

March 26, 2026

The Clark-Shawnee Local Board of Education met in a regular session on March 26, 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
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 - 1563)

Mrs. Garrett moved to accept the agenda.
Dr. Page seconded the motion.

Ayes: 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 including:

- Shared the 2026-2027 School Year Calendar Dates
- Talked about planned Ground Breaking in September 2026.

Assistant Superintendent Update

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

- Update on the HVAC OFCC Repairs
- Shared Spring Activities
- Provided a Testing Update

Superintendent Update

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

- Provided an update on the recent Leadership Clark County Presentation
- Mr. Kuhn has been asked to serve on The Abilities Connection (TAC) Board
- Provided information from Capturing Kids' Hearts
- Gave an update on the Levy Committee
- Updated on Make Up Dates

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2026-1564)

Mrs. Pierce moved to approve the following:

1. **Signing of the Minutes of the Previous Meeting**
2. **Treasurer's Report and Condition of the Funds**
3. **Monthly Bills and Allowance of those that are in Order**
4. **Appropriations Modification**
5. **Renewal of Frontline–Forecasting/PD Contract**

Dr. Page seconded the motion.

Ayes: Page, Pierce, DeHart, Garrett.

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2026-1565)

Dr. Page moved to approve the following:

Resignations

Certified

To approve Ms. Nyah Pierce, Teacher, letter of resignation effective August 1, 2026.

To approve Ms. Nyah Pierce, Flag Corps Advisor, letter of resignation effective March 2, 2026.

To approve Mrs. Brigitte Williams, Teacher, has submitted a letter of resignation for the purpose of retirement effective at the end of the contract day on September 18, 2026.

Administrative

To approve Mrs. Megan Mellott, School Psychologist, has submitted a letter of resignation effective at the end of the 2025-2026 contract year.

Support Staff

To approve Ms. Constance Denney, Bus Driver, has submitted a letter of resignation effective April 3, 2026.

Employment

Certified

To approve Miss Hanna Haddix as Teacher for the 2026-2027 school year. [Current Assignment: Shawnee HS/MS]

Administrative

To approve Miss Katelyn Huck as School Psychologist for the 2026-2027 school year on a two-year contract commencing August 1, 2026.

Support Staff

To approve Mrs. Ketti Turner as Secretary for the 2025-2026 school year, effective March 2, 2026. [Current Assignment: Shawnee ES]

Additional Duty (Certified)

To approve Mrs. Sara Benoy as Tennis 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. John Derr as Track, Middle School Assistant Coach for the 2025-2026 school year. Mr. Derr is a lay coach.

To approve Mr. Dustin DeWeese as Track, High School Assistant Coach for the 2025-2026 school year. Mr. DeWeese is a lay coach.

To approve Mr. Matthew Jarzab as Track, High School Assistant Coach for the 2025-2026 school year. Mr. Jarzab is a lay coach.

Volunteer

To approve Mr. Nathaniel Benoy as Volunteer Tennis Coach for the 2025-2026 school year.

To approve Ms Natalie Koukis as Volunteer, Track Middle School Coach for the 2025-2026 school year

Support Staff Substitute

To approve Ms. Shelby Barringer as Support Staff Substitute for the 2025-2026 school year.

To approve Ms. Virginia Coffman as Support Staff Substitute for the 2025-2026 school year.

To approve Ms. Karen Chilton as Support Staff Substitute for the 2025-2026 school year.

To approve Ms. Hannah Kimble as Support Staff Substitute for the 2025-2026 school year.

To approve Ms. Lisa Massie as Support Staff Substitute for the 2025-2026 school year.

Certified Substitute

To approve Ms Holly Campbell as Substitute Teacher for the 2025-2026 school year.

Rescind Employment– Additional Duty (Support Staff)

To rescind the employment of Mr. Jody Massie as Powerlifting, High School Assistant Coach for the 2025-2026 school year as approved during the November 20, 2025, regular board meeting.

