

**AGREEMENT
BETWEEN
THE OAK HARBOR SCHOOL DISTRICT #201
AND
THE OAK HARBOR EDUCATION ASSOCIATION
REGARDING OAK HARBOR VIRTUAL ACADEMY**

THIS AGREEMENT (“Agreement”) is entered into between the Oak Harbor School District (“District”) and the Oak Harbor Education Association (“OHEA”), amending the parties’ September 1, 2021 – August 31, 2024 Collective Bargaining Agreement (“CBA”).

All terms and benefits of the CBA shall apply equally to employees with Alternative or Online Assignments, with the following exceptions:

1. For purposes of Section 7.2.4 (Specific Class Size Limits) of the Parties’ CBA, employees who do not have students physically present in a single classroom (i.e. OHVA online teachers) shall have an overload limit of 28 FTE students assigned to their caseload for K-2 and 40 FTE students for 3-12.
2. The number of days in the work year for such employees shall be the same as for other members of the bargaining unit unless otherwise agreed between the District and Association.
3. In the event matters arise related to OHVA employees, the Assistant Superintendent for Human Resources and OHEA President will confer and reach agreement on specific application. Such agreements will be recorded and applied in the same manner for all OHVA employees.
4. The following additional conditions shall apply to Oak Harbor Virtual Academy Employees:
 - a. Schedules: Employees may work flexible schedules with approval of the OHVA Principal.
 - b. It is understood that due to the very different nature of the work at OHVA, other working conditions may be different from other employees in the bargaining unit. The District and Association will work in good faith to address any issues as they arise and to ensure the success of the program.

This MOU will remain in effect through the 2021-2022 school year at which point the District and Association will reopen on the issue of working conditions and caseload for OHVA based on information gathered during the program’s operation.

OAK HARBOR EDUCATION ASSOCIATION OAK HARBOR SCHOOL DISTRICT #201

BY: 
Mike Fisher, Association President

BY: 
Mr. Karst Brandsma, Superintendent

DATE: 9/15/21

DATE: 9/13/2021