

**DUES DEDUCTIONS  
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-  
SECRETARIAL/CLERICAL**

The Board of Education of the Shaker Heights City School District (the "Board") and the Ohio Association of Public School Employees, Local #149-Secretarial/Clerical ("Local #149") have previously entered into a collective bargaining agreement effective July 1, 2015 through June 30, 2018, 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"). This Memorandum of Understanding ("MOU") between the Board and Local #149 supplements the terms of the CBA with respect to Dues Deductions.

Specifically, the CBA will be modified to change the dues deductions starting pay date from October 1 to September 16 of each contract year. Article IV.G.3. is hereby modified to read as follows:

Dues deductions shall be deducted in twenty-four equal installments starting with the second pay in September (September 16<sup>th</sup>). The money collected by the Treasurer of the School District shall be forwarded to the OAPSE State Treasurer and Treasurer of Local 149 along with a list of members and the amounts individually deducted from each, no later than ten (10) working days after they are collected. A duplicate list of names and individual deductions shall be given to the local Treasurer at the time they are sent to the OAPSE State Treasurer.

This MOU modifies the 2015-2018 CBA.

**BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT**

By Willie L. Clark, President

Date: 9/8/2015 Bryan C. Christian, Treasurer

**OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #149-  
SECRETARIAL/CLERICAL**

By Lauren A. Reder, President

Date: August 31, 2015