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MEMORANDUM OF UNDERSTANDING

Between the

BOARD OF EDUCATION of the SHAKER HEIGHTS CITY SCHOOL DISTRICT

and the

OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #152-SECURITY

The Board of Education of the Shaker Heights City School District (the "Board") and the Ohio Association of Public School Employees, Local #152-Security ("Local #152") have previously entered into a collective bargaining agreement effective July 1, 2015 through June 30, 2018, known as the Agreement between the Board of Education of the Shaker Heights City School District and Ohio Association of Public School Employees, Local #152 (the "CBA"). This Memorandum of Understanding ("MOU") between the Board and Local #152 supplements the terms of the CBA with respect to compensation for temporary assignments resulting from the absence of a bargaining unit member.

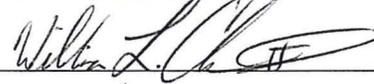
Specifically, Article X of the CBA will be modified to add a new Section B(3) as follows:

When a member of the bargaining unit is temporarily assigned for more than three (3) consecutive work days to a position in a higher classification than the one for which he or she is employed, the employee will receive the rate of pay for the higher classification at the employee's step on the salary schedule retroactive to the first work day.

Article X, Section B of the CBA will also be corrected to reflect subparagraph "A" as "1" and subparagraph "B" as "2".

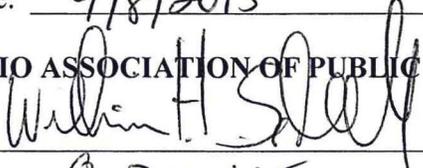
This MOU modifies the 2015-2018 CBA.

BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT

By , President

Date: 9/8/2015 Bryan C. Christian, Treasurer

OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES, LOCAL #152-SECURITY

By , President

Date: 8.25.15