

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
WEST CLERMONT LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
AND
THE WEST CLERMONT HOPE

This Memorandum of Understanding is entered on this 17 day of May 2014, by and between the West Clermont HOPE (hereinafter the "Association") and the West Clermont Local School District Board of Education (hereinafter the "Board").

WHEREAS, the Association and the Board are parties to a collective bargaining agreement the effective dates of which are August 1, 2013 through July 31, 2014 and extended through an Amendment that expires July 31, 2016 (hereinafter referred to as the "Agreement"); and,

WHEREAS, the Agreement contains a provision for Article 6.03 Promotions and Transfers;

WHEREAS, the parties have met to discuss a resolution to a grievance and to mutually agree to interpretation of the language in Article 6.0303 B;

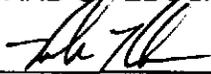
IT IS NOW THEREFORE AGREED as follows:

The Board and the Association agree that Article 6.0303 B shall be clarified to read as follows:

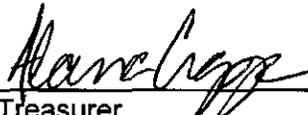
An applicant's attendance record for a transfer shall be considered if the applicant's attendance record in the two (2) contract years (or less if the applicant has been employed for less than two (2) contract years) preceding the opening of the vacancy shows a pattern of sick leave usage in excess of five (5) days per year. Sick leave days used for illness, injury or pregnancy/child birth requiring professional medical care shall not be considered for purposes of this Section provided the employee provides written medical verification of medical treatment during the period of the sick leave usage. Contract year is defined as the period from July 1 through June 30.

The parties resolve their agreement to these changes by affixing their signatures below.

WEST CLERMONT
BOARD OF EDUCATION



Superintendent Date 5/5/14

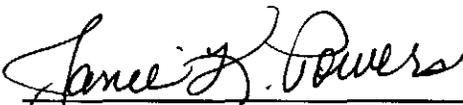


Treasurer Date 5/5/14

WEST CLERMONT HOPE



President Date 5/7/14



Secretary Date 5/7/14