

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 referred to herein as “Parties”) to ensure newly hired or internally transferred Intervention Specialists (“IS”) employed by the Galion City Schools (“District”) receive the necessary guidance and support to effectively do their jobs during the first year as an IS in the District. In doing such, the Parties agree to modify the existing language contained within Article VI, Section B of the existing Negotiated Agreement (effective August 15, 2025-August 14, 2028) (“Agreement”) between the Parties. The intention of the parties is to make sure that new ISs are provided both a “big brother/big sister” as the Agreement already provides and a “big brother/big sister” with experience working as an IS in the District and also to provide newly transferred ISs that previously worked in another position in the District with a “big brother/big sister” with experience working as an IS in the District. It is assumed by the Parties that modifications made in this MOU will be incorporated into subsequent Agreements unless or until the Parties agree to a modification of its terms during the course of bargaining such a future Agreement.

WHEREAS, Article VI, Section B of the Agreement provides all new teachers in the District a “big brother/big sister” under current contract language; and

WHEREAS, the Parties agree that IS positions present unique challenges for which another more experienced IS would provide necessary assistance to new employees and transfers into that position; and

WHEREAS, the current contract language does not provide for that specific case:

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING:

1. For the 2026-2027 school year until the expiration of the current Agreement, Article VI, Section B shall be modified by this MOU to read:

B. Orientation of New Staff

1. The names and addresses of all new staff members and their buildings, grade, and where applicable, subject assignments, shall be available to the Association and may be obtained from the Board offices as soon as available for private use of GEA.
2. The administration will provide a "big brother/big sister" for each new staff member. The "big brother/big sister" will be in the same building as the new staff member. Each "big brother/big sister" shall receive a stipend in the amount of one hundred dollars (\$100) payable in two installments, fifty dollars (\$50) in December, and fifty dollars (\$50) in May.
3. In addition to the big brother/big sister provided to all new staff members, newly hired or transferred intervention specialists will be assigned an "IS big brother/big sister" to provide guidance and support as the newly hired or newly transferred IS adjusts to their new position. The "IS big brother/big sister must:
 - a. Be a licensed intervention specialist;
 - b. Have at least one year of previous experience as an IS in the District;
 - c. Be currently employed by the District as an IS; and

d. Preferably work in the same building as the new/newly transferred IS.

2. With no further action required from either party, the substance of this MOU shall be incorporated into the Successor Agreement between the parties; and
3. This Memorandum of Understanding shall not impact the Agreement between the Parties in any other way;
4. 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 _____ day of August, 2026. 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
