of the parcels listed and described below based upon a recent arm's-length sale/transfer of the property or other evidence that indicates that the total valuation or assessment is incorrect.

**Owner**

1901 Springfield LLC  
1654 Springfield St.  
Dayton, OH 45403

**Parcel No. & Street Address**

1 330-06-00006-101-008: 1901 N. Bechtle Ave., Springfield OH 45504

SECTION 2. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Recommendation: To approve the above resolution.

***Roll Call:***

*Mr. DeHart*     *Mr. Galbreath*     *Ms. Garrett*     *Dr. Page*     *Mrs. Pierce*

**ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION**

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**AA. Executive Session**

To consider the employment of (a) public employee(s) pursuant to ORC 121.22(G)(1).

***Motion by:***

*Mr. DeHart*     *Mr. Galbreath*     *Ms. Garrett*     *Dr. Page*     *Mrs. Pierce*

***Second by:***

*Mr. DeHart*     *Mr. Galbreath*     *Ms. Garrett*     *Dr. Page*     *Mrs. Pierce*

***Roll Call:***

*Mr. DeHart*     *Mr. Galbreath*     *Ms. Garrett*     *Dr. Page*     *Mrs. Pierce*

**TIME IN:** \_\_\_\_\_

**TIME OUT:** \_\_\_\_\_

**Motion by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**Second by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**BB. Approval of Reduction Plan**

Mr. Brian Kuhn, Superintendent, is recommending approval of the reduction plan as presented.

Recommendation: To approve the reduction plan.

**Roll Call:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**ADJOURNMENT**

**Motion by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**Second by:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**Roll Call:**

\_\_\_Mr. DeHart \_\_\_Mr. Galbreath \_\_\_Ms. Garrett \_\_\_Dr. Page \_\_\_Mrs. Pierce

**CC. Report Section**

- 1. Meeting Minutes
- 2. Financial Data and Resolution
- 3. Non-Paid Leave Request
- 4. Discipline Report
- 5. Letters of Resignation
- 6. EXHIBIT A: MOU–Article 7
- 7. EXHIBIT B: MOU–Article 29

Mr. Brian Kuhn  
Superintendent  
February 12, 2026

Memorandum of Understanding  
between the  
Clark-Shawnee Local Board of Education  
and the  
Clark-Shawnee Local Education Association

This Memorandum of Understanding (“MOU”) is entered into by and between the Clark-Shawnee Local Board of Education (“the Board”) and the Clark-Shawnee Local Education Association (“the Association”) (collectively, “Parties”) on this 12th day of February, 2026 (“Effective Date”) for the purpose of documenting agreement between the Parties to clarify the terms and conditions of Article 7. Sick Leave, Section IV. Sick Leave Bank Program, of the Parties’ negotiated Contractual Agreement(s) (effective July 1, 2025 through June 30, 2028) (“Contractual Agreements”) to address the return of unused sick leave days donated to bargaining unit employees under the Sick Leave Bank Program. This MOU shall be in effect retroactive to the start of the 2025-2026 contract year, and for the remaining term of the Contractual Agreement(s). Upon expiration, this MOU shall have no further force or effect.

WHEREAS, Section IV. Sick Leave Bank Program of Article 7, Sick Leave, of the Parties’ Contractual Agreement(s) addresses the terms and conditions pertaining to the establishment, function, criteria, and procedures of the Sick Leave Bank Program; and

WHEREAS, pursuant to Section IV. Sick Leave Bank Program of Article 7, Sick Leave, of the Parties’ Contractual Agreement(s), a maximum of forty-five (45) sick leave days may be donated to a bargaining unit employee who submits an application for sick leave donation to the Association committee; and

WHEREAS, the Parties recognize that the current provisions addressing the Sick Leave Bank Program as set forth in Section I. Sick Leave Bank Program of Article 7,

Sick Leave, of the Parties' Contractual Agreement(s) does not address the issue of what happens to sick leave days donated to a bargaining unit employee under the Sick Leave Bank Program, that are not actually used by the bargaining unit employee; and

WHEREAS, the Parties agree to amend Section IV. Sick Leave Bank Program of Article 7, Sick Leave, of the Parties' Contractual Agreement(s) to address the requirement that bargaining unit employees who receive donated sick leave days under the Sick Leave Bank Program, must return any and all unused sick leave days to the Sick Leave Bank through the regular payroll following the date on which the use of such donated sick leave days ends, on the terms more fully set forth below;

NOW, THEREFORE, THE PARTIES AGREE that retroactive to the start of the 2025-2026 contract year and for the duration of the Parties' Contractual Agreement(s), the Parties agree to amend the provisions of Section IV. Sick Leave Bank Program of Article 7, Sick Leave, to require any bargaining unit employee who receives donated sick leave days under the Sick Leave Bank Program to return any and all unused sick leave days to the Sick Leave Bank, through the regular payroll following the last date on which the bargaining unit employee used donated sick leave days from the Sick Leave Bank Program;