Contract Amendments

To modify the additional duty contract of Mr. Marc Coppess to Powerlifting, High School Assistant Coach for the 2025-2026 school year, previously approved during the November 20, 2025, regular board meeting.

To modify the additional duty contract of Mr. Robert Delong to Powerlifting, High School Head Coach for the 2025-2026 school year, previously approved during the November 20, 2025, regular board meeting.

To modify the additional duty contract of Mr. Luke Matthews to Wrestling (Girls), Varsity Head Coach for the 2025-2026 school year, previously approved during the December 11, 2025, regular board meeting.

Non-Renewals of Certified, Support Staff, and Additional Duty Contracts/Supplementals

The non-renewal of certified, support staff, and additional duty contracts/supplementals for the 2026-2027 school year as presented in Exhibit A.

Non-Paid Leave Request

To approve Mrs. Jaime Boysel, Teacher, is requesting 2.5 days of non-paid leave April 29 - May 1, 2026.

To approve Mrs. Shelby Brown, Teacher, is requesting non-paid leave for the 2026-2027 school year pursuant to Article 12 of the CSLEA Negotiated Agreement.

To approve Ms. Amy Howard, Bus Aide, is requesting non-paid medical leave April 9-21, 2026.

Memorandum of Understanding—Preschool Job Sharing

Mr. Brian Kuhn, Superintendent, is recommending approval of a Memorandum of Understanding with the Clark-Shawnee Local Education Association regarding the job sharing of a preschool teaching position for the 2026-2027 school year. [Reference Exhibit B]

Ms Garrett seconded the motion.
Ayes: Pierce, DeHart, Garret, Page.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2026-1566)

Mrs. Pierce moved to approve the following:

Approval of Reduction Plan—Pay to Participate and General School Fees

To approve Mr. Brian Kuhn's, Superintendent, recommendation for the following Pay to Participate and General School fees as part of the reduction plan.

If the May 5, 2026 operating levy is approved, the following will be modified:

- General Student Fee for the 2026-2027 school year would be \$30.00 for all students.
- Pay to Participate Fees for the 2026-2027 school year would be:
 - \$50.00 per Middle School Sport
 - \$100.00 per High School Sport
 - Family cap not to exceed the cost of two (2) high school pay to participate fees.

Approval of MVECANET Contract

To contract with MVECA for Internet Access for a period of 3 years commencing on July 1, 2026 and ending June 30, 2029 in the amount of \$27,744 per year with an annual Erate discount of 70%. The actual cost to the district will be \$8,323 per year.

Dr. Page Seconded the motion.

Ayes: DeHart, Garrett, Page, Pierce.

ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION

EXECUTIVE SESSION - (2026-1567)

Ms. Garrett moved to go into Executive Session to consider the employment and/or discipline of (a) public employee(s) pursuant to ORC 121.22(G)(1) at 7:20 pm.

Mrs. Pierce Seconded the motion.

Ayes: Garrett, Page, Pierce, DeHart.

Mr. DeHart declared the board out of Executive Session at 7:25 pm.

EXECUTIVE SESSION - (2026-1568)

Mrs. Pierce moved to go into Executive Session to consider the employment and/or discipline of (a) public employee(s) pursuant to ORC 121.22(G)(1) at 7:26 pm.

Ms Garrett Seconded the motion.

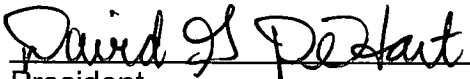
Ayes: Page, Pierce, DeHart, Garrett.

Mr. DeHart declared the board out of Executive Session at 7:38 pm.

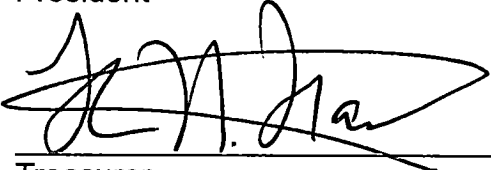
The superintendent answered board member questions regarding student discipline and annual nonrenewal list.

