SUMMIT SCHOOL DISTRICT
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Summit County Education Association

MEMORANDUM OF UNDERSTANDING

Between Summit School District and Summit County Education Association

Subject:	Displacement Process for Building Consolidation
Date:	May 14, 2026
Effective:	Upon ratification by the Association members and Approval of the Board of Education of the tentative settlement agreement for 2026 Negotiations

I. PURPOSE

This Memorandum of Understanding ("MOU") is entered into by the Summit School District (the "District") and the Summit County Education Association (the "Association") to confirm the orderly, and transparent process set forth in Article 18 of the Master Agreement regarding displacement, and to add an extra layer of a collaborative approach for the placement of Non-Probationary teachers who are affected due to an anticipated building consolidation or school closure.

II. DISTRICT POSITION ON MUTUAL CONSENT

2.1 Article 18 in the Master Agreement sets forth the parties' negotiated displacement and mutual consent process for Non-Probationary teachers when there is a closure, consolidation, or reconstitution.

2.2 Mutual consent as set forth in Article 18.2.4 will apply under applicable circumstances if a Non-Probationary teacher impacted by the anticipated consolidation applies for a vacancy in another existing school in the District. Otherwise, mutual consent provisions are not applicable.

III. COLLABORATIVE PLACEMENT PROCESS

3.1 Establishment: A Collaborative Placement Committee (CPC) shall be timely formed no later than December 1 of the year prior to the consolidation that is anticipated for the beginning

of the following school year. The CPC shall consist of two (2) District administrators, two (2) Association representatives, and the two (2) principals at the schools impacted by the consolidation.

3.2 Function: The CPC will review the vacancies created by the consolidation (newly created positions) and existing open positions throughout the District. The CPC will survey affected educators regarding their preferences of location, positions, content, and grade levels based on a list of all current available vacancies provided by the district. The CPC will provide recommendations of placements based on licensure, endorsements, and professional experience to the Superintendent or designee regarding such collected information. The Superintendent shall make all placement decisions for the vacancies created by the consolidation and existing open positions throughout the District, including but not limited to displacement for Non-Probationary teachers and non-renewals of Probationary teachers.

IV. PRIORITY PLACEMENT PERIOD

4.1 Internal Priority: No vacant positions shall be posted externally, nor shall any external candidates be interviewed or hired, until the CPC has provided its recommendations to the Superintendent or designee.

4.2 Placement Timeline: The CPC shall provide its recommendations to the Superintendent or designee in a timely manner for the District's hiring process.

V. EMPLOYMENT STATUS AND PROTECTIONS

5.1 Non-Probationary teachers placed with this collaborative process for the displacement procedures shall maintain their non-probationary status, years of service, and salary placement.

5.2 Probationary teachers may be placed with this collaborative process; however, it is in the District's discretion to non-renew any Probationary teacher.

VI. DURATION

This MOU shall remain in effect until May 31, 2031 unless earlier terminated by mutual written agreement of both parties.

For the Summit School District

Date: 5/21/26

For the Summit County Education Association

Date: 5/21/26