

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the Greenfield Exempted Village School District (the "District") and the Ohio Association of Public School Employees (OAPSE)/AFSCME LOCAL 4, AFL-CIO and its Local #025, (the "Union") is being signed to memorialize the Parties' mutual understandings with respect to certain changes in the terms and conditions of pay matters for represented employees for the 2015-2016 school year.

Whereas, the terms of the three-year Collective Bargaining Agreement implemented by the Board of Education at the conclusion of negotiations in 2013 (the "CBA"), provides in Article 12, Section D, Paragraph 6, for the renegotiation of bargaining unit member base wage rates for the final year of the Agreement; and

Whereas, the Union exercised its right under said Article and Section, which resulted in the District and the Union engaging in collective bargaining negotiations and fully resolving all issues; and

Now therefore, the Parties agree the CBA shall be amended as follows:

1. Insert the following after the first paragraph of Article 12, Section D1:

They shall be paid at the hourly rates set forth in Exhibit E effective July 1, 2015, upon ratification of this Amendment to the Collective Bargaining Agreement and upon approval by the Board of Education with the following adjustments:

Base pay shall be increased by 3%

After implementing the above increase on base pay, an additional \$0.15 per hour shall be added to the base pay for cafeteria workers; and an additional \$0.22 per hour shall be added to the base pay for head cooks.

A shift differential of \$0.20 per hour shall be paid to Custodians and Maintenance employees whose regular shifts begin at 2:00 PM or later. Any employee receiving a shift differential who is assigned to a position with a regular shift beginning before 2:00 PM shall no longer receive the shift differential pay.

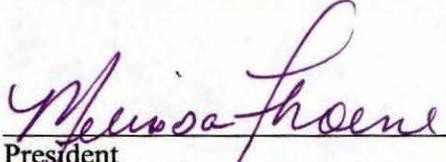
2. Revise Article 12, Section D 1, Paragraph 2 as follows:

Note: Any employee being paid at a "red circle" rate above the established hourly rates, will receive an additional cents-per-hour payment in years one, two, and three of the Agreement. This additional payment will be determined by dividing \$350 by the annual scheduled hours that employee is expected to work.

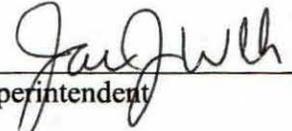
3. [Delete Article 12, Section D, Paragraph 6.]
4. Except as modified herein, the terms and conditions of the CBA will remain in force and effect through June 30, 2016.

FOR THE OAPSE/AFSCME LOCAL 4,
AFL-CIO and its LOCAL #025

FOR THE GREENFIELD EXEMPTED
VILLAGE SCHOOL DISTRICT



President



Superintendent

Date: 9-1-15

Date: 9-2-15