

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is voluntarily executed by and between the Board of School Trustees of the John Glenn School Corporation ("JGSC") and the John Glenn Education Association on behalf of itself and the employees it represents ("JGEA") (collectively the "Parties").

The Parties agree as follows:

1. To rescind the previously agreed-upon teacher salary increase for the 2010-2011 school year, which is set out in the Salary Schedule in Appendix A (page 27) of the Agreement between the JGSC and the JGEA (the "collective bargaining agreement"). As a result, the Salary Schedule in Appendix A (page 26) of the collective bargaining agreement, which previously applied only to the 2009-2010 school year, will continue as the Salary Schedule for the 2010-2011 school year.
2. To reduce by one percent the amount JGSC will contribute to teachers' qualified VEBA plans. As a result, the Board will contribute .25 percent (instead of the previously agreed-upon figure of 1.25 percent) of a teacher's salary, as set forth in the Salary Schedules in Appendix A, Appendix AA, Appendix B, and Appendix C of the collective bargaining agreement and as modified by this Memorandum of Understanding, to a qualified VEBA plan. This reduction will become effective at the beginning of the 2010-2011 school year. The remaining provisions in Article XII, Section B, 12, a, (5a) of the collective bargaining agreement shall remain the same.
3. To reduce by twenty-five (25) percent the salaries set out in the Extracurricular Salary Schedule in Appendix B (pages 29-34) of the collective bargaining agreement. This reduction will become effective at the beginning of the 2010-2011 school year.

4. To reduce the length of extended contracts for employees in certain positions.

Specifically, contracts for employees in the following positions will be extended as follows for the 2010-2011 school year:

POSITION	EXTENDED DAYS
JGHS – Media Specialist	10
UMS – Media Specialist	7.5
Elementary – Media Specialist	6
JGSC Media Specialist Director	2.5
JGHS – Guidance Director	10
JGHS – Guidance Counselor (two positions)	10
NLES – Guidance Counselor	5
WES – Guidance Counselor	5
UMS – Guidance Counselor	7.5
JGHS – Vocational Agriculture	7.5
JGHS – ICE Coordinator	5
JGHS – Building Trades	5
JGHS – Industrial Technology	0
UMS – Industrial Technology	0
Title I Coordinator	5

5. This Memorandum of Agreement will remain in affect from August 1, 2010 until August 15, 2011 unless otherwise negotiated between the parties involved. All modifications shall revert the amounts, levels, conditions and language of the Master Contract as used during the 2009-2010 contract year on August 16, 2011 unless otherwise negotiated between the parties.
6. This Memorandum of Agreement shall be considered an extension to the Master Contract and shall be enforced by the grievance procedure set forth in the Collective Bargaining Agreement should a dispute arise.

Date: 4/7/2010

**JOHN GLENN EDUCATION
ASSOCIATION**

By: *Jan Hayes*
Its: *Pres JGEA*

**BOARD OF SCHOOL
TRUSTEES OF THE JOHN GLENN SCHOOL
CORPORATION**

By: *Richard M-Pearce*
Its: *Supt.*