

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made this 9th day of July 2014, by and between the Hillsdale Local Board of Education (Board) and the Hillsdale Education Association (Association).

WHEREAS, the Board and the Association have entered into a Tentative Agreement for a successor Collective Bargaining Agreement that will be in effect until June 30, 2017; and

WHEREAS, the Board and the Association have reached agreement on a Student Learning Objectives (SLO) Committee; and

WHEREAS, the Board and the Association realize the importance of getting the Student Learning Objectives (SLO) Committee functioning as soon as possible for the 2014-2015 school year.

NOW, THEREFORE, both parties agree to the following:

1. The Parties agree to immediately implement the SLO Committee Tentative Agreement from the Evaluation language in Article VII, as signed on June 19, 2014.
2. The HEA and the Superintendent and/or designee shall notify each other of their committee appointments by July 31, 2014.
3. It is understood by both parties that this is going to be completed prior to the signing of the successor agreement.
4. This Memorandum of Understanding shall expire upon the ratification of the successor negotiated agreement by both parties.

This Memorandum of Understanding has been reviewed by both parties and becomes effective upon signing. By executing this agreement, each party represents to the other that each understands completely the terms and conditions of this agreement and that no representations, inducements, promises, covenant, or agreement have been made except as set forth herein. The parties further agree that this MOU contains all of the terms agreed upon.

HILLSDALE EDUCATION ASSOCIATION

HILLSDALE LOCAL BOARD OF EDUCATION



Todd Miller, President



Steve Dickerson, Superintendent

9 July 2014

Date

7/9/14

Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made this 9th day of July 2014, by and between the Hillsdale Local Board of Education (Board) and the Hillsdale Education Association (Association).

WHEREAS, the Board and the Association have entered into a Collective Bargaining Agreement that will be in effect until June 30, 2017; and

WHEREAS, the Collective Bargaining Agreement contains Severance Pay outlined in Article V, Section A (6).

NOW, THEREFORE, both parties agree to the following:

1. For the 2014-2015 school year only, retirees will have a choice of one of the following for retirement (whichever he/she chooses):

a. Members of the bargaining unit, at the time of retirement from active service, with ten (10) or more years of active service in Ohio shall be paid in cash for one-fourth of the member's accrued but unused sick leave credit (up to 200 days maximum). Such payment shall be based on the member's daily rate of pay (including extended time and supplemental contract payments, but excluding stipends) at the time of retirement.

Payment on this basis shall be considered to eliminate all sick leave credit accrued by the member at that time. Payment shall be made within 45 days after the effective date of retirement to the member or the members designated financial advisor annuity company. Form Appendix H must be completed and submitted, with the Salary Reduction Agreement form to the Treasurer's office at least 30 days prior to the employee's effective date of retirement.

Such payment shall be made only once to any member and the maximum payment under this policy shall be for fifty (50) unused sick leave days.

If said bargaining unit member notifies the Board in writing of his/her retirement at the end of the school year prior to March 15, 2015, that member will be entitled to an additional ten (10) days of severance pay.

The above payments shall be exempt from deductions, except as provided by law.

Or

b. Members of the bargaining unit, at the time of retirement from active service, with ten (10) or more years of active service in Ohio and in the District

shall be paid in cash for one-fourth of the member's accrued but unused sick leave credit (up to 300 days maximum). Such payment shall be based on the member's daily rate of pay (including extended time and supplemental contract payments, but excluding stipends) at the time of retirement.

Payment on this basis shall be considered to eliminate all sick leave credit accrued by the member at that time. Payment shall be made within 45 days after the effective date of retirement to the member or the members designated financial advisor annuity company. Form Appendix H must be completed and submitted, with the Salary Reduction Agreement form to the Treasurer's office at least 30 days prior to the employee's effective date of retirement.

Such payment shall be made only once to any member and the maximum payment under this policy shall be for seventy-five unused sick leave days.

2. This Memorandum of Understanding shall expire June 30, 2015.

This Memorandum of Understanding has been reviewed by both parties and becomes effective upon signing. By executing this agreement, each party represents to the other that each understands completely the terms and conditions of this agreement and that no representations, inducements, promises, covenant, or agreement have been made except as set forth herein. The parties further agree that this MOU contains all of the terms agreed upon.

HILLSDALE EDUCATION ASSOCIATION

HILLSDALE LOCAL BOARD OF EDUCATION



Todd Miller, President



Steve Dickerson, Superintendent

9 July 2014

Date

7/9/14

Date