

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered on this ____ day of November, 2024, by and between the Gahanna Jefferson Education Association (hereinafter the "Association") and the Gahanna Jefferson Public School District Board of Education (hereinafter the "Board").

WHEREAS, the Association and the Board are parties to a collective bargaining agreement the effective dates of which are July 1, 2024 through June 30, 2027 (hereinafter referred to as the "Agreement"); and

WHEREAS, Speech Language Pathologists (SLPs) are members of the bargaining unit; and

WHEREAS, the Board has identified a need for an additional SLP, has posted such position to be filled, and has not been able to secure candidates to fill the position; and


WHEREAS, the Board and Association have had conversations regarding how to fill the SLP position and have reached agreement about how to accomplish this for the 2024 – 2025 school year only.

IT IS NOW THEREFORE AGREED as follows:

1. For the duration of the 2024 – 2025 school year only, the Board may contract with an outside entity to provide one (1) SLP for not more than 0.50 of a full-time equivalent provided that:
 - a. The Board initially posts the up to half-time SLP position for a minimum of two (2) weeks.
 - b. The up to half-time SLP position remains posted on the Board’s job site until such time as the position is filled with a bargaining unit member.
2. This Agreement expires on June 30, 2025.
3. The Association agrees to waive any right to file a grievance or an unfair labor practice complaining of the facts and events that gave rise to this Memorandum of Agreement.
4. This Agreement shall not affect the interpretation of the Collective Bargaining Agreement, is based on the particular circumstances of this situation and will not be used against the Association or Board of Education as past practice or precedent.

All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto not altered by this Contract Amendment shall remain in full force and effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

For the Board

 12/19/24

Superintendent date

For the Association

 12-20-24

President date