

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 allow teacher Isaac Keinath to apply a personal day from the 24-25 school year to the 23-24 school year. This application will reduce his personal leave count in the 24-25 school year from three (3) days of personal leave to two (2) days of personal leave.

WHEREAS, Article IX of the Agreement lists the personal day guidelines in the District; and

WHEREAS, such guidelines are covered under the terms and conditions of the Agreement; and

WHEREAS, the District appreciates Mr. Keineth's honesty and GEA's willingness to come to a resolution to this problem; and

WHEREAS, the Parties desire to support this employee in this one-time exception to borrowing a personal day to attend his son's graduation from basic military training under the applicable terms of the Agreement;

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

1. Teacher Isaac Keinath shall have one personal day applied to the 23-24 school year from the 24-25 school year.
2. This is a one-time exception to the standard agreement of three (3) personal days for teaching staff.

3. In the 24-25 school year, Isaac Keinath's personal day balance shall be reduced from three (3) to two (2).
4. 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;
5. This Memorandum of Understanding shall expire on January 1, 2024 with no further action required by either party;
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 19<sup>th</sup> day of December 2023. 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

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