

MEMORANDUM OF UNDERSTANDING
Between the
Tallmadge City Schools Board of Education
And the
Tallmadge Teachers Association

This Memorandum of Understanding (the "Agreement") is entered into this 10th day of July, 2024, by and among the Tallmadge Teachers Association (the "Association"), by and through its duly-authorized Association President, and the Board of Education of Tallmadge City Schools (the "Board"), through its duly-authorized Superintendent (collectively the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement that remains in effect until June 29, 2025 ("Contract"); and

WHEREAS, Section 265.330 in House Bill 33 of the 135th Ohio General Assembly requires all teachers and administrators in school districts, community schools, and STEM schools to complete a Science of Reading Professional Development Pathway provided by the Department of Education and Workforce ("DEW") not later than June 30, 2025;

WHEREAS, under Section 265.330(A)(2) of Ohio House Bill 33 of the 135th General Assembly, school districts shall pay a stipend to each teacher who completes the required Science of Reading Professional Development ("PD") as follows: (a) \$1,200 for each of the following: i. A teacher of grades kindergarten through five; ii. An English language arts teacher of grades six through twelve; iii. An intervention specialist, English learner teacher, reading specialist, or instructional coach who serves any of grades pre-kindergarten through twelve. (b) \$400 for each teacher who teaches a subject area other than English language arts in grades six through twelve. Section 265.330(A)(2) further states that each school district may apply to DEW, in a manner prescribed by DEW, for reimbursement of the cost of the stipends;

WHEREAS, in accordance with House Bill 33, DEW has made available multiple professional development courses to meet the requirements in state law regarding the Science of Reading PD. Multiple course pathways, based on educators' primary role, grade band served, and previously completed trainings, have been designed to fit individual educator needs, including Pathways A, B, C, E, and G, which apply to Association bargaining unit members; and

NOW, THEREFORE, in exchange for the mutual promises contained herein, the Parties have agreed to the following:

1. All Association bargaining unit members, other than school psychologists, tutors, speech therapists, and school counselors shall complete the Science of Reading PD, as required by Section 265.330(A)(2) of Ohio House Bill 33 and DEW, in the following manner and through the following DEW pathways no later than June 30, 2025.

	Pathway A K-5	Pathway B K-5 Shortened	Pathway C 6-12 ELA	Pathway D 6-12 IS Shortened	Pathway E 6-12 Non-ELA
Eligibility/ Description	ALL Teachers & Specialists K-5 Fulfills Dyslexia Requirement	Shortened course for Teachers/ Specialists who completed the state 18h Dyslexia Course	ALL Teachers of ELA 6-12 Fulfills Dyslexia Requirement Option for Specialists instead of D	All EL, Reading & Intervention Specialists – must also complete the state 18h Dyslexia Course	ALL other teachers 6-12
Required hours	22 hours	8.5 hours	21 hours	9 hours	7.5 hours
Stipend	\$1200 paid on 11/15/24, 3/15/25, or 8/30/25.	\$1200 paid on 11/15/24, 3/15/25, or 8/30/25.	\$1200 paid on 11/15/24, 3/15/25, or 8/30/25.	\$1200 paid on 11/15/24, 3/15/25, or 8/30/25.	\$400 paid on 11/15/24, 3/15/25, or 8/30/25.
Additional Notes	May instead complete 18 hour state dyslexia course and enter Pathway B	Dyslexia course + Pathway B = 26.5 hours			

2. All Association bargaining unit members, other than school psychologists, tutors, speech therapists, and school counselors, are responsible for completion of their Pathway no later than June 30, 2025. The Science of Reading PD shall be completed outside the scheduled workday.
3. To meet the training completion requirements, staff members will complete the appropriate training modules, assessments, and submit a completion certificate to the Director of Curriculum. Staff members who complete the training by November 1, 2024, will be issued the stipend in the November 15, 2024, pay. Staff members who complete the training after November 1, 2024 but before

March 1, 2025, will be issued the stipend in the March 15, 2025, pay. Staff members who complete the after March 1, 2025, but before June 30, 2025, will be issued the stipend in the **August 30**, 2025, pay.

4. Failure to complete the required Science of Reading PD by June 30, 2025, will result in forfeiture of any stipend described herein, may impact the teacher's license per the determination of the Department of Education & Workforce, and may result in disciplinary action in accordance with the Contract.
5. This Agreement constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any modification or amendment to this Agreement must be in writing and signed by the Parties. Disputes regarding the implementation of this Agreement will be resolved through the grievance process in the Contract.
6. The Parties agree that this Agreement shall not be precedent setting in any way.
7. The Parties further agree that the terms of this Agreement shall prevail over any contrary terms in the Contract. All other provisions in the Contract shall remain in full force and effect as written, and the Parties acknowledge that any subsequent changes to the Contract or any successor agreement must be accomplished through bargaining in accordance with Ohio law.

In witness whereof, the following individuals have affixed their signatures hereto:


FOR THE ASSOCIATION:

Date: July 10, 2024


Becky Miller, TTA President

FOR THE BOARD:

Date: 10 July 2024


Steve Wood, Superintendent
Tallmadge City Schools