

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
AND THE NORTHWEST ASSOCIATION OF EDUCATORS**

WHEREAS, the Northwest Local School District Board of Education (“Board”) and the Northwest Association of Educators (“Association”) are parties to a Master Contract Agreement in effect from July 1, 2024 through June 30, 2027, and

WHEREAS, through negotiations the Board and Association agreed to give discretion to the Board to place teachers upon hire up to Step 3 regardless of the years of the teacher’s experience to deal with the teacher shortage and to be competitive when hiring; and

WHEREAS, the Board and Association also agreed that any current teachers scheduled to be below Step 3 for the 2024/2025 school year would be moved to Step 3 for the 2024/2025 school year as a one-time only shift to be fair to current employees.

NOW, THEREFORE, BE IT AGREED, by and between the Northwest Local School District Board of Education and the Northwest Association of Educators that any teacher who for the 2024/2025 school year would be below a Step 3 will be placed at a Step 3 for the 2024/2025 school year and allowed to progress up the salary schedule accordingly.

IN WITNESS WHEREOF, the duly authorized representatives of the Northwest Local School District Board of Education and the Northwest Association of Educators have executed this memorandum on the dates opposite their signatures.

NORTHWEST LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

NORTHWEST ASSOCIATION OF
EDUCATORS

President Date

President Date

Treasurer Date

Vice President Date