

Memorandum of Understanding
Clermont County Special Education Association
Clermont County Board of DD
June 2016

09-01-16
15-MED-10-1098
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This Memorandum of Understanding between the Clermont County Special Education Association and the Clermont County Board of DD amends:

1. Article 1 – Procedure Agreement, Section 1.01 – Recognition - of the Collective Bargaining Agreement (January 1, 2016 through December 31, 2018) to read:

The Clermont County Board of DD, hereinafter referred to as the "Board" hereby recognizes the Clermont County Special Education Association, hereinafter referred to as the "Association," as the sole and exclusive representative for the purposes of collective bargaining as defined in Chapter 4117 of the Ohio Revised Code for all full-time and regular part-time professional employees, including Registered Nurses, EI Specialists, HMG Part C Service Coordinators, School Age Instructors, School Age Instructor Assistants, Licensed Physical Therapists, Licensed Occupational Therapists, Licensed Speech/Language Pathologists, Physical Development Specialists, Cafeteria Workers, Custodians, Maintenance Workers II, Clerks I, II, III, Program Managers, Habilitation Technicians, Job Placement Specialists, Parent Advisors, and **Job Coaches**, but excluding Investigators, Intake/Eligibility Specialists, Service and Support Administrators, Behavior Specialