

MEMORANDUM OF AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT AND
THE NATIONAL CONFERENCE OF FIREMEN AND OILERS, LOCAL 200, SEIU, AFL-CIO, CLC

WHEREAS, the Board of Education of the Shaker Heights City School District ("Board") and the National Conference of Firemen and Oilers, Local 200, SEIU, AFL-CIO, CLC, ("Local #200) are parties to a collective bargaining agreement that is scheduled to expire on June 30, 2014; and

WHEREAS, the Board and Local #200 are desirous of entering into a new collective bargaining agreement;

NOW THEREFORE, it is agreed by the Board and by Local #200 that a new collective bargaining agreement be entered into effective July 1, 2014, as follows:

1. All terms of the expiring collective bargaining agreement shall be included in the new collective bargaining agreement except as specifically modified herein.

2. Article XXV – Wage and Salary Schedule is amended to read, as follows:

25.01. Effective July 1, 2014, the wage schedule shall be, as follows:

See, Attachment A.

Current contract Section 25.02 through 25.04 will be deleted.

Current contract Sections 25.05 through 25.11 will be retained and renumbered 25.02 through 25.08.

2. Article XXX – Duration is amended to read, as follows:

30.01 Except as otherwise expressly provided herein, this Agreement shall be effective from July 1, 2014 and shall remain in full force and effect through midnight, June 30, 2015.

Signed this 27th day of June, 2014 in Shaker Heights, Ohio

For the National Conference of Firemen
and Oilers, Local #200, SEIU, AFL-CIO, CLC



Anthony Ugrinic, Vice President

For the Shaker Heights City School District
Board of Education



William L. Clawson II, President
Board of Education



Gregory C. Hutchings, Jr., Superintendent



Bryan C. Christman, Treasurer

Shaker Heights CSD
Local 200 Wage Schedule
eff. July 1, 2014 thru June 30, 2015
ATTACHMENT A

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q				
1	Effective July 1, 2014	1.00%					LOCAL 200 Wage Schedule-Hourly Rates														
2															(3 yrs)	(2 yrs)	(3 yrs)				
3	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP A	STEP B	STEP C				
5	Maintenance & Ground Foreman	\$21.43	\$21.96	\$22.54	\$23.05	\$23.63	\$24.22	\$24.82	\$25.34	\$26.01	\$26.63	\$27.26	\$27.95	\$28.63	\$29.06	\$29.89	\$30.39				
7	Journeyman	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$27.19	\$27.88	\$28.30	\$29.13	\$29.63				
9	Maintenance Mech	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$27.19	\$27.88	\$28.30	\$29.13	\$29.63				
11	Master Garage Mech	\$21.43	\$21.96	\$22.54	\$23.05	\$23.63	\$24.22	\$24.82	\$25.34	\$26.01	\$26.63	\$27.26	\$27.95	\$28.63	\$29.06	\$29.89	\$30.39				
13	Garage Mech	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$27.19	\$27.88	\$28.30	\$29.13	\$29.63				
15	Dispatcher/Bus Driver	\$16.43	\$16.80	\$17.23	\$17.59	\$18.00	\$18.48	\$18.93	\$19.38	\$19.84	\$20.31	\$20.79	\$21.37	\$21.87	\$22.34	\$22.96	\$23.46				
17	Bus Driver	\$16.43	\$16.80	\$17.23	\$17.59	\$18.00	\$18.48	\$18.93	\$19.38	\$19.84	\$20.31	\$20.79	\$21.37	\$21.87	\$22.34	\$22.96	\$23.46				
19	Head Grounds Maint Worker	\$17.56	\$17.95	\$18.36	\$18.86	\$19.30	\$19.77	\$20.24	\$20.67	\$21.19	\$21.79	\$22.29	\$22.88	\$23.46	\$23.93	\$24.61	\$25.12				
21	Grounds Maint Wrkr	\$15.94	\$16.33	\$16.77	\$17.14	\$17.56	\$17.95	\$18.36	\$18.86	\$19.30	\$19.79	\$20.27	\$20.76	\$21.32	\$21.76	\$22.42	\$22.93				
23	Day Head Cust. I	\$21.79	\$22.29	\$22.87	\$23.46	\$24.06	\$24.59	\$25.25	\$25.88	\$26.50	\$27.19	\$27.88	\$28.57	\$29.28	\$29.71	\$30.59	\$31.10				
25	Day Head Cust. II	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$27.19	\$27.88	\$28.30	\$29.13	\$29.63				
27	Day Head Cust. III	\$19.77	\$20.24	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$26.94	\$27.74	\$28.25				
29	Maint. Cust.	\$19.77	\$20.24	\$20.67	\$21.20	\$21.79	\$22.29	\$22.88	\$23.46	\$24.06	\$24.58	\$25.25	\$25.88	\$26.50	\$26.94	\$27.74	\$28.25				
31	Ass't Head Custodian I	\$18.86	\$19.30	\$19.77	\$20.24	\$20.67	\$21.20	\$21.79	\$22.29	\$22.87	\$23.46	\$24.06	\$24.58	\$25.25	\$25.67	\$26.43	\$26.94				
33	Ass't Head Custodian II	\$17.14	\$17.56	\$17.95	\$18.36	\$18.86	\$19.30	\$19.77	\$20.24	\$20.71	\$21.20	\$21.79	\$22.29	\$22.88	\$23.29	\$24.02	\$24.52				
35	Building Assistant	\$16.75	\$17.17	\$17.54	\$17.96	\$18.40	\$18.84	\$19.32	\$19.89	\$20.22	\$20.72	\$21.23	\$21.81	\$22.35	\$22.77	\$23.48	\$23.99				
37	Fireman/Custodian w/License	\$16.33	\$16.77	\$17.14	\$17.56	\$17.95	\$18.36	\$18.86	\$19.30	\$19.78	\$20.26	\$20.74	\$21.31	\$21.84	\$22.25	\$22.95	\$23.45				
39	Custodian	\$15.66	\$15.94	\$16.33	\$16.77	\$17.14	\$17.56	\$17.95	\$18.36	\$18.86	\$19.32	\$19.79	\$20.27	\$20.76	\$21.18	\$21.83	\$22.33				
41	Cleaner	\$10.10	\$10.35	\$10.61	\$10.86	\$11.11															
43	Step A-	In order to move to Step A, an employee must be on Step 13 for three (3) years.																			
44	Step B-	In order to move to Step B, an employee must be on Step A for two (2) years.																			
45	Step C-	In order to move to Step C, an employee must be on Step B for three (3) years.																			