ADJOURNMENT

Ms Garrett moved to adjourn the meeting at 7:44 pm.
Mrs. Pierce Seconded the motion.
Ayes: Pierce, DeHart, Garrett, Page.



President



Treasurer

Support Staff Non-Renewals for the 2025-2026 School Year

1	Athorized Driver	CLASSIFIED	Darren Kaiser
2	Grounds	CLASSIFIED	Mike Beedy
3	Long-Term Substitute Custodian	CLASSIFIED	Darren Morrison
4	Long-Term Substitute Aide	CLASSIFIED	Ruth Book
5	Mid-Day Route	CLASSIFIED	Steven Williams
6	Preschool Route	CLASSIFIED	Gina Beckel
7	Preschool Route	CLASSIFIED	Peggy Bowers
8	Preschool Route	CLASSIFIED	Lindsey Estridge
9	Preschool Route	CLASSIFIED	Jan Lyons
10	Preschool Route	CLASSIFIED	Jodie Noffke

Certified Non-Renewals for the 2025-2026 School Year

1	Extended School Year	CERTIFIED	Kate Johnson
2	Long-Term Substitute Teacher	CERTIFIED	Cynthia Barnes
3	Long-Term Substitute Teacher	CERTIFIED	Joshua Castle
4	Long-Term Substitute Teacher	CERTIFIED	Liberty Choinere
5	Long-Term Substitute Teacher	CERTIFIED	Pamela Esterline
6	Long-Term Substitute Teacher	CERTIFIED	DeAnn Meade
7	Long-Term Substitute Teacher	CERTIFIED	Katherine Shaw
8	Long-Term Substitute Teacher	CERTIFIED	Tate Thomas
9	Long-Term Substitute Teacher	CERTIFIED	Amanda Thurman
10	Long-Term Substitute Teacher	CERTIFIED	Eli Wicker
11	Long-Term Substitute Teacher	CERTIFIED	Ashley Zemina

Additional Duty (Support Staff) Non-Renewals for the 2025-2026 School Year

1	Baseball, Varsity Head Coach	CERTIFIED	Charles Boyer
2	Basketball, MS Coach	CLASSIFIED	Dacoda Kettlehake
3	Basketball, MS Coach	CLASSIFIED	Mickael Ray
4	Basketball, MS Coach	CERTIFIED	Laaci Miller
5	Basketball, MS Coach	CERTIFIED	Corey McDermott
6	Basketball, Varsity Assistant Coach	CLASSIFIED	Lloyd Alexander
7	Basketball, Varsity Assistant Coach	CLASSIFIED	Kaylee Cyphers
8	Basketball, Varsity Assistant Coach	CLASSIFIED	Brittany Sparks
9	Basketball, Varsity Assistant Coach	CERTIFIED	Donald Foister
10	Bowling Boys Coach	CLASSIFIED	Anthony Cooper
11	Bowling, Girls Coach	CLASSIFIED	Dawn Cooper
12	Cheerleading, Competition Advisor	CLASSIFIED	Mallory Krouse
13	Cheerleading, Competition Advisor	CLASSIFIED	Mallory Krouse
14	Cheerleading, HS Basketball Adviosr	CERTIFIED	Mallory Krouse
15	Cheerleading, HS Football Advisor	CLASSIFIED	Mallory Krouse
16	Cheerleading, MS Basketball Advisor	CLASSIFIED	Addison Flannery
17	Cheerleading, MS Football	CLASSIFIED	Haley Brucker
18	Football, MS Assistant Coach	CLASSIFIED	David Benning
19	Football, MS Assistant Coach	CLASSIFIED	Caleb Ortiz
20	Football, MS Assistant Coach	CLASSIFIED	Jacob Humphreys
21	Football, MS Assistant Coach	CLASSIFIED	Nathan Krouse
22	Football, MS Head Coach	CLASSIFIED	Joshua Cordle
23	Football, Varsity Assistant Coach	CERTIFIED	Brad Armstrong
24	Golf, Varsity Boys Coach	CLASSIFIED	Shane Hannan
25	Music, HS Instrumental Assistant	CLASSIFIED	Mickael Ray
26	Powerlifting, Assistant Coach	CERTIFIED	Marc Coppess
27	Soccer, HS Assistant Coach	CLASSIFIED	Tiffany Grooms
28	Soccer, HS Assistant Coach	CLASSIFIED	Krista Mattern
29	Soccer, HS Head Coach	CLASSIFIED	Michael Gannon
30	Soccer, HS Head Coach	CLASSIFIED	Jody Massie
31	Softball, HS Assistant Coach	CLASSIFIED	Shane Hannan

