

MEMORANDUM OF UNDERSTANDING

Between the

BOARD OF EDUCATION of the SHAKER HEIGHTS CITY SCHOOL DISTRICT

and the

OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #149

Re: One Time Stipend- Glorina Morris

This Memorandum of Understanding ("MOU") is entered into this 11th day of June, 2019 by and between the Board of Education of the Shaker Heights City School District ("Board") and the Ohio Association of Public School Employees, Local #149 ("Local #149") (collectively "the Parties").

WHEREAS, the Parties have previously entered into a collective bargaining agreement effective July 1, 2018 through June 30, 2021, known as the Agreement between the Board of Education of the Shaker Heights City School District and Ohio Association of Public School Employees, Local #149 (the "CBA").

WHEREAS, Articles IX.F of the CBA set forth provisions regarding hours of work and overtime; and

WHEREAS, due to the fact that Mrs. Glorina Morris, member of Local #149, worked within a unique set of circumstances due to a staffing change in the Registration Office during the 2018-2019 school year, the Parties agree that it is in their mutual best interests to modify Article IX and any related provisions of the CBA as it relates to hours of work and overtime. Specifically, as set forth in more detail below, this MOU modifies Article IX to create an exception to allow Mrs. Glorina Morris to receive an additional one-time stipend of \$3,500 for the 2018-2019 school year.

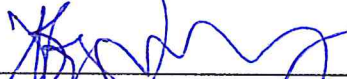
NOW, THEREFORE, the Parties agree as follows:

1. The Parties recognize that Article IX.F of the CBA states that "When a member of the bargaining unit is temporarily assigned for more than three (3) consecutive work days to a position in a higher classification than the one for which he or she is employed, the employee will receive the rate of pay for the higher classification at the employee's step on the salary schedule retroactive to the first work day. If the

temporary assignment is to a position outside of the bargaining unit, the employee will receive an additional \$1.00 per hour retroactive to the first work day." However, the Parties also recognize that this compensation adjustment is not sufficient with regards to this situation, therefore, an additional adjustment is warranted.

2. Thus, the Parties agree that Mrs. Glorina Morris has been provided with compensation per the language above, and will receive an additional onetime stipend in the amount of \$3,500, which will be a non-precedent setting exception to Article IX.F or any other relevant provisions of the CBA.
3. This MOU supersedes any contrary language or provisions in the CBA.
4. This MOU is a result of good-faith negotiations between the parties and contains the entire agreement of the parties; and no additional promises have been made or relied on by any party.
5. This MOU shall apply only to this specific issue and shall set no precedent for any other subsequent situation arising between the parties.

BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT

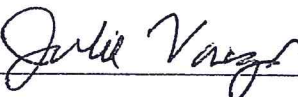
By , Board President

Date: 6/11/19

By Bryan C. Christman, Treasurer

Date: 6/11/19

OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #149

By , President

Date: 6/17/19