

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is by and between the Hillsdale Local School District Board of Education (Employer) and the Ohio Association of Public School Employees OAPSE/AFSCME Local 4/AFL-CIO and its Local 444 (Union).

WHERE AS, The Employer and the Union entered into a Collective Bargaining Agreement effective July 1, 2010 Through June 30, 2013 and extended that Agreement effective July 1, 2013 Through June 30, 2014; and

WHERE AS, The Union and the Employer have discussed and tentatively agreed to extend the current bargaining agreement (2013-23014) in its entirety for the 2014-2015 contract year;

THEREFORE, The Employer and the Union agree to the following:

The terms and conditions of the employment governing the employees in the bargaining unit (Local 444) represented by the Ohio Association of Public School Employees OAPSE/AFSCME Local 4/AFL-CIO shall be the same as those set forth in the current negotiated Agreement (July 1, 2010-June 30, 2013 as extended through July 1, 2013-June 30, 2014) between the parties and which will expire by its terms on June 30, 2015 with the following understandings and exceptions:

1. The 2013-2014 salary schedule shall be applicable to the 2014-2015 contract year and there will be no increase in the base salary for the 2014-2015 contract year.
2. Employees shall receive all salary step increases in the current bargaining Agreement.

3. Article XIII, Working Conditions, Section F, Seniority and Job bidding, Number 5, shall be amended to read as follows:

An employee who is granted the job shall be placed on a ~~thirty (30)~~ **ten (10)** workday qualification period to determine capability to perform the work. If the employee or the Board feels the job performance is unsatisfactory (prior to the end of the qualification period), that employee will be placed back in the job classification, position and salary which he left. The Board shall retain the right to have a substitute employee fill the regular employee's position for up to ~~thirty (30)~~ **ten (10)** days.

This Memorandum of Understanding shall become effective upon the signing of this Agreement by duly authorized representatives of the Board and the Union.

For OAPSE Local 444

For The Hillsdale Local School District Board of Education



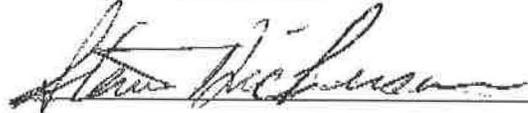
OAPSE Local 444 President



Board President

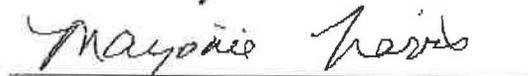
Date Signed 4-9-14

Date Signed 4/8/14



Superintendent

Date Signed 4/9/14



Treasurer

Date Signed 4/8/14