

MEMORANDUM OF UNDERSTANDING-MILEAGE REIMBURSEMENT RATE

This Memorandum of Understanding (“MOU”) is entered into this 12th day of July, 2022, between the Shaker Heights Teachers’ Association (“SHTA” or the “Association”), and the Board of Education of the Shaker Heights City School District (the “Board”), (collectively the “Parties”).

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (“CBA” or “Agreement”), which is effective from January 1, 2022 through December 31, 2024; and

WHEREAS, the sixth paragraph of Section 9.02 of Article IX of the CBA states:

For those teachers who must travel between buildings, the administration will establish a reasonable time schedule. Travel time cannot be included in either the lunch period time or as a break in pupil contact time. Mileage reimbursement for travel whether between buildings for such teachers or for approved conferences shall be the lower of \$.40 per mile or the IRS rate for mileage reimbursement.

WHEREAS, the Parties would like to amend the sixth paragraph of Section 9.02 of Article IX of the CBA in order to increase the mileage reimbursement rate provided therein, as follows:

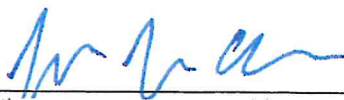
For those teachers who must travel between buildings, the administration will establish a reasonable time schedule. Travel time cannot be included in either the lunch period time or as a break in pupil contact time. Mileage reimbursement for travel whether between buildings for such teachers or for approved conferences shall be the lower of \$0.55 per mile or the IRS rate for mileage reimbursement.

NOW THEREFORE the Parties agree as follows:

1. The Parties agree to amend the sixth paragraph of Section 9.02 of Article IX of the CBA in order to increase the mileage reimbursement rate to the lower of \$0.55 per mile or the IRS rate.
2. This MOU shall set no precedent in any other matter between the Parties and shall prevail over any contrary provision in the CBA.
3. This MOU constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the Parties regarding the issues outlined herein. Any modification or amendment to this MOU must be in writing and signed by the Parties.
4. The representatives of the Board and the Association affirm that they have full authority to execute this MOU for their respective parties.

FOR THE ASSOCIATION:

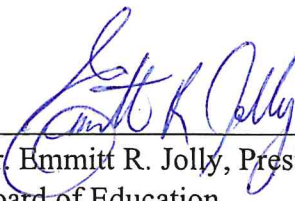
Date: 7/8/22



Dr. John Morris, President
Shaker Heights Teachers' Association

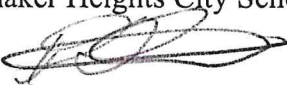
FOR THE BOARD:

Date: 7/12/22



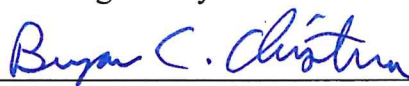
Dr. Emmitt R. Jolly, President
Board of Education
Shaker Heights City School District

Date: 7/12/22



Dr. David Glasner, Superintendent
Shaker Heights City School District

Date: 7/12/22



Mr. Bryan C. Christman, Treasurer
Shaker Heights City School District