

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**NORTON CITY SCHOOL DISTRICT**  
**BOARD OF EDUCATION**  
**And the**  
**NORTON CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding (“MOU”) is made and entered into by and between the Norton City School District (“District”) Board of Education (“Board”) and the Norton Classroom Teachers Association (“Association”).

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2021 through June 30, 2024 (the “Agreement”); and

WHEREAS, Section 265.330 of H.B. 33 requires all Ohio teachers to complete a professional development course in the Science of Reading provided by the Ohio Department of Education and Workforce (“DEW”) no later than June 30, 2025; and

WHEREAS, pursuant to Section 265.330 of H.B. 33, school districts must pay a stipend directly to teachers who complete the Science of Reading course developed by the DEW; and

WHEREAS, the DEW has advised that while school districts must determine the timing, manner, and mechanisms for paying stipends to teachers to complete the Science of Reading coursework, such training must be completed by teachers at a time that minimizes disruption to normal instructional hours, and should not be completed by teachers on otherwise regularly-scheduled and compensated professional development days; and

WHEREAS, the Board and the Association desire to enter into this MOU to address the issue set forth above.

NOW, THEREFORE, the parties hereby agree as follows:

Section 1: For the 2024-2025 school year only, the Board shall add a Professional Development Day for certified staff on October 15, 2024 (the “Additional PD Day”). The Additional PD Day shall be an additional professional development day beyond those set forth under the Agreement. Further, school will be closed to students on that date. All teaching staff, regardless of completion of training, will be required to attend the Additional PD Day.

Section 2: The teaching staff will utilize the Additional PD Day for purposes of working toward completion of the Science of Reading curriculum developed by the DEW. Those teachers who already have completed the Science of Reading curriculum developed by the DEW will be required to attend the Additional PD Day to work on other teacher-driven professional development. As required under Section 265.330 of H.B. 33, all staff must fully complete the Science of Reading curriculum on or before June 30, 2025.

Section 3: Teachers who complete the DEW Science of Reading course will be entitled to receive a stipend of either \$400 or \$1,200, based upon teaching assignment and State pathway requirements. Payment of the stipend will be made based upon the teacher's submission of their Certificate of Completion to the Director of Curriculum and Instruction, with the full payment of the stipend being made on one pay date as set forth below:

- a. Certificate of Completion submitted by August 1, 2024 will be paid on September 6, 2024.
- b. Certificate of Completion submitted by October 18, 2024 will be paid on November 15, 2024.
- c. Certificate of Completion submitted by March 31, 2025 will be paid on May 2, 2025.
- d. Certificate of Completion submitted by July 31, 2025 will be paid on August 22, 2025.

Payment of the stipend will only occur on the dates set forth above.

Section 5: In all other respects, the terms and conditions of the existing Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on the \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**NORTON CITY SCHOOL DISTRICT  
BOARD OF EDUCATION**

**NORTON CLASSROOM TEACHERS  
ASSOCIATION**

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Association President

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Treasurer