32	Softball, HS Assistant Coach	CLASSIFIED	Mark Patterson
33	Softball, HS Head Coach	CLASSIFIED	Gary Baugh
34	Track, HS Assistant Coach	CLASSIFIED	Dustin DeWeese
35	Track, HS Assistant Coach	CLASSIFIED	Matthew Jarzab
36	Track, MS Assistant Coach	CLASSIFIED	Mallory Krouse
37	Track, MS Assistant Coach	CLASSIFIED	John Derr
38	Track, MS Head Coach	CLASSIFIED	Nathan Krouse
39	Volleyball, HS Varsity Assistant Coach	CLASSIFIED	Olivia Lemen
40	Volleyball, HS Varsity Assistant Coach	CLASSIFIED	Keri Kertesz
41	Volleyball, MS Head Coach	CLASSIFIED	Amanda Cattell
42	Wrestling, HS Varsity Assistant Coach	CLASSIFIED	Luke Matthews
43	Wrestling, HS Varsity Head Coach	CLASSIFIED	Jacob Mershon
44	Wrestling, MS Assistant Coach	CLASSIFIED	Bradley McClintick
45	Wrestling, MS Head Coach	CLASSIFIED	Nathan Krouse

Additional Duty (Certified Staff) Non-Renewals for the 2025-2026 School Year

1	15 Days Extended Time	CERTIFIED	Kayla Johnson
2	15 Days Extended Time	CERTIFIED	Melinda Shong
3	5 Days Extended Time	CERTIFIED	Sherry Akers
4	Baseball, Varsity Assistant Coach	CERTIFIED	Ryan Cleland
5	Baseball, Varsity Assistant Coach	CERTIFIED	Justin Williams
6	Basketball, Varsity Head Coach	CERTIFIED	Tyler English
7	Basketball, Varsity Head Coach	CERTIFIED	John Campbell
8	Class Advisor, Junior	CERTIFIED	Jeffrey Collins
9	Cross Country, HS Coach	CERTIFIED	Logan Griffith
10	Cross Country, MS Coach	CLASSIFIED	Logan Griffith
11	Department Head	CERTIFIED	Whitney Adams
12	Department Head	CERTIFIED	Stephanie Caraway
13	Department Head	CERTIFIED	Jeffrey Collins
14	Department Head	CERTIFIED	Elizabeth Allen
15	Department Head	CERTIFIED	Stacy Mercer
16	Department Head	CERTIFIED	Richard Meeks
17	Drama, Fall Advisor	CERTIFIED	William Henderson
18	Drama, Spring Musical Advisor	CERTIFIED	William Henderson
19	Drama, Spring Musical Assistant	CERTIFIED	Stephanie Lange
20	Drama, Spring Musical/Music Director	CERTIFIED	Stephanie Lange
21	Flag Corp Advisor	CERTIFIED	Nyah Pierce
22	Football, Varsity Assistant Coach	CERTIFIED	Kristopher Doggett
23	Football, Varsity Assistant Coach	CERTIFIED	Darren Morrison
24	Football, Varsity Assistant Coach	CERTIFIED	Jonathan Stewart
25	Football, Varsity Assistant Coach	CERTIFIED	Brian Stevens
26	Football, Varsity Assistant Coach	CERTIFIED	Rex Plymale
27	Football, Varsity Assistant Coach	CERTIFIED	Thomas Thompson
28	Football, Varsity Head Coach	CERTIFIED	Robert Delong
29	Grade Level Lead	CERTIFIED	Christopher Mcguire
30	Grade Level Lead	CERTIFIED	Annette Lloyd
31	Grade Level Lead	CERTIFIED	Allison McClintick
32	Grade Level Lead	CERTIFIED	Zsuzsanna Przyzycki
33	Grade Level Lead	CERTIFIED	Tamara Thomas
34	Grade Level Lead	CERTIFIED	Julie Sebastian
35	Grade Level Lead	CERTIFIED	Jane Hanson
36	Grade Level Lead	CERTIFIED	Molly Stitzel
37	Grade Level Lead	CERTIFIED	Wendy Shaffer
38	Grade Level Lead	CERTIFIED	Megan Morrison
39	Grade Level Lead	CERTIFIED	Holly Hare
40	Grade Level Lead	CERTIFIED	Darren Morrison
41	Grade Level Lead	CERTIFIED	Elizabeth Stokes
42	Instructional Technology Leader	CERTIFIED	Darcy Leis

