

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

This Memorandum of Understanding is entered into by and between the **NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (“Board”) and the **NORTHWEST ASSOCIATION OF EDUCATORS** (“NAE”).

**WHEREAS**, the Board and the NEA are parties to a Collective Bargaining Agreement that will commence on July 1, 2020 and will be in effect through June 30, 2021 and

**WHEREAS**, the Northwest Local School District began the 2020-21 school year in an in-person learning environment with students and, as of the date of the signing of this Agreement, have not altered from this arrangement; and

**WHEREAS**, the NAE, as the exclusive bargaining representative for the certified teaching staff of the District, has expressed to the Board and the District’s administration about the challenges and hardships teachers fared during the 2020-21 school year due to the impact and disruption of COVID-19; and

**WHEREAS**, during the term of the new Collective Bargaining Agreement between the Board and the NAE, there has been and may continue to be significant disruption, hardship and additional work requirements to help students recover learning experiences and educational opportunities that may have been lost, disrupted, or diminished; and

**WHEREAS**, accordingly, the Board and NAE have agreed to a COVID-19 learning Recovery Stipend to be paid to NAE bargaining unit members during the 2020-21 contract year.

**NOW, THEREFORE, BE IT AGREED**, by and between the Northwest Local School District Board of Education and the Northwest Association of Educators, as follows:

1. Each certified bargaining unit member maintaining employment and working throughout the 2020/2021 school year shall receive a one-time stipend as a COVID-19 learning recovery stipend in the amount of:
  - a. Two percent (2%) of the bargaining unit member’s current annual salary during the 2020/2021 school year reflected in the teacher’s salary schedule attached to the Collective Bargaining Agreement in effect for that school year, and
  - b. \$800.00

This learning recovery stipend is not considered compensation for retirement

purposes.

2. The one-time stipend is being provided to certified staff members due to the change in District model, significant disruption, hardship and additional work requirements and duties to help students recover learning experiences and educational opportunities that have been lost, disrupted or diminished, as well as to address recruitment and retention challenges due to the COVID-19 pandemic.
3. In order to be eligible, the bargaining unit member must be employed with the Board on December 1, 2020. Employees who were on an unpaid leave of absence for the entire 2020/2021 school year shall not be eligible for this one-time stipend.
4. Payment will be made on June 25, 2021 payroll.
5. All other provisions of the Agreement currently in effect between the parties hereto and not altered by this Memorandum of Agreement shall remain in full force and for the term of the Agreement. No other agreement shall serve to alter the provisions of the current Agreement unless agreed to in writing between the parties.
6. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as “past practice” or “precedent setting” in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the NAE.
7. This Memorandum of Agreement shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

**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**

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Superintendent

By: \_\_\_\_\_  
Treasurer

**NORTHWEST ASSOCIATION OF  
EDUCATORS**

Date: \_\_\_\_\_

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Vice President