

MEMORANDUM OF UNDERSTANDING
between
THE AKRON EDUCATION ASSOCIATION
and the
AKRON BOARD OF EDUCATION

The parties recognize the district's growing population of students whose needs are met by ESL staff. In order to better meet the needs of these students and to situate Akron more comparably to Ohio's urban districts with respect to ESL staffing, the parties agree to begin transitioning part time elementary ESL positions to full time positions.

Two full time positions shall be created effective with the 2007-2008 academic year. Additional full time positions may be created as needed and with notification to the Union.

Full time positions shall be offered on a seniority basis to current ESL tutors who hold TESOL certification. The Board agrees to offer 24-hour part time positions to any ESL tutor who may be RIF'd as a result of the transition to full time positions.

The decision to establish ESL "centers" shall be at the discretion of the Board.

Bill Siegfert
Bill Siegfert, AEA

Date: 8-2-07

Connie Hathorn
Connie Hathorn, APS

Date: 8-9-07