BE IT FURTHER AGREED BY THE PARTIES that the amount of unused, donated sick leave days to be returned by a bargaining unit employee to the Sick Leave Bank Program will be calculated based on the total number of donated sick leave days to the bargaining unit employee's credit as of the last date on which the bargaining unit employee used donated sick leave days from the Sick Leave Bank Program, and such

amount of unused sick leave days will be returned to the Sick Leave Bank Program through the process set forth above, in one-fourth (1/4) day increments;

BE IT FURTHER AGREED BY THE PARTIES that this Memorandum of Understanding shall not constitute any form of precedent or past practice between the Parties, and this Memorandum of Understanding shall have no binding effect on any other provision of the Parties' Contractual Agreement(s) other than as specifically set forth herein;

BE IT FURTHER AGREED BY THE PARTIES that this Memorandum of Understanding shall not impact the Contractual Agreement(s) between the Parties in any other way;

BE IT FURTHER AGREED BY THE PARTIES that this Memorandum of Understanding shall be incorporated by reference in the Parties' Contractual Agreement(s) and shall become effective upon ratification of both Parties.

IN WITNESS WHEREOF this Memorandum of Understanding is entered into voluntarily by its parties on this the 12th day of February, 2026 ("Effective Date").

CLARK-SHAWNEE LOCAL  
BOARD OF EDUCATION

CLARK-SHAWNEE LOCAL  
EDUCATION ASSOCIATION

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Memorandum of Understanding  
between the  
Clark-Shawnee Local Board of Education  
and the  
Clark-Shawnee Local Education Association

This Memorandum of Understanding is entered into on this 12th day of February, 2026 (“Effective Date”) by and between the Clark-Shawnee Local Board of Education (“Board”) and the Clark-Shawnee Local Education Association (“CSLEA”) (collectively, “Parties”) for the purpose of documenting mutual agreement to an exception to the application of the salary schedule credit language found Article 29, Salary Schedules, Section I., Salary Schedule, of the Contractual Agreement(s) to the initial employment of teachers new to the Clark-Shawnee Local School District to fill Intervention Specialist vacancies for the 2026-2027 and 2027-2028 contract years.

WHEREAS, the Board and CSLEA are Parties to Contractual Agreement(s) effective July 1, 2025 through June 30, 2028 (“Agreement”); and

WHEREAS, the provisions of Article 29, Salary Schedules, Section I., Salary Schedule, of the Agreement provide that “[b]argaining unit employees employed may receive credit for not more than ten (10) years experience, not more than five (5) of which may be military service;” and

WHEREAS, Article 29, Salary Schedules, Section II., Provisions for Implementation of Salary Schedule, provides, in relevant part, that “[b]argaining unit employees new to Clark-Shawnee Local School District must present satisfactory evidence proving experience and training levels”; and

WHEREAS, the Board may post vacancies for the position of Intervention Specialist for the 2026-2027 and the 2027-2028 contract years, respectively; and

WHEREAS, the Board has had difficulty securing qualified candidates with experience to fill such vacancies due to restrictions on the amount of salary that may be offered to such candidates for purposes of initial employment with the District, pursuant to the provisions of Article 29, Section I, of the Agreement; and

WHEREAS, the Parties see a mutual benefit in allowing the Board some degree of flexibility in hiring qualified candidates with experience for vacant Intervention Specialist positions for the 2026-2027 and the 2027-2028 contract years, respectively;

NOW THEREFORE BE IT RESOLVED that the Parties mutually agree that effective upon approval and execution of this Memorandum of Understanding, and for the remaining term of the Agreement (June 30, 2028), the Board shall have the ability to offer placement at up to Step 14 on the Professional Compensation Plan set forth in Article 29, Salary Schedules, of the Agreement, for the applicable contract year of hire, to qualified candidates for vacant Intervention Specialist positions posted for the 2026-2027 and the 2027-2028 contract years, respectively;

BE IT FURTHER RESOLVED that the Parties acknowledge and agree that any such placement at up to Step 14 on the Professional Compensation Plan set forth in Article 29, Salary Schedules, of the Agreement, for the applicable contract year of hire, is subject to the qualified candidate presenting satisfactory evidence proving experience and training levels as set forth in Section II of Article 29 of the Agreement;

BE IT FURTHER RESOLVED that the Parties acknowledge and agree that the terms of this Memorandum of Understanding (“MOU”) are non-precedent setting and do not create or establish any form or basis of past practice between the Parties as to the subject matters addressed in this MOU;

BE IT FURTHER RESOLVED that the Parties agree that this MOU shall expire at the end of the term of the Agreement (June 30, 2028), and may be subject to renewal by the Parties upon the ratification and approval of a successor Agreement between the Parties;

The Parties each affirm that the terms of this Memorandum of Understanding were agreed to voluntarily and that the terms of this Memorandum of Understanding constitute the entire scope of understanding between the Parties as to the subject matters addressed herein. The terms of this MOU shall be binding upon the Parties upon execution and proper approval by the Parties.

CLARK-SHAWNEE LOCAL  
BOARD OF EDUCATION

CLARK-SHAWNEE LOCAL  
EDUCATION ASSOCIATION

\_\_\_\_\_

\_\_\_\_\_

DATE

DATE

\_\_\_\_\_

\_\_\_\_\_