

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SHEFFIELD-SHEFFIELD LAKE CITY SCHOOL DISTRICT
BOARD OF EDUCATION
AND
THE SHEFFIELD-SHEFFIELD LAKE CLASSIFIED
EMPLOYEES ASSOCIATION

This Memorandum of Understanding is entered into this 28th day of September, 2015, by and between the Sheffield-Sheffield Lake City School District Board of Education (hereinafter referred to as the "Board of Education") and the Sheffield-Sheffield Lake Classified Employees Association (hereinafter referred to as the "Classified Association").

WHEREAS, the Board of Education and the Classified Association are currently parties to a negotiated agreement effective June 30, 2015 through June 30, 2017; and

WHEREAS, Article 6 of the negotiated agreement between the Board of Education and the Classified Association establishes procedures regarding Reduction in Personnel, Layoff, and Recall; and

WHEREAS, Article 6, Section F which sets forth the rights of employees on layoff status, reads as follows:

"F. An employee on layoff status shall have the following rights:

- 1. Laid off employees shall provide the Administration with their current mailing address and telephone number.*
- 2. A laid off bargaining unit member shall, upon application and at his/her option, be granted priority status on the substitute list according to his/her seniority.*
- 3. Laid off bargaining unit members may continue their health, dental and life insurance benefits by paying the regular monthly per subscriber group rate premium for such benefits to the Board.*
- 4. Bargaining unit members shall accrue seniority, but not experience credit, during the time that he or she remains on the recall list.*
- 5. Upon returning to service, the employee shall be credited with experience credit earned prior to layoff."; and*

WHEREAS, the parties desire to establish compensation for laid off bargaining unit members providing substitution services during a period of layoff.

NOW THEREFORE, the Parties agree to the following:

1. Article 6, Section F shall be changed as follows:

"F. An employee on layoff status shall have the following rights:

1. Laid off employees shall provide the Administration with their current mailing address and telephone number.
 2. A laid off bargaining unit member shall, upon application and at his/her option, be granted priority status on the substitute list according to his/her seniority. **Bargaining unit members providing substitute services shall be compensated at the rate of \$10.50 per hour.**
 3. Laid off bargaining unit members may continue their health, dental and life insurance benefits by paying the regular monthly per subscriber group rate premium for such benefits to the Board.
 4. Bargaining unit members shall accrue seniority, but not experience credit, during the time that he or she remains on the recall list.
 5. Upon returning to service, the employee shall be credited with experience credit earned prior to layoff."
2. Except as expressly set forth in this Memorandum of Understanding, all other language within Article 6 of the negotiated agreement between the Board of Education and the Classified Association shall remain the same.
3. This Memorandum of Understanding constitutes the entire agreement between the Board of Education and the Classified Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the subject matter outlined herein. Any amendment to this MOU must be in writing and signed by both parties.

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

Sheffield-Sheffield Lake Classified
Employees Association

 9-28-15

By: Steve Parker, President

Sheffield-Sheffield Lake City School
District Board of Education

 9-28-15

By: Michael Cook, Superintendent