

## MEMORANDUM OF AGREEMENT

The West Clermont Helping Ohio's Public Employees union ("HOPE") and the West Clermont Local School District Board of Education ("Board") hereby enter this Memorandum of Agreement, to be effective August 1, 2014 through July 31, 2016. The terms and conditions of employment governing the employees in the bargaining unit represented by HOPE shall be the same as those set forth in the current Master Agreement between the parties, which will expire by its terms on July 31, 2014, with the following exceptions:

1. The classified salary schedule for the 2013-2014 contract year shall continue for the 2014-2015 and 2015-2016 contract years. There shall be no increase on the base salary. Bargaining unit members who accrue additional years of service credit will not advance on the salary schedule.
2. Effective August 1, 2014, Article 6.03 Promotions and Transfers shall be changed as follows:
  - 6.0303 A. In making promotions and transfers for the purpose of filling vacancies (within the bargaining unit), the vacancies will be posted for five (5) working days. During such period, employees may apply for the posted job. When two or more applicants for the vacancy are employed in positions with the same job description applicable to the vacant position, the position shall be filled on the basis of the applicant's seniority, attendance record, and job performance as reflected in up to the most recent two (2) years of performance evaluations. That is, a less senior applicant may be awarded the position if the less senior applicant's attendance record and/or job performance is measurably better than the more senior applicant.
  - 6.0304 A. When there are no applicants employed in positions with the same job description applicable to the vacant position, the vacancy shall be awarded to the applicant (without regard to whether the person is currently employed or not employed by the Board) who best meets the qualifications/experience for that position. When two or more applicants equally meet the qualifications/experience for that vacant position, the position shall be awarded on the basis of seniority. An applicant's attendance record and/or job performance as reflected in up to the most recent two (2) years of performance evaluations may be taken into account in considering the applicant's qualifications for that position.
3. Effective August 1, 2014, Article 9.06 Holidays shall be changed as follows:
  - 9.0601 The following days shall be considered holidays:
    - A. New Year's Day
    - B. Martin Luther King Day
    - C. President's Day

- D. Memorial Day
- E. Independence Day
- F. Labor Day
- G. Thanksgiving Day
- H. Christmas Day

4. The aforementioned changes to Articles 6.0303, 6.0304, 9.0601 and 9.0603 of the Master Agreement shall be incorporated into a successor Master Agreement, unless said provisions are further modified by mutual agreement of the parties during negotiations for a successor Master Agreement.
5. A joint committee of an equal number of employees (selected by the HOPE President) and administrators (selected by the Superintendent) shall convene no later than February 1, 2014 to begin studying alternative compensation models. A goal of this committee will be to recommend an alternative compensation model to be considered during negotiations for the 2016-2017 contract year.

The details of this committee, procedures, and the specific areas of study/goals will be agreed upon, in writing, by the HOPE President and Superintendent prior to the committee's first meeting. Once established, the joint committee may further modify the areas of study, procedures and its goals, as need be.

This Memorandum of Understanding becomes effective upon ratification by HOPE and acceptance by the West Clermont Local School District Board of Education.

**For HOPE:**

Rebecca P. [Signature] 12/11/13  
Date

Donna Spacke 12/11/13  
Date

\_\_\_\_\_  
Date

**For the Board:**

[Signature] 12-9-13  
Board President Date

Alana J. Crepp 12-9-13  
Board Treasurer Date

[Signature] 12/9/13  
Superintendent Date