

February 12, 2026

The Clark-Shawnee Local Board of Education met in a regular session on February 12, 2026, at Clark-Shawnee Local Administrative Offices located at 3680 Selma Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.m. by President DeHart.

Those answering the roll by Mr. Faulkner:

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

Also present: Mr. Brian Kuhn, Superintendent
Mr. Adam Billet, Assistant Superintendent

All stood and recited the Pledge of Allegiance.

ACCEPTANCE OF THE AGENDA (2026-1555)

Mr. Galbreath moved to accept the agenda.
Dr. Page seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.
The President declared the motion carried.

REQUESTS AND CONCERNS OF THE GENERAL PUBLIC

None

ROUND TABLE

C.T.C. Update

Mr. David DeHart provided an update to the Board of Education on the general operations of the Springfield-Clark Career Technology Center.

Assistant Superintendent Update

Mr. Adam Billet, Assistant Superintendent, provided an update to the Board of Education regarding the following topics:

- HVAC OFCC Repairs
- Custodial Staff and Snow Removal
- State Testing
- RESA Program

Superintendent Update

Mr. Brian Kuhn, Superintendent, provided an update to the Board of Education on the following topics:

- Reviewed the Pride of Shawnee Marching Band Trip Proposal
- Review of events that required the Standard Response Protocol related to safety
- Provided an update on CEDA Proceedings
- Shared about the upcoming CTC Event and invited the board to attend
- Review information presented to the district about the parcel of land adjacent to Shawnee Elementary.

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2026-1556)

Mrs. Garrett moved to approve the following:

- A. Signing of the Minutes of the Previous Meeting**
- B. Treasurer’s Report and Condition of the Funds**
- C. Monthly Bills and Allowance of those that are in Order**
- D. Appropriations Modification**
- E. Forecast Update**
- F. 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.

Resolution Accepting Amounts and Rates

WHEREAS, the Clark-Shawnee Board of Education [“Board”] in accordance with the provisions of the law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1, 2026; and

WHEREAS, The Budget Commission of Clark County, Ohio has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten-mill tax limitation;

THEREFORE, BE IT RESOLVED, By the Board of Education of the Clark-Shawnee Local School District, Clark County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED, that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten-mill limitation as follows:

SCHEDULE A					
SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY					
BUDGET COMMISSION, AND COUNTY AUDITOR'S ESTIMATED TAX RATES					
FUND		Amount to Be Derived from Levies Inside	Amount to Be Derived from Levies Outside	County Auditor's Estimate of Tax Rate to Be Levied	
		the 10 Mill Limitation	the 10 Mill Limitation	Inside 10 Mill Limit	Outside 10 Mill Limit
		Column II	Column IV	V	VI
General Fund		\$3,738,436	\$8,148,608	6.600	25.300
Substitute Levy Fund			\$4,780,667		8.440
Bond Retirement Fund			\$1,908,868		3.370
Totals		\$3,738,436	\$14,838,143	6.600	37.110

SCHEDULE B		
LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT LEVIES		
FUND	Maximum Rate Authorized to be Levied	County Auditor's Estimate of Yield of Levy
Current Expense Levy authorized by voters on November, 1976 for not to exceed Continuing years.	25.30	\$8,148,608
Substitute Levy authorized by voters on August 3, 2022 for not to exceed Continuing years.	4.40 *	\$2,492,291
Substitute Levy authorized by voters on August 3, 2022 for not to exceed Continuing years.	4.04 *	\$2,288,376
Bond Levy authorized by voters on August 8, 2017 expires tax year 2053.	3.37 *	\$1,908,868
* = Millage needed based upon current values for tax year 2025.		
Totals	37.110	\$14,838,143

AND BE IT FURTHER RESOLVED, that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the Clark County Auditor.

Mrs. Pierce Seconded the motion.
Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2026-1557)

Mr. Galbreath moved to approve the following:

To approve Mrs. Deb Sexton, Bus Driver, letter of resignation for the purpose of retirement effective June 1, 2026.

Employment

Additional Duty (Certified)

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

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

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

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

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.

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

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

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

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

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

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

Volunteers

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

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

Substitutes

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

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

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

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]

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.

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.

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.

Mrs. Pierce seconded the motion.
Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2026-1558)

Dr. Page moved to approve the following:

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.

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.

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.

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.]

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.]

Mr. Garrett Seconded the motion.

Ayes: Pierce, DeHart, Galbreath, Garrett, Page.

ACCEPTANCE OF CONSENT CALENDAR –REAL PROPERTY VALUATION COMPLAINTS (2026-1559)

Mr. Galbreath moved to approve the following:

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.

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

Dr. Page Seconded the motion.

Ayes: DeHart, Galbreath, Garrett, Page, Pierce.

ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION

EXECUTIVE SESSION - (2026-1560)

Mr. DeHart moved to go into Executive Session to consider the employment of (a) public employee(s) pursuant to ORC 121.22(G)(1) at 7:57 pm..

Mr. Galbreath Seconded the motion.

Ayes: Galbreath, Garret, Page, Pierce, DeHart.

Mr. DeHart declared the board out of Executive Session at 8:38 pm.

APPROVAL OF REDUCTION PLAN - (2026-1561)

Mr. Galbreath moved to approve the following:

Mr. Brian Kuhn, Superintendent, recommendation for the approval of the reduction plan as presented.

Mrs. Pierce Seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.

APPROVAL OF BAND TRIP TO ORLANDO, FL/DISNEY WORLD (2026 - 1562)

Mr. Galbreath moved to approve the following:

Mrs. Michelle Heims, MS/HS Campus Principal, request approval of a band trip to Orlando, FL/Disney World to take place February 24 - March 1, 2027 at an estimated cost of \$1299.00 per student.

Mrs. Garrett Seconded the motion.


Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ADJOURNMENT

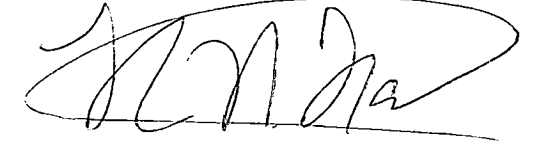
Mr. Galbreath moved to adjourn the meeting at 8:55 pm.

Ms Garrett Seconded the motion.

Ayes: Page, Pierce, DeHart, Galbreath, Garrett.



President



Treasurer

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

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
