



Girard Federation of Teachers, AFT #2099, AFL-CIO
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MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT (“MOA”) made this 26th day of October 2026, by and between the GIRARD SCHOOL DISTRICT (“District”) and the GIRARD FEDERATION OF TEACHERS (“Federation”) (referred to collectively as “the Parties”).

PURPOSE: The purpose of this Memorandum of Agreement is to establish the intention of the Parties in regard to scheduling for special education teachers at Rice Avenue Middle School and Elk Valley Elementary School who have caseload students using the Warren County School District Cyber Program.

WHEREAS, the Parties entered into a Collective Bargaining Agreement effective July 1, 2026 through June 30, 2029 (“the CBA”); and

WHEREAS, this agreement covers all bargaining unit employees.

NOW, THEREFORE, the Parties agree that they are committed to exploring alternatives to cyber programs in the interest of providing the best possible education to district students. The Parties also agree on the best practices.

1. Special Education case managers will conduct a weekly 30-minute “check-in” via Google Meet during the contractual work day with their self-contained cyber student.
2. The case manager will also clearly communicate to the student and family they may request additional support when needed. The process for extra support will be an email communication from the family/student to the case manager requesting additional online support. Upon receipt of a request, the expectation is for the case manager to establish a meeting within one (1) contractual work day and to host a 30-minute meeting during the contractual work day, which could be with the case manager or paraprofessional who support the grade-level team (when communicated by the case manager to other colleagues in the special education department (or) delegated to the support paraprofessional.)

3. Special education students who have opted for cyber will also be afforded the opportunity to come to Rice Avenue Middle School or Elk Valley Elementary School to work through their online coursework. Upon availability of the teachers, counselor, principals, and paraprofessionals, they could engage in extra support in this fashion as well.
4. If a case manager reaches five (5) or more students on their cyber caseload, the District and Federation will meet and discuss compensation for said case manager.
5. This Memorandum of Agreement is effective from October ____, 2026 until June 30, 2029, school year, unless the parties mutually agree, in writing, to terminate this MOA prior to then.

IN WITNESS WHEREOF, the parties hereto have set their hand(s) and seal(s) the date first above.

ATTEST:

GIRARD SCHOOL DISTRICT:

Jacob Hagmaier, Secretary

Richard Brown, President

GIRARD FEDERATION OF TEACHERS:

Jill Bashline, Secretary

Matthew Mikovich, President