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MEMORANDUM OF UNDERSTANDING
BETWEEN THE
BUCKEYE EDUCATION ASSOCIATION
AND
BUCKEYE JOINT VOCATIONAL SCHOOL DISTRICT
BOARD OF EDUCATION

This Memorandum of Understanding is entered into this 18th day of November, 2014, by and between the Buckeye Joint Vocation School District Board of Education (hereinafter "Employer") and the Buckeye Education Association (hereinafter "Union").

The parties have come to an agreement about the implementation of Article 16, Sections 16.013, 16.0133A and 16.017, related to payroll deduction of fair share fees for the period of the parties' Collective Bargaining Agreement (hereinafter "Agreement") until the Agreement expires on June 30, 2017.

1. For purposes of implementation of Section 16.0133A of the parties' Agreement in accordance with the Union's procedures, the parties agree that the payroll deduction of fair share fees shall commence on the first pay period following January 15, 2015.
2. In order to clarify implementation of Article 16, Sections 16.013 and 16.017, the parties agree that any exemptions made to this procedure because of a bonified religious belief shall be made pursuant to the procedure established by the Union's statewide affiliate, Ohio Education Association, which has been determined to be in compliance with applicable state and federal law and legal precedent.

Buckeye Joint Vocation School District
Board of Education

Randal R. Longacher 11/18/2014
Signature Date

RANDAL R. LONGACHER BOE PRES
Printed Name

Buckeye Education Association

David A Imer 11/18/2014
Signature Date

DAVID A IMER
Printed Name

**Memorandum of Agreement
Between the
Buckeye Career Center Board of Education
And the
Buckeye Education Association**

The Buckeye Education Association, hereinafter referred to as the “Association” and the Buckeye Career Center Board of Education, hereinafter referred to as the “Board”, enter into this agreement for the implementation of House Bill 362 changes to the Ohio Teacher Evaluation System.

The following changes will be an amendment to Article 5, Evaluation of Certified Staff, of the Master Agreement between the Association and the Board, effective July 1st, 2014 – June 30th 2017

The Board shall evaluate each teacher who received a rating of accomplished on the teacher’s most recent evaluation conducted under this section once every three (3) school years. In the teacher’s contract renewal year, an evaluation shall occur. In that case, the triennial evaluation shall be completed by May 1 of the applicable school year, and the teacher shall receive a written report of the results of the evaluation by May 10 of that school year. Such teacher must meet and maintain the following requirements: have student growth scores (SGM) at ratings of average and/or above average; and a credentialed evaluator shall conduct one observation and one conference with the teacher for each year the evaluation cycle is deferred.

The Board shall evaluate each teacher who received a rating of skilled on the teacher’s most recent evaluation conducted under this section once every two (2) school years. In the teacher’s contract renewal year, an evaluation shall occur. In that case, the biennial evaluation shall be completed by May 1 of the applicable school year, and the teacher shall receive a written report of the results of the evaluation by May 10 of that school year. Such teacher must meet and maintain the following requirements: have student growth scores (SGM) at ratings of average and/or above average; and a credentialed evaluator shall conduct one observation and one conference with the teacher for each year the evaluation cycle is deferred.

The Board shall not evaluate any teacher who has submitted an irrevocable official notice of retirement to the Board on or before December 1st of the school year.

The Board shall not evaluate any teacher who has or will be on leave for fifty percent or more of the school year.

This Agreement represents the entire Agreement by the parties and any other claimed verbal or informal understandings are null and void and shall have no effect on the written terms contained in this Agreement. There are no other terms, conditions or agreements relating to the subject matter herein aside from the provisions contained in this Agreement.

The Association and the Board acknowledge that this Agreement is binding upon the parties. This Agreement is binding contractual commitment. The parties acknowledge and agree that this Agreement may be enforced, in the event of a breach through Article 7, Grievance procedure or in any court of competent jurisdiction.

David Co. Amee
Buckeye Education Association

11/18/2014
Date

Randal R. Langaker BOE PRES.
The Board of Education

11/18/2014
Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into on the 16TH day of September, 2014 by and between the Buckeye Joint Vocational School District Board of Education ("Board") and the Buckeye Education Association ("Association"), and shall become effective upon ratification by the Association and by the Board by resolution.

WHEREAS, the Board and Association are parties to a Negotiated Agreement having a term of July 1, 2014 to June 30, 2017 (the "Agreement"); and

WHEREAS, Article 11.05 the Agreement establishes a specific secretary shift schedule for, among other positions, the Assistant Superintendent's Secretary and the EMIS Attendance Secretary; and,

WHEREAS, the Ohio Department of Education has set forth certain additional EMIS reporting requirements that must be undertaken by the EMIS Attendance Secretary, requiring a shifting of a portion of her duty assignments to the Assistant Superintendent's Secretary and an alteration of the start and end times for each position;

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

Section 1. Due to the changes in duty assignments referenced above, Article 11.05 of the Agreement is hereby modified, such that the regularly scheduled shift hours for the 'Assistant Superintendent's Secretary' shall be 6:00 a.m. to 2:00 p.m. and for the 'EMIS Attendance Secretary' they shall be 7:00 a.m. to 3:00 p.m. These hours may be adjusted as needed for coverage of each other's duties due to illness, professional development, or other absence from work. This change in regularly scheduled shift hours is made with all parties involved acknowledging the need for this change, and a willingness from each party to this

MOU for the change to take place.

Section 2. This MOU constitutes the complete understanding of the parties and merges and supersedes all other discussions, agreements, and understandings, either oral or written between the parties with respect to the subject matter of this MOU.

Section 3. This MOU may be used by either party to enforce its provisions.

Section 4. This MOU shall terminate upon the expiration of the Agreement. Modification of this MOU may be made only by mutual written agreement of the parties.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding on the date first set forth above.

BUCKEYE JOINT VOCATIONAL SCHOOL
DISTRICT BOARD OF EDUCATION

By: Randal R. Longaker
President, Board of Education

By: Bob Abicht
Superintendent

By: Carla Cooper
Treasurer

BUCKEYE EDUCATION
ASSOCIATION

By: David A. Amos
BEA President