43	Lead Teacher	CERTIFIED	Darcy Leis
44	Lead Teacher	CERTIFIED	Richard Meeks
45	Mentor	CERTIFIED	Rosemary Fogle
46	Mentor	CERTIFIED	Stephanie Caraway
47	Mentor	CERTIFIED	Jaden Greenwood
48	Mentor	CERTIFIED	Jane Hanson
49	Mentor	CERTIFIED	Mary Tucker
50	Mentor/2 or more teachers	CERTIFIED	Stephanie Cummings
51	Middle School Student Council	CERTIFIED	Tonya Collinsworth
52	Middle School Student Council	CERTIFIED	Sarah Young
53	Music, Elementary School Concerts and Rehearsals	CERTIFIED	Ashley Hill
54	Music, Elementary School Concerts and Rehearsals	CERTIFIED	Megan Jacobs
55	Music, Elementary School Concerts and Rehearsals	CERTIFIED	Zsuzsanna Przyzycki
56	Music, HS Instrumental Head	CERTIFIED	Sarah Smith
57	Music, HS Vocal Head	CERTIFIED	Stephanie Lange
58	Music, MS Musical Head	CERTIFIED	Stephanie Lange
59	Music, MS Musical Head	CERTIFIED	Ashley Hill
60	National Honor Society Advisor	CERTIFIED	Allyson Radel
61	National Honor Society Advisor	CERTIFIED	Zsuzsanna Przyzycki
62	Power of the Pen	CERTIFIED	Darcy Leis
63	Power of the Pen	CERTIFIED	Nyah Pierce
64	Powerlifting, HS Coach	CERTIFIED	Robert Delong
65	Quiz Bowl Advisor	CERTIFIED	Matthew Looney
66	Site Manager	CERTIFIED	Blake Garberich
67	Site Manager	CERTIFIED	Blake Garberich
68	Student Council, HS Advisor	CERTIFIED	Marlo Mitch
69	Swimming, HS Coach	CERTIFIED	Carrie Mcguire
70	Tennis, HS Coach	CERTIFIED	Sara Benoy
71	Track, HS Varsity Assistant Coach	CERTIFIED	Logan Griffith
72	Track, HS Varsity Assistant Coach	CERTIFIED	Jason Mattern
73	Track, HS Varsity Head Coach	CERTIFIED	Sara Lee
74	Volleyball, HS Varsity Head Coach	CERTIFIED	Elizabeth Avery
75	Volleyball, MS Head Coach	CLASSIFIED	Sara Lee
76	Weightroom Monitor [Winter]	CERTIFIED	Rex Plymale
77	Yearbook, HS Advisor	CERTIFIED	Megan Wright

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 26th day of March, 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 allow two (2) bargaining unit employees to share one (1) FTE position of Pre-School Intervention Specialist for the 2026-2027 school year only.

