

**MEMORANDUM OF UNDERSTANDING BETWEEN THE SHAKER HEIGHTS
CITY SCHOOL DISTRICT AND THE SHAKER HEIGHTS TEACHERS'
ASSOCIATION**

This Memorandum of Understanding ("MOU") is between the Shaker Heights City School District Board of Education ("Board" or "District") and the Shaker Heights Teachers' ("SHTA") (hereinafter collectively the "Parties"). The Parties agree as follows:

1. This MOU shall: (a) apply only to high school teachers; (b) set no precedent in any other matter between the Parties; and (c) not be referred to by any party in any other matter unrelated to the enforcement of this MOU or in regard to any other employee issues.
2. Beginning with the 2022-2023 school year, the provisions of Article 9.03 are hereby amended in accordance with the terms of this MOU, however all other terms of the Negotiated Agreement and Article 9 not in conflict with the amendments set forth herein shall remain in full force and effect through June 30, 2025 and shall remain applicable to all secondary school bargaining unit members.
3. The Parties affirm and agree that this MOU shall prevail over any contrary provision in the Negotiated Agreement.
4. The Parties acknowledge and agree that this is a one-time MOU only, to address only the subject matters identified herein and nothing in this MOU constitutes any other change in terms or conditions of employment as set forth in the Parties' Negotiated Agreement. The Parties further agree that the terms of this MOU do not establish a precedent or past practice between the Parties with respect to the subject matters addressed herein.
5. Neither party shall refer to this MOU in any subsequent matter or dispute that may arise as to the interpretation of the Negotiated Agreement, particularly as to Section 9.03. Each party reserves its respective rights and positions on the interpretation of Section 9.03 as they existed prior to entering this MOU.
6. This MOU 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 amendment to this MOU must be in writing and signed by the Parties.
7. This MOU shall supersede the prior MOU on this topic executed on June 14, 2022.

Until June 30, 2025, the SHTA and the administration agrees to a flexible schedule that will allow for fewer than 25 instructional periods per week. All other parts of 9.03 will remain in effect.

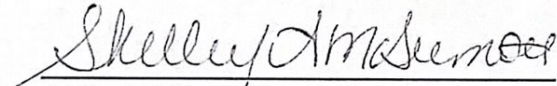
**SHAKER HEIGHTS CITY SCHOOL DISTRICT
BOARD OF EDUCATION**



Ms. Lora Cover, Board President



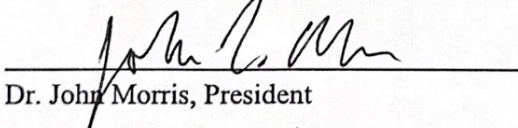
Dr. David Glasner, Superintendent



Ms. Shelley A. McDermott, Interim Treasurer

Date: 2.13.24

SHAKER HEIGHTS TEACHERS' ASSOCIATION



Dr. John Morris, President

Date: 2/13/24