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MEMORANDUM OF UNDERSTANDING
BETWEEN
PAINESVILLE CITY LOCAL BOARD OF EDUCATION
AND
OAPSE Local 393

This Memorandum of Understanding is made by and between the Painesville City Local Board of Education (hereinafter, Board) and OAPSE Local 393 (hereinafter, Association), and collectively referred to as the "Parties".

WHEREAS, Director of Business and Personnel James Haffa, has requested the addition of insurance benefits for Bus Drivers hired after October 1, 2013; and

NOW THEREFORE BE IT RESOLVED
That the Parties agree to the following:

1. Bus drivers must average at least thirty (30) hours a week between there contracted time and bus driving outside of their contracted hours such as; field trips, after school programs and covering mid-day routes.

2. The transportation office will track the hours using a spreadsheet.
    a. Drivers should maintain a record for themselves.

3. There will be a review of the hours every six (6) months.
    a. January to June and July to December.
    b. Any driver that did not meet the average of thirty (30) hours a week will be immediately removed from all insurance benefits.

4. Bus driver who choose not to take the insurance benefits.
    a. Will be eligible for the insurance waiver.
    b. Must maintain the thirty (30) hours a week average for the six (6) months' time periods.

5. Anyone hired after this is in place:
    a. Must go through a probation period of at least thirty (30) calendar days and will not exceed ninety (90) calendar days.
    b. Must average thirty (30) hours a week during probation period to be eligible for insurance benefits.
6. This agreement will be reviewed at the end of the 2015-2016 school year.

The Parties mutually agree to the above provisions of this Memorandum of Understanding by placing their signatures below.

FOR THE ASSOCIATION

Stephen Davies Date
President, OAPSE Local 393

Trina Molnar Bock Date
Labor Relations Consultant

FOR THE BOARD OF EDUCATION

John T. Shepard Date
Superintendent

Steven Costell Date
President, Board of Education