

**Memorandum of Understanding  
Between Tiffin Education Association  
and Tiffin Board of Education**

**EMPLOYMENT OF RETIREES**

This Memorandum of Understanding (“MOU”) is entered into by and between the Tiffin Local School District Board of Education (“Board”) and the Tiffin Education Association (“members”), collectively, “the parties,” and is for the express purpose of addressing issues related to the rehire of retired employees.

WHEREAS, the parties are subject to a collective bargaining agreement (“CBA”) with effective dates of July 1, 2023 through June 30, 2025;

NOW, THEREFORE, the parties agree to the following:

1. For placement purposes on the teachers’ salary schedule, the employee will receive horizontal credit in accordance with the normal rules and vertically placed up to Step 12, at the discretion of the superintendent (or designee).
2. Any position shall be posted in accordance with all conditions set forth in the current CBA.
3. The Association will be notified in writing of all rehires, and their placement on the pay scale, before the start of each school year.
4. This MOU will be in effect until the expiration of this current contract, June 30, 2025.
5. Unless specifically provided in this MOU, all terms and conditions set forth in the CBA shall remain in effect unless the parties agree, in writing, to modify or alter the terms and conditions.

[SIGNATURE PAGE TO FOLLOW]

**FOR THE BOARD:**

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Superintendent

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DATE

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Board President

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DATE

**FOR THE ASSOCIATION:**

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For TEA, Natallie Jones

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DATE