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

WHEREAS, Article I, Professional Negotiations Procedure, Section I, Professional Negotiations Procedure, Section A., Recognition, of the Agreement provides that the Clark-Shawnee Local Education Association is the sole and exclusive representative of full time and regular part-time certificated teachers; and

WHEREAS, Article 23, Part-Time Employment, of the Agreement addresses terms and conditions of employment pertaining to bargaining unit employees who work less than full-time, including terms and conditions of employment pertaining to insurance coverages; and

WHEREAS, Article 31, Medical Insurance, of the Agreement sets forth the terms and conditions of medical insurance offerings and contributions for bargaining unit employees who are eligible for and choose to enroll in same; and

WHEREAS, for the 2025-2026 contract year only, the Parties entered into two (2) Memoranda of Understanding ("Memoranda") addressing the structuring the one (1) FTE Pre-School Intervention Specialist position to be split into two (2) part-time Pre-School Intervention Specialist positions for the 2025-2026 school year, with one (1) of the part-time positions being at .51 FTE and the other part-time position being at .49 FTE; and

WHEREAS, pursuant to the terms of the Memoranda, the Parties agreed that CSLEA bargaining unit employee Elizabeth Avery would be employed at the .51 FTE part-time Pre-School Intervention Specialist position for the 2025-2026 school year and Julie Jennings would be employed at the .49 FTE part-time Pre-School Intervention Specialist position for the 2025-2026 school year; and

WHEREAS, pursuant to the terms of the Memoranda, the Parties further agreed that CSLEA bargaining unit employee Elizabeth Avery would pay thirty percent (30%) of costs of medical insurance during the 2025-2026 contract year at the .51 part-time Pre-School Intervention Specialist position, as a one-time exception to the provisions of Articles 23 and 31 of the Agreement; and

WHEREAS, the Parties agree that it is in the Parties' and the District's best interest to extend all terms and conditions of the Memoranda to the 2026-2027 school year;

NOW THEREFORE BE IT RESOLVED that the Parties agree that for the 2026-2027 school year only, the following terms and conditions will apply to the one (1) FTE Pre-School Intervention Specialist position:

1. The one (1) FTE Pre-School Intervention Specialist position will continue to be split into .51 and .49 part-time Pre-School Intervention Specialist positions for the 2026-2027 school year only;
2. The .51 and .49 part-time Pre-School Intervention Specialist positions for the 2026-2027 school year will not be posted in accordance with the provisions of Article 25, Posting of Vacancies, Assignments, and Transfers, of the Agreement;
3. The .51 part-time Pre-School Intervention Specialist position will be filled by Elizabeth Avery for the 2026-2027 school year, and the .49 part-time Pre-School Intervention Specialist position will be filled by Julie Jennings for the 2026-2027 school year. Both part-time Pre-School Intervention Specialist positions will be considered regular part-time positions for purposes of Article 1 of the Agreement. All other provisions of the Agreement applicable to part-time bargaining unit positions will apply to each position for the 2026-2027 school year, with the exception of Elizabeth Avery will pay thirty percent (30%) of costs of medical insurance during the 2026-2027 contract year at the .51 part-time Pre-School Intervention Specialist position. This is a one-time exception only to the provisions set forth in Articles 23 and 31 of the Agreement, applicable to Elizabeth Avery's .51 part-time Pre-School Intervention Specialist position only, for the 2026-2027 contract year only;

4. Both part-time Pre-School Intervention Specialists will be issued one-year limited contracts for the 2026-2027 school year only. This is an agreed-upon exception to the sequence of contract provisions set forth in Article 17 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 2026-2027 contract year, with no further action required by 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
