

**MEMORANDUM OF AGREEMENT**  
**between the**  
**WARREN COUNTY SCHOOL DISTRICT**  
**and the**  
**WARREN COUNTY EDUCATION ASSOCIATION**

The Warren County School District (the “District”) and the Warren County Education Association (the “Association”) are parties to a Collective Bargaining Agreement (the “Agreement”) which runs from July 1, 2004 through June 30, 2008. The District and the Association desire to release the President for the 2006-2007 school year and therefore agree as follows:

1. The president of the Warren County Education Association will be released from regular teaching duties for one half of the school day with pay and benefits for the 2006-2007 school year beginning immediately and ending the last day of the 2006-2007 school year.
2. The purpose for the release time is for implementation of the following goals:
  - Improve levels of interaction and cooperation between the association and the school district (i.e. being available to the district superintendent, directors, and administrators, for the purpose of solving problems).
  - Keep the membership informed as to district policy and contractual and educational issues via [a monthly newsletter] website and/or informational meetings.
  - Increase association visibility to the public (i.e. community coalitions, Read Across America, media press releases, etc.).
  - New mechanisms for collaboration with other community organizations (i.e. education coalitions).
  - Identification and development of new leaders. Increase the number of building reps, committee members, assign negotiation committees, and increase the number of social functions.
  - Improve organizational structure, processes, or procedures. Assign a committee to review the WCEA Constitution.

- Assist in program planning for teacher staff development. Work with the district and offer a list of available PSEA speakers to address current and critical issues.
- Keep the WCSD Board of Directors informed as to educational issues as addressed by WCEA/PSEA/NEA.

3. Upon completion of this program the parties will meet to consider continuation of the program for the 2007-2008 school year.
4. This agreement will not set past practice or procedure.

Intending to be legally bound, the undersigned have executed this Memorandum on behalf of their respective parties.

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

Warren County School District

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

Attest: \_\_\_\_\_

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

Warren County Education Association

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

Attest: \_\_\_\_\_