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BETWEEN THE  
READING COMMUNITY CITY SCHOOL DISTRICT BOARD OF EDUCATION  
AND THE  
READING EDUCATION ASSOCIATION

WHEREAS, the Reading Community City School District Board of Education (hereinafter the "Board") and the Reading Education Association (hereinafter the "Association") are parties to a Master Contract Agreement in effect from September 1, 2014, through August 31, 2016; and

WHEREAS, in accordance with the agreement reached between the parties, a Memorandum of Understanding is to be drafted regarding progressive discipline;

NOW, THEREFORE, BE IT AGREED, by the Board and the Association as follows:

Section 4.1901 Progressive Discipline of the Contract shall read:

The Superintendent shall have the right to discipline, including suspension without pay for up to five (5) days for just cause. The Superintendent agrees that, in general, it will follow the principles of progressive discipline with respect to occurrences other than those listed below, that is, an employee cannot be suspended for an offense unless he has first been disciplined for the same offense. In imposing discipline on a current charge, the Superintendent will not take into account any prior written warning which occurred more than one (1) year prior to the current charge, or a prior suspension which occurred more than two (2) years prior to the current charge, unless the employee has accumulated other warnings or suspensions during the one year period or two year period, respectively.

READING COMMUNITY CITY SCHOOL  
DISTRICT BOARD OF EDUCATION

Date: 3-24-15

Joe D. Anderson  
Superintendent

READING EDUCATION ASSOCIATION

Date: 3-27-15

Michael P. Day  
REA President