

**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION
AND THE
SPRINGBORO COMMUNITY CITY BOARD OF EDUCATION**

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, the parties are interested in creating a new position; Head Groundskeeper and;

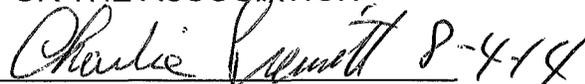
NOW THEREFORE BE IT RESOLVED THAT the parties have agreed to the following stipulations for the Head Groundskeeper:

1. Add job classification to Article 1.02
2. Add to Article 8.04(b)(2)
3. Add to Article 12.05 Head Groundskeeper premium of \$.60 per hour and to 12.05(g) for boots \$100.00 per year
4. Add to 13.10(a) Uniforms
5. Add salary schedule to Appendix A

0	1	2	3	4	5	6	7	8	9	10	13	15	17	19
17.12	17.41	17.73	18.04	18.33	18.47	18.60	18.74	18.87	19.13	19.63	20.12	20.64	21.18	21.72

6. Placement on the salary schedule for the inaugural candidate shall be at the discretion of the administration and not set precedence for placement on the salary schedule for future candidates or any other candidate in any position

FOR THE ASSOCIATION

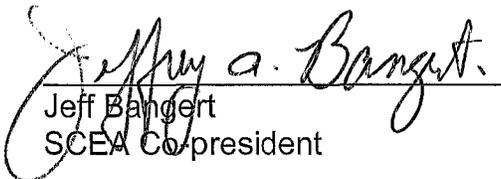


Charlie Prewitt Date
SCEA Co-president

FOR THE BOARD



Todd Petrey Date
Superintendent



Jeff Bangert
SCEA Co-president



John Pennell 8/4/14
Business Manager

**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION
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MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, the parties are interested in increasing the hourly rate of pay for the position of Event Coordinator, and;

WHEREAS, said collective bargaining agreement does include a hourly rate of pay of \$12.00 in Article 12.05 (j) and Appendix A, and;

NOW THEREFORE BE IT RESOLVED THAT the parties have agreed to increase the hourly rate of pay beginning August 1, 2014 to \$14.00 per hour.

FOR THE ASSOCIATION

Charlie Prewitt 8-4-14
Charlie Prewitt Date
SCEA Co-president

FOR THE BOARD

Todd Petrey 8/4/14
Todd Petrey Date
Superintendent

Jeff Bangert
Jeff Bangert
SCEA Co-president

John Pennell 8/4/14
John Pennell
Business Manager

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MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, the parties are interested in making a change to the sick leave accrual language in Section 10.01(b), and;

WHEREAS, the parties agree that there was a MOU for this change prior to entering into the current collective bargaining agreement and the intent was that this language be included in the current collective bargaining agreement, and;

WHEREAS, the current language reads: "The maximum accumulation of sick leave for full-time employees shall be 270 days.", and;

NOW THEREFORE BE IT RESOLVED THAT the parties have agreed to change to the above sentence to read: "The maximum accumulation of sick leave for full-time employees hired before July 1, 2011 shall be 270 days and the maximum accumulation of sick leave for full-time employees after July 1, 2011 shall be equivalent to the length of one contract year for the individual employee.

FOR THE ASSOCIATION

Charlie Prewitt 8-4-14
Charlie Prewitt Date
SCEA Co-president

Jeff Banger 8/4/14
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SCEA Co-president

FOR THE BOARD

Todd Petrey 8-4-14
Todd Petrey Date
Superintendent

John Pennell 8/4/14
John Pennell
Business Manager

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MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, the parties are interested in hiring individuals who have retired from the school district in either substitute, part-time or full-time positions, and;

WHEREAS, said collective bargaining agreement does not include a provision/article that addresses hiring retirees, and;

NOW THEREFORE BE IT RESOLVED THAT the parties have agreed to the following stipulations for hiring individuals who have retired under the State Employees Retirement Systems:

