

**MEMORANDUM OF UNDERSTANDING**  
**Between The**  
**NORTON CITY SCHOOL**  
**DISTRICT BOARD OF EDUCATION**  
**And The**  
**Ohio Association of Public School Employees Local #167**

This Memorandum of Understanding (“MOU”) is entered into by and between the Norton City School District (“District”) Board of Education (hereinafter “the Board”), Tyler Kara (the “Employee”) and the Ohio Association of Public School Employees Local #167 (hereinafter “the 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, the Board has the need to create the position of Mechanic/Transportation Shop Manager (the “new position”) which would replace the current Head Vehicle Mechanic position and establish a job description and salary schedule for the new position; and

WHEREAS, the Employee is the current Head Vehicle Mechanic and possesses the necessary qualifications to be employed as the Mechanic/Transportation Shop Manager; and

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

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1: Effective July 1, 2023, the Board will create the position of Mechanic/Transportation Shop Manager consistent with the job description attached as hereto as Exhibit A, and eliminate the position of “Head Vehicle Mechanic”. The Board and the Association agree that the salary schedule for the new position for the 2023-2024 school year will be as set forth at Exhibit B attached hereto. The Board and the Association further agree that every mention of “Head Vehicle Mechanic” as set forth in the Agreement shall be replaced with “Mechanic/Transportation Shop Manager”.

Section 2: The parties agree that, effective July 1, 2023, the Employee shall be reassigned to the position of Mechanic/Transportation Shop Manager. The parties expressly agree that this reassignment shall occur by way of this MOU and cannot be grieved or otherwise challenged. For purposes of this MOU only, this reassignment shall supersede the provisions of Articles 13, 14, 16, and any other Article of the Agreement addressing the posting and filling of positions.

This Memorandum of Understanding is hereby entered into this day of June 30, 2023, by and between the following:

OHIO ASSOCIATION OF PUBLIC SCHOOL  
EMPLOYEES LOCAL #167

NORTON CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

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OAPSE Local 167 President

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Superintendent

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Employee

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School Board President