

Memorandum of Understanding
between the
Galion Education Association and Galion City School District Board of Education

This Memorandum of Understanding ("MOU") is entered into by and between the Galion Education Association ("GEA") and the Galion City School District Board of Education ("Board") (collectively, GEA & Board referred to herein as "Parties") to document the Parties' agreement to pay for career-based intervention (CBI) coursework for teacher Heidi Rietschlin as it is a district imperative to improve the quality of learning experiences for the children of Galion City Schools.

WHEREAS, Article X of the Agreement discusses tuition reimbursement in the District; and

WHEREAS, recognition that this agreement steps outside of Article X tuition reimbursement guidelines covered under the terms and conditions of the Agreement; and

WHEREAS, the District appreciates Heidi's desire to pursue a CBI endorsement; and

WHEREAS, the Parties desire to support this employee in her pursuit of such an endorsement to create a 7-12 CBI program for Galion City Schools under the applicable terms of the Agreement;

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

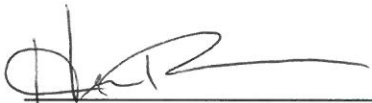
1. GCS will pay for the required coursework for a CBI endorsement for teacher Heidi Rietschlin.
2. This payment arrangement will cease once CBI coursework is complete.
3. Teacher Heidi Rietschlin will reimburse the district should she:
 - a. Receive a failing grade of F in one of the courses.
 - b. Withdraw before the completion of the course.
4. Teacher Heidi Rietschlin also agrees to reimburse the district according to the following schedule should she leave service with GCS:
 - a. 75% reimbursement in separation occurs in the 24-25 school year
 - b. 50% reimbursement if separation occurs in the 25-26 school year

- c. 25% reimbursement of separation occurs in the 26-27 school year
- d. 0% reimbursement if separation occurs in the 27-28 school year
- 5. This Memorandum of Understanding is a one-time agreement only for this staff member at this time and shall not constitute any form of precedent, past practice, or waiver, and it shall not have any binding effect on any other aspect of the Agreement;
- 6. This Memorandum of Understanding shall expire upon completion of the CBI coursework for this teacher;
- 5. This Memorandum of Understanding shall not impact the Agreement between the Parties in any other way;
- 6. This Memorandum of Understanding is effective upon execution.

IN WITNESS WHEREOF this Memorandum of Understanding is entered into voluntarily by its parties on this the 9 day of January, 202~~8~~⁴. This shall be the effective date of this Memorandum of Understanding, and this Memorandum of Understanding shall be effective on this date.

GALION EDUCATION ASSOCIATION

GALION CITY SCHOOL DISTRICT
BOARD OF EDUCATION



HEIDI RIETSCHLIN, TEACHER