



**TENTATIVE AGREEMENT ON THE EXTENSION OF THE COLLECTIVE
BARGAINING AGREEMENT**

between the

**SECURITY MONITORS
AFFILIATED WITH THE CLEVELAND HEIGHTS TEACHERS UNION
("UNION")**

and the

**CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS CITY SCHOOL DISTRICT
BOARD OF EDUCATION ("BOARD")**

WHEREAS, the Board and the Union are parties to a collective bargaining agreement ("CBA") that will expire on June 30, 2011; and

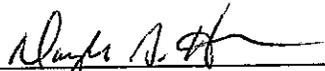
WHEREAS, the parties are desirous of extending that agreement for a period of two (2) years, until June 30, 2013;

It is the tentative agreement of the parties as follows:

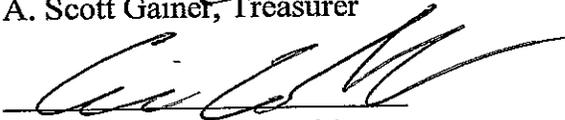
1. The Collective Bargaining Agreement ("CBA") that expires on June 30, 2011 is extended through June 30, 2013; and
2. All terms and conditions of the extended CBA shall continue without interruption; and
3. The salary schedule for the 2011-2012 and 2012-2013 contract years shall be the same as the salary schedule for the 2010-2011 contract year; the base salary is not increased; however, scheduled step increases will not be affected; and
4. The parties shall initiate negotiations for a successor CBA in the spring of 2013 in accordance with the provisions of the CBA; and
5. Should this tentative agreement not be ratified by the Union and be adopted by the Board on or before April 19th, 2011, the Union and Board will meet within ten (10) calendar days to establish a date(s) and time(s) to begin negotiations.

This tentative agreement is entered into this 19th day of April, 2011.

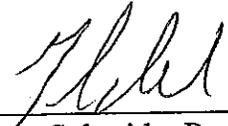
BOARD OF EDUCATION
Cleveland Heights-University Heights
City School District Board of Education

By: 
Doug Heuer, Superintendent

By: 
A. Scott Gainer, Treasurer

By: 
Eric Coble, Board President

CLEVELAND HEIGHTS TEACHERS
ASSOCIATION

By: 
Tom Schmida, President