

MEMORANDUM OF AGREEMENT BETWEEN  
 THE BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT AND  
 THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES LOCAL #149

WHEREAS, the Board of Education of the Shaker Heights City School District ("Board") and the Ohio Association of Public School Employees Local #149 ("Local #149) are parties to a collective bargaining agreement that is scheduled to expire on June 30, 2014; and

WHEREAS, the Board and Local #149 are desirous of entering into a new collective bargaining agreement;

NOW THEREFORE, it is agreed by the Board and by Local #149 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 XXII – Wages and Index is amended to read, as follows:
  - A. Effective July 1, 2014, employees shall be compensated at the hourly rate shown below according to their step and class based upon the length of contract and hours of work per day.

SHAKER HEIGHTS CITY SCHOOL DISTRICT  
 CLERICAL SALARY SCHEDULE

STEP	INDEX	<u>Administrative Assistant I</u>	<u>Administrative Assistant II</u>	<u>Administrative Assistant III</u>
		<u>Administrative Secretary/ Senior Technician/ Accounting Specialist</u>	<u>Secretary/ Technician/ Accounting Clerk</u>	<u>Secretarial Technician</u>
0	1.00	\$14.73	\$13.61	\$12.66
1	1.05	\$15.47	\$14.29	\$13.29
2	1.10	\$16.20	\$14.97	\$13.93
3	1.15	\$16.94	\$15.65	\$14.56
4	1.20	\$17.68	\$16.33	\$15.19
5	1.25	\$18.41	\$17.01	\$15.83
6	1.30	\$19.15	\$17.69	\$16.46
7	1.35	\$19.89	\$18.37	\$17.09
8	1.40	\$20.62	\$19.05	\$17.72
9	1.45	\$21.36	\$19.73	\$18.36
10	1.50	\$22.10	\$20.42	\$18.99
11	1.55	\$22.83	\$21.10	\$19.62
12	1.60	\$23.57	\$21.78	\$20.26
13	1.60	\$23.57	\$21.78	\$20.26
14	1.60	\$23.57	\$21.78	\$20.26
15	1.65	\$24.30	\$22.46	\$20.89
16	1.65	\$24.30	\$22.46	\$20.89

17	1.70	\$25.04	\$23.14	\$21.52
18	1.70	\$25.04	\$23.14	\$21.52
19	1.75	\$25.78	\$23.82	\$22.16

Step 15 after 3 years on Step 12, Step 17 after 2 years on Step 15 and Step 19 after 2 years on Step 17.

B. Employees who successfully complete fifty (50) hours of pre-approved professional development shall have his/her pay rate increased by \$.25 per hour to a maximum of \$1.00 per hour. The pre-approval shall be by the Business Administrator.

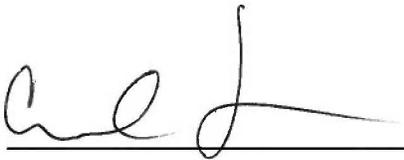
2. Article XXXVI – Duration is amended to read, as follows:

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 13<sup>th</sup> day of May, 2014 in Shaker Heights, Ohio

For the Ohio Association of Public School  
Employees, Local #149

For the Shaker Heights City School District  
Board of Education



  
Board President



  
Superintendent



  
Treasurer

