



DISTRICT ADMINISTRATIVE OFFICE

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Sunbury, Ohio 43074
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MEMORANDUM OF UNDERSTANDING

between

The Big Walnut Local Board of Education and the Big Walnut Education Association

RE: Subcontracting a Position for One Year

DATE: August 15, 2023

This Memorandum of Understanding (MOU) is entered into between the Big Walnut E.A. ("the Union") and the Big Walnut Local School District ("the School District") collectively referred to as the "Parties", regarding the subcontracting of a position within the School District, due to a lack of internal applicants for a period of one year.

1. Purpose:

The purpose of this MOU is to establish the terms and conditions of subcontracting a position through the Central Ohio ESC within the School District, pursuant to the agreement between the Union and the School District due to the unavailability of qualified internal applicants for the 2023-2024 school year.

2. Contracted Position:

The School District intends to subcontract out the position of American Sign Language for a period of one year. The subcontracted position will be responsible for teaching high school American Sign Language sections.

3. Reason for Subcontracting:

The School District has been unable to identify qualified internal candidates for the aforementioned position before the beginning of the school year. Therefore, subcontracting is necessary to ensure the proper functioning of the School District. While this adversely impacts the membership density of the Union, the Union is agreeable as a short-term solution to the needs of students in the District.

4. Subcontracting Process:

4.1 Advertisement of Position: The School District shall undertake appropriate efforts to advertise and openly recruit qualified outside applicants for the position within the School District for the 2024-2025 school year.

4.2 Consideration of Internal Applicants: The School District will prioritize internal applicants and exhaust all reasonable efforts to identify and evaluate internal candidates for the position beyond the 2023-2024 school year. No subcontracting of positions in the recognition clause shall occur beyond the 2023-2024 school year without both parties' consent. This MOU is not precedent setting for any other position, or for the American Sign Language position beyond the 2023-2024 school year.

4.3 Subcontractor Agreement: The School District shall enter into a subcontractor agreement with the Central Ohio ESC.

5. Impact on Current Employees:

The Union and the School District recognize the importance of safeguarding the rights and interests of current employees. Therefore, all reasonable efforts will be made to minimize the impact on employees affected by the subcontracting arrangement. Any displacement of employees due to subcontracting will be dealt with in accordance with relevant labor laws, contract provisions, and the terms of this MOU.

6. Duration and Review:

This MOU shall remain in effect through June 30, 2024.

FOR THE ASSOCIATION:

FOR THE BOARD:

Trisha Hilton, President
Big Walnut Education Association

Ryan McLane, Superintendent
Big Walnut Local Schools