

West Lafayette Schools Business Office

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To: Indiana Education Employment Relations Board
143 West Market Street, Suite 400
Indianapolis, IN 46204

From: West Lafayette Community School Corporation
1130 North Salisbury Street
West Lafayette, IN 47906

RE: Pre-approval of tentative Memorandum of Understanding with the West Lafayette Education Association

The West Lafayette Community School Corporation and the West Lafayette Education Association propose to enter into a memorandum of understanding for the purpose of compensating teachers who serve as a substitute teacher during their duty-free preparation time.

This memorandum of understanding is proposed outside of the statutory bargaining period because the acute substitute teacher shortage began to occur outside of the bargaining period and needs to be addressed.

We request that IEERB review the attached MOU and advise whether it satisfies the relevant bargaining requirements.

Respectfully,

Steve Ohlhaut
Assistant CFO
West Lafayette Community School Corporation

Memorandum of Understanding

This memorandum of understanding is entered into between the Board of School Trustees (Board) for the West Lafayette Community School Corporation (WLCSC) and the West Lafayette Education Association (WLEA).

WHEREAS, unanticipated changes in the labor market have reduced the availability of substitute teachers in a period outside of the statutory bargaining window.

WHEREAS, it is in the best interest of students that instruction by qualified teachers continue with minimal disruption.

WHEREAS, it is necessary to compensate regular teachers for ancillary service outside of their normal duties.

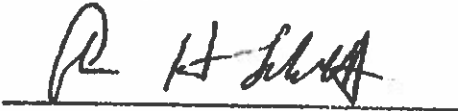
WHEREAS, such compensation is subject to bargaining with the West Lafayette Education Association (WLEA) through a Memorandum of Understanding as established by the rules of the Indiana Education Employment Relations Board (IEERB).

NOW THEREFORE BE IT RESOLVED that Teachers shall receive a per-class-period rate of \$25 for instructing students during a Teacher's non-duty plan period when so requested by the Principal or Designee. The provisions of this memorandum of understanding shall continue in effect until the expiration of the 2021-2022 Collective Bargaining Agreement.

AGREED AND ADOPTED this 11th day of March, 2022



Board President



Board Secretary



President, WLEA

Ratified: 4-4-2022