

Memorandum of Understanding
Between the
Clyde-Green Springs Exempted Village School District Board of Education
and the
Clyde-Green Springs Education Association

This Memorandum of Understanding is entered into on the 9th day of March, 2015, by and between the Clyde-Green Springs Exempted Village School District Board of Education ("Board") and the Clyde-Green Springs Education Association ("Association").

WHEREAS, the Board and the Association are the parties to a Negotiated Agreement ("Agreement"), having a term of July 1, 2014 through June 30, 2016; and

WHEREAS, the parties intend to modify the Agreement to reflect a 180 work day school calendar year, and to further require the work day for teachers to be seven hours and 31 minutes for the 2015-2016 school year.

NOW, THEREFORE, THE PARTIES HEREBY AGREE:

1. Article V(J) -- Severance shall be modified as follows:

ARTICLE V -- SALARIES AND FRINGE BENEFITS

J. Severance

Payment is to be based on an employee's per diem rate at the time of retirement **based on a 185 day teacher work year**. Payment for sick leave on this policy shall eliminate all sick leave accrued at the time. Such payments shall be made one to any employee.

2. Article VI(E) shall be modified as follows:

ARTICLE VI – TEACHING (WORKING) CONDITIONS

* * *

E. School Calendar

1. The annual school calendar shall reflect **one hundred eighty (180)** ~~one hundred eighty-five (185)~~ work days, or the hourly equivalent, for bargaining unit members. Such work days shall be designated as follows:

- a. **One hundred seventy-five (175) ~~180~~** days, or the hourly equivalent, of instruction which may include two (2) days for parent-teacher conferences at the elementary level and one (1) day for parent-teacher conferences at the secondary level.
- b. ~~One (1) in-service day to be scheduled in October.~~
- c. **Three (3) ~~Two (2)~~** days at the start of the school year – one (1) day may be scheduled as in-service (including building meetings) and the **two (2)** days shall be exclusively for use of employees to prepare for the opening of school.

* * *

3. Article VI(F) shall be modified as follows:

ARTICLE VI – TEACHING (WORKING) CONDITIONS

* * *

F. Teacher Work Day

1. The work day for all elementary school employees represented by the CGSEA shall consist of not more than seven (7) hours and **thirty-one (31)** ~~sixteen (16)~~ minutes, inclusive of the time periods specified in the following paragraphs:

* * *

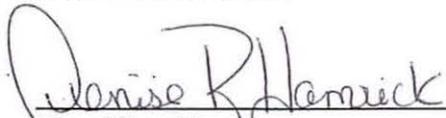
2. The work day for all secondary employees represented by the CGSEA shall consist of not more than seven (7) hours and **thirty-one (31)** ~~sixteen (16)~~ minutes inclusive of the time periods specified in the following paragraphs:

* * *

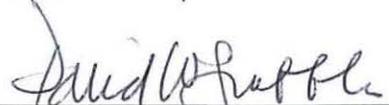
4. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Negotiated Agreement and the teacher employment contracts remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to the subject matter, may be executed in multiple counterparts, and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding on this 9th day of March, 2015.

FOR THE BOARD:



Denise R. Hamrick
Board President

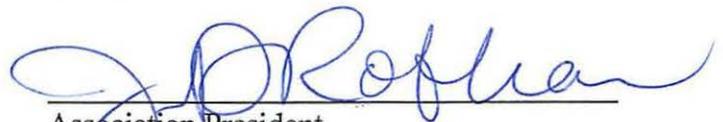


David W. Stubblebine, Superintendent



Joyce Dupont, Treasurer

FOR THE ASSOCIATION:



Association President