Retire/Rehire
Drivers

1. Placement on the salary schedule shall be at Step 0.
2. All personnel hired shall be automatically non-renewed at the end of each school year.
3. If rehired, Article 12.04(b) will be applicable for placement on the salary schedule.
4. The employee is entitled to accumulate and use sick leave in accordance to Article 10.01 – 10.04.
5. The employee shall not be entitled to receive severance pay or participate in any retirement/separation incentive program that may be offered by the Board.
6. The employee shall be entitled to all other rights and benefits in accordance with the collective bargaining with the exception of the following sections 8.01, - Probation 8.04-8.07. - Seniority

FOR THE ASSOCIATION

Charlie Prewitt 4-30-14
Charlie Prewitt Date
SCEA Co-president

FOR THE BOARD

Todd Petrey 4/30/14
Todd Petrey Date
Superintendent

Jeff Bangert 4/30/14
Jeff Bangert
SCEA Co-president

John Pennell
John Pennell
Business Manager

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MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, Appendix A, the salary schedule effective July 1, 2013 through June 30, 2016, includes the classification titled "Mechanic", and;

WHEREAS, the hourly rate for the mechanic position is no longer competitive amongst like school districts or other similar working environments, and;

WHEREAS, the parties mutually agree that an adjustment is required to retain and/or attract qualified employees in the mechanic position,

NOW THEREFORE BE IT RESOLVED THAT the parties agree to include the following as an addition to Article 12.05 – Wage Provisions:

1. Effective with the 2013-14 school year, the mechanic position shall include, in addition to the hourly rate established in Appendix A, an annual \$5,000.00 stipend.
2. Such stipend shall continue until such time that a thorough review of the classification can be completed and/or an alternative wage schedule can be established.

FOR THE ASSOCIATION

Charlie Prewitt 4-30-14
Charlie Prewitt Date
SCEA Co-president

Jeff Bangert 4/30/14
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Todd Petrey 4/30/14
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WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, the parties are interested in hiring individuals who have retired from the school district in either substitute, part-time or full-time positions, and;

WHEREAS, said collective bargaining agreement does not include a provision/article that addresses hiring retirees, and;

NOW THEREFORE BE IT RESOLVED THAT the parties have agreed to the following stipulations for hiring individuals who have retired under the State Employees Retirement Systems:

1. Placement on the salary schedule shall be at Step 0.
2. All personnel hired shall be automatically non-renewed at the end of each school year.
3. If rehired, Article 12.04(b) will be applicable for placement on the salary schedule.
4. The employee is entitled to accumulate and use sick leave in accordance to Article 10.01 – 10.04.
5. The employee shall not be entitled to receive severance pay or participate in any retirement/separation incentive program that may be offered by the Board.
6. The employee shall be entitled to all other rights and benefits in accordance with the collective bargaining with the exception of the following sections 8.01, 8.04-8.07.

FOR THE ASSOCIATION

Charlie Prewitt 4-30-14
Charlie Prewitt Date
SCEA Co-president

Jeff Bangert 4/30/14
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FOR THE BOARD

Todd Petrey 4/30/14
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Superintendent

John Pennell
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Business Manager

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MEMORANDUM OF UNDERSTANDING

WHEREAS, the Board and the Association are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2017, and;

WHEREAS, Appendix A, the salary schedule effective July 1, 2013 through June 30, 2016, includes the classification titled "Mechanic", and;

WHEREAS, the hourly rate for the mechanic position is no longer competitive amongst like school districts or other similar working environments, and;

WHEREAS, the parties mutually agree that an adjustment is required to retain and/or attract qualified employees in the mechanic position,

NOW THEREFORE BE IT RESOLVED THAT the parties agree to include the following as an addition to Article 12.05 – Wage Provisions:

1. Effective with the 2013-14 school year, the mechanic position shall include, in addition to the hourly rate established in Appendix A, an annual \$5,000.00 stipend.
2. Such stipend shall continue until such time that a thorough review of the classification can be completed and/or an alternative wage schedule can be established.

FOR THE ASSOCIATION

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Charlie Prewitt Date
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