

MEMORANDUM OF UNDERSTANDING BETWEEN THE STARK COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES AND THE STARK COUNTY MR/DD SUPPORT STAFF
ASSOCIATION

01-29-16
14-MED-03-0249
2223-02
K31209

The Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree to pay Head Cook, Lois Mayle a lump sum in the amount of \$600 and Head Cook, Debra Bonfine a lump sum in the amount of \$900. The lump sum payments are in recognition of the additional duties assigned to the Head Cook classification that include requirements of the National School Lunch Program.

Effective May 7, 2015, each employee (Lois Mayle and Debra Bonfine) will receive a \$.65 increase to their hourly rate. This will remain in effect as long as the employee is working in the capacity of Head Cook during the balance of the current labor agreement which in effect from June 1, 2014 through May 31, 2017. This increase is in addition to the scheduled increases as part of the current labor agreement. It is understood that if an employee assigned to the classification of Head Cook moves to another position or these additional duties are removed from the position of Head Cook, this increase will no longer be in effect.

Connie Poulton

Connie Poulton, Director of Human Resources

5-5-2015

Date

Ken Anderson

Ken Anderson, Support Union President

5-5-2015

Date

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The parties agree that for the purposes of the Attendance Incentive Program year, (2014-2015), outlined in Article XXI, Section 8, the 12-month period used to determine eligibility, which began on July 1, 2014 will be shortened for the purpose of transitioning the Attendance Incentive Program measurement period to June 1 through May 31. This one-time shortened measurement period will be July 1, 2014 through May 31, 2015. Each year thereafter the Attendance Incentive Period will be June 1 – May 31.



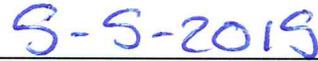
Connie Poulton, Director of Human Resources



Date



Ken Anderson, Support Union President



Date

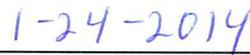
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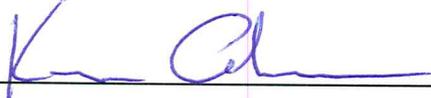
This Memorandum of Understanding is intended to clarify that The Stark County Board of Developmental Disabilities will provide transportation services in the form of Board vehicles to those employees working as Vehicle Operators/CWE/SE who are required to transport individuals to various work sites on a CODE 1 Calamity day.



Connie Poulton, Director of Human Resources



Date



Ken Anderson, President, Support Union



Date



Bob Matkowski, OEA Labor Representative



Date

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Effective September 22, 2015, the Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree that the successful candidate for the File Clerk job, Kristina Sanders, will receive a starting pay of \$10.27 an hour. This hourly rate is at the step 3 level on Schedule F of the labor agreement.

It is also understood that this is a one-time only situation and if the position were to become open during the current contract, the step two hourly rate would be in force unless otherwise agreed upon by the above mentioned parties.

Connie Poulton

Connie Poulton, Director of Human Resources

11-3-2015

Date

Ken Anderson

Ken Anderson, Support Union President

11-3-2015

Date

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The Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree that as a result of changes in school and adult services enrollment as well as catchment areas, route assignments may include a 9-month dual route during the school year and a single workshop route during the summer months. These routes will be 30.5 or 32.5 hours per week during the school year (9-month dual). At the completion of the school year, the position becomes a 12-month single route or 22.5 hours per week.

It is understood that any time during the normal school when school is not in operation, the 9-month dual route reverts to a 9-month single route.

For the purposes of vacation benefits, 9 month dual route/12 month single route employees will be considered as 12-month employees. See Article XX – Vacations, Section 2, items A, B, C, and D.

It is understood that this Memorandum of Understanding will be in place for the duration of the current contract which ends on May 31, 2017.



Connie Poulton, Director of Human Resources



Date



Ken Anderson, Support Union President



Date

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The Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree that a twenty hours (20) per week Food Service Worker position approved through Board Resolution on December 19, 2015, will not be posted. Instead, the position will be awarded to a TWI employee who has been working in the position for the past two (2) years in the Eastgate School Cafeteria. This part-time position will be assigned to Schedule F step 2 which is \$9.96 per hour.

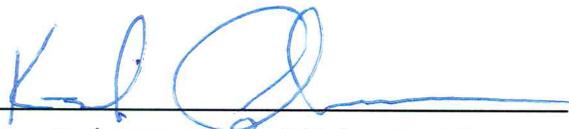
It is understood that this Memorandum of Understanding is required as the result of contract language contained in Article XII, section 2 of the collective bargaining agreement which requires vacant positions to be posted for a period of seven (7) work days.



Connie Poulton, Director of Human Resources



Date



Ken Anderson, Support Union President



Date

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The Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree to implement a rounding of time procedure referred to as the '7/8 rule' for the start and end of work shifts to address the following scenarios:

1. EARLY in 7/8 rule – employee can clock in up to 7 minutes prior to start of work shift
2. LATE in 7/8 Rule – clocking in 8 minutes or later past work shift start time results in
no pay for the first 15 minutes
3. EARLY out 7/8 Rule – clocking out 8 minutes or more prior to the end of work shift will
result in no pay for last 15 minutes
4. LATE out 7/8 Rule – clocking out 8 minutes or more per 15 minutes after work shift results
in pay for each 15 minutes

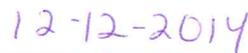
The 7/8 rule for rounding of time for the start and end of work shifts will begin on January 1, 2015. Note that the '7/8 rule' for rounding pay is already in use for time outside of the start and end of work shifts.

As outlined above and in alignment with the Fair Labor Standards Act (FLSA), an employee's time will be rounded to the nearest quarter hour. Employee time from 1 to 7 minutes will be rounded down, and thus not counted as hours worked, or time paid, but employee time from 8 to 14 minutes will be rounded up and counted as a quarter hour of work time and be paid.

This Memorandum of Understanding acknowledges that the 7/8 rule will replace the practice outlined in Article XVII, Section 2, item B, of the CBA which states that if tardiness exceeds ten (10) minutes per incident, the employee's salary will be docked accordingly. The parties agree that this MOU is regarding the rounding of time as it relates to pay and that any disciplinary action for attendance violations will be interpreted in accordance with all other provisions of the parties' Agreement.



Connie Poulton, Director of Human Resources



Date



Ken Anderson, Support Union President



Date

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The Stark County Board of Developmental Disabilities and the Stark County MR/DD Support Staff Association agree to implement a 9-month dual route to include a Southgate route and a WDC 2nd route for the remainder of the 2014/2015 school year. This route will be 32.5 hours during the school year. At the completion of the 2014-2015 school year, the position would become a 12-month single route or 22.5 hours.

The route would run as a single route during school shutdowns on January 2, January 16, and March 30, 2015 through April 3, 2015.

The route will be re-evaluated in anticipation of the 2015, August re-bid.

Connie Poulton

Connie Poulton, Director of Human Resources

12-12-2014

Date

Ken Anderson

Ken Anderson, Support Union President

12-12-2014

Date