

**SPEECH AND LANGUAGE SERVICES
MEMORANDUM OF UNDERSTANDING**

**Between the
BOARD OF EDUCATION of the
SHAKER HEIGHTS CITY SCHOOL DISTRICT
and the
SHAKER HEIGHTS TEACHERS' ASSOCIATION**

The Board of Education of the Shaker Heights City School District (the "Board") and the Shaker Heights Teachers' Association (the "SHTA") have previously entered into a collective bargaining agreement known as the Agreement between the Shaker Heights Board of Education and Shaker Heights Teachers' Association (the "CBA"). This Memorandum of Understanding ("MOU") between the Board and the SHTA authorizes the Board to contract with the Cuyahoga Educational Service Center to provide a .50 FTE Speech Language Therapist for the 2016-17 school year.

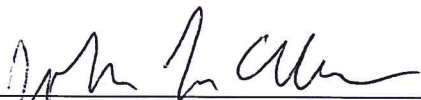
The parties agree that speech and language service needs will be reviewed in October 2016, January 2017 and April 2017 to enable the Board to determine if there is a need for the additional .50 FTE Speech Language Therapist beyond the 2016-17 school year. If based on the review the Board determines the data support the need, the District will fulfill that need with a bargaining unit member. The review will be completed by at least one speech language therapist representative of the SHTA, the Director of Pupil Services, and a Superintendent's designee.

This Memorandum of Understanding will expire at the end of the 2016-2017 school year. If there are any conflicting provisions with the current Collective Bargaining Agreement, this Memorandum of Understanding shall take precedence over the Collective Bargaining Agreement only for the 2016-17

school year. It will not be precedent setting beyond the scope and time frame of this Memorandum of Understanding.

Entered into in Shaker Heights, Ohio, this 13th day of September, 2016

For Shaker Heights Teacher's Association:



Joan L. Morris, PhD
SHTA President

For the Board:



Gregory C. Hutchings, Jr. Ed.D.
Superintendent



William L. Clawson II
Board President


Benjamin C. Clouston, Treasurer