



Southwestern Consolidated School District of Shelby County



Mr. Joshua Edwards
Superintendent

Mrs. Bonnie Thopy
Treasurer

Mr. Travis Oliver
Facilities Director

Mrs. Belinda Head
Deputy Treasurer

Ms. Stacy Baute
Technology Director

To Whom It May Concern:

The Southwestern Consolidated School District of Shelby County is submitting this Memorandum of Understanding (MOU) to the Indiana Education Employment Relations Board (IEERB) for consideration, necessary to newly discovered information or an unanticipated event that was not known or available at the time the parties ratified the original Collective Bargaining Agreement (CBA).

During the original time of contract ratification for the 2021-2022 school year, which is year one of a two-year contract, Southwestern Consolidated School District of Shelby County has since encountered unforeseen circumstances, due to a lack of substitute teacher availability.

Our proposal for the Memorandum of Understanding is to compensate all teachers listed in the Collective Bargaining Agreement \$15.00 per teacher classroom coverage, when a substitute teacher is not available to fulfill teaching duties due to a teacher's absence.

Thank you for your assistance in this matter.

Sincerely,

Josh Edwards
Superintendent

Southwestern Consolidated School District of Shelby County

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Shelbyville, Indiana 46176-9632
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Our mission is to encourage, challenge, explore, and strive for excellence.

MEMORANDUM OF UNDERSTANDING
BETWEEN SOUTHWESTERN CONSOLIDATED SCHOOL DISTRICT OF SHELBY COUNTY
AND SOUTHWESTERN CONSOLIDATED CLASSROOM TEACHERS ASSOCIATION (SWCCTA)

1. **Parties:** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the Board of School Trustees of the Southwestern Consolidated School District of Shelby County, herein referred to as the Board, and the Southwestern Consolidated Classroom Teachers Association, herein referred to as the SWCCTA.

2. **Purpose:** The purpose of this MOU is to formally establish compensation for teachers within the Collective Bargaining Agreement, who act as a supervisor/substitute teacher during the contract day, when a substitute teacher is not able to be secured for a different classroom. Teachers who supervise/substitute teach during the school day, in lieu of a designated substitute teacher, will receive a \$15.00 stipend for each class period the teacher supervises/substitute teachers. If it is necessary to combine classes, the covering teacher would be eligible to receive the 30 plus student stipend as described in Article III, Section F of the Master Contract.


3. **Term of MOU:** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the parties to this MOU and shall remain in full force and effect for not longer than June 30, 2023.

4. **Responsibilities of the Board:** It is the intent of the Board to establish a rate of payment for all teachers in the collective bargaining unit who supervise/substitute teach during the school day in lieu of a hired substitute teacher.

5. **Responsibilities of SWCCTA:** It is the intent of Southwestern Consolidated Classroom Teachers Association to ratify the classroom coverage rate of pay for the 2022-2023 school year.

6. **Signatures:** In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

Board of School Trustees of the Southwestern Consolidated School District of Shelby County



Jim Emerick, President

11-10-22

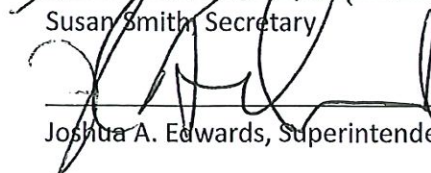
Date



Susan Smith, Secretary

11/10/22

Date



Joshua A. Edwards, Superintendent

11/10/2022

Date

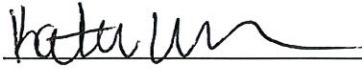
Southwestern Consolidated Classroom Teachers Association



Matt Campbell, SWCCTA President

11/10/22

Date



Katelyn Umberger, SWCCTA Vice President

11/10/22

Date