AGREEMENT AND MEMORANDUM OF UNDERSTANDING BETWEEN PIONEER CAREER AND TECHNOLOGY CENTER BOARD OF EDUCATION, EDUCATION ASSOCIATION OF PIONEER AND JOSHUA SCHIEBER

This Agreement and Memorandum of Understanding ("Agreement") is between the Pioneer Career and Technology Center Board of Education ("the Board"), the Education Association of Pioneer ("EAP"), and Joshua Schieber ("Teacher") regarding the licensure and employment of the Teacher during the 2018-2019 school year, notwithstanding any contrary provisions of the collective bargaining agreement between them ("CBA").

This Agreement arises out of employment of the Teacher with the Board, and the Teacher's failure to maintain licensure through the Ohio Department of Education. The parties understand and agree as follows:

1. The Teacher held a 4 Year Alternative Resident Educator license which expired on July 1, 2018.

2. To be eligible for license renewal, the Teacher was required to complete certain coursework, which he failed to do.

3. The Teacher holds a long-term substitute license issued by the Ohio Department of Education, issued on August 14, 2018.

4. With the long-term substitute license, the Teacher will be employed and compensated pursuant to this license until such time as the Teacher obtains the 5-Year Professional License, except that, if the Teacher has not obtained the 5-Year Professional License, or an equivalent license, as determined by the Superintendent, by June 30, 2019, the Teacher shall immediately and irrevocably resign from employment with the Board, as a Teacher. The Teacher may apply and be employed as a substitute, at the discretion of the Board.

5. During the Teachers' employment pursuant to the long-term substitute license, ending no later than June 30, 2019, the Teacher will be employed as a long-term substitute and will be paid at the Board-approved substitute teacher rate. For the first sixty (60) work days the teacher will be offered the Bronze Insurance package at a cost of one hundred-thirty dollars ($130.00) per month. On the sixty-first (61) work day the teacher will be offered full benefits per the negotiated agreement at a cost of twenty-five percent (25%) of the premium. The Teacher will receive all other terms and conditions of employment as other teachers, as set forth in the CBA, except as otherwise set forth in this MOU.

6. Once the Teacher obtains the 5-Year or equivalent license, assuming this is before June 30, 2019, the Teacher will resume his regular compensation and full terms of the CBA upon the date the license is issued. Compensation shall not be retroactive.

7. The Teacher agrees that failure to obtain the 5-Year or equivalent license, as determined by the Superintendent, by June 30, 2019, is "just cause" for termination as referenced by Ohio Revised Code 3319.16.

8. This Agreement shall not set a precedent with respect to interpretation of the CBA or Ohio law, including, but not limited to, the prerequisites for employment as a teacher. The duly authorized representatives of the Board and the EAP have executed this MOU on the date set forth by each name, and it shall be effective upon signature of all parties.

8-21-18

Joshua Schieber Date

FOR THE EDUCATION ASSOCIATION OF PIONEER:

8/21/18

Colton Penwell, President Date

FOR THE BOARD:

8/21/18

Greg Nickoli, Superintendent Date