

REVERE LOCAL SCHOOL DISTRICT
Summit County, Ohio

March 2, 2015

Special Meeting 5:00 p.m. REVISED AGENDA

Administration Building

I. CALL TO ORDER – Claudia Hower

II. ROLL CALL

- A. Dana Appel
- B. Claudia Hower
- C. Tom Kelley
- D. Diana Sabitsch
- E. George Seifert

III. SUPERINTENDENT'S AGENDA

Certificated/Licensed Staff

A. Memorandum of Understanding (MOU) – REA

It is recommended that the Board of Education approve the MOU with REA detailed in Attachment 1 as a resolution to the grievance for step placement of certain Intervention Instruction Assistants (Aides).

Mrs. Appel _____ Mrs. Hower _____ Mr. Kelley _____ Mrs. Sabitsch _____ Mr. Seifert _____

IV. EXECUTIVE SESSION – NO ACTION

- A. **Negotiations:** To prepare for negotiations or bargaining sessions with public employees.

V. ADJOURNMENT

Respectfully Submitted,



P. Joseph Madak
Interim Superintendent

AGREEMENT
February 11, 2015

WHEREAS, hereinafter referred to as the "Grievants (Beth D'Amico, Lori Head, Karrie Kuhlhawick, Jennifer Minix, Helen Profant and Lisa Thacker)", the Revere Education Association OEA/NEA, hereinafter referred to as the "Association", and the Revere Local Board of Education, hereinafter referred to as the "Board", are currently involved in a dispute over the Board's decision regarding placement of support staff on the salary schedule; and

WHEREAS, this dispute has resulted in the filing of a grievance which was appealed to Step Four, Board of Education Hearing; and

WHEREAS, the parties believe that it is in the best interest of all parties to resolve this dispute.

NOW, THEREFORE, the parties agree as follows:

1. Effective FEBRUARY 23, 2015 (prospective), and thereafter, the Board agrees that support staff shall be credited on the support salary schedule with all actual service as an instructional assistant/aide within the District and all service outside the District up to a maximum of ten (10) years. A prior year of service shall consist of 120 days of educational aide service in one year for one district under an employment contract.
2. The parties agree that failure of the Board to execute this Agreement shall result in the Association processing this instant grievance at Step Four, Board of Education Hearing.
3. The parties agree that arbitrability of this instant grievance may be determined by an arbitrator as required in the CBA, Article 3, (3.06) Level Four should the grievance be advanced after the Step Four, Board of Education Hearing as specified in number 2 above. This grievance shall be withdrawn by the Association after final approval by Revere Local School District Board of Education and the grievants have been placed on the support staff salary schedule as reflected in this Agreement as set forth in paragraph 1 above.
4. The parties have made no other agreements in settlement of this grievance, and this agreement shall represent the total agreement of the parties and shall be binding on all parties.
5. This Settlement Agreement does not represent an admission by the Board that it has violated the parties' collective bargaining agreement or committed any acts of discrimination prohibited by that agreement or state or federal law. Indeed, the Board expressly denies that it has done so.
6. This agreement does not establish any precedent with regard to the penalty that will be or should be imposed for a similar infraction in another case. In particular and not by way of limitation, this settlement agreement does not address and may not be used to construe any provision of the parties' collective bargaining agreement, other than as set forth in paragraph 1 above.

7. The grievants (Beth D'Amico, Lori Head, Karrie Kuhlhawick, Jennifer Minix, Helen Profant and Lisa Thacker) state that they were represented by the Association throughout negotiation of this agreement. Grievants also have had the opportunity to review this Agreement with the Association prior to executing it, understands it, and accepts it without reservation.
8. This writing contains the parties' entire agreement regarding the matters described in Sections 1 through 8 and the introductory clauses of this document. This agreement may not be amended except by writing executed by each of the parties hereto.

Witness our hands on the dates adjacent to our signatures.

For The Association

Paul Fisher
Paul Fisher, President
Revere Education Association

Date 2/26/15

Beth D'Amico
Beth D'Amico, Grievant

Date 2/26/15

Lori Head
Lori Head, Grievant

Date 2/26/15

Karrie Kuhlhawick
Karrie Kuhlhawick, Grievant

Date 2/26/15

Jennifer Minix
Jennifer Minix, Grievant

Date 2-26-15

Helen Profant
Helen Profant, Grievant

Date 2/26/15

Lisa Thacker
Lisa Thacker, Grievant

Date 2-26-15

For The Board

Dr. Joseph Madak
Dr. Joseph Madak, Superintendent
Revere Local School District

Date _____

David Forrest
David Forrest, Treasurer/CFO
Revere Local School District
Saved Rea support staff salary schedule 02-13-2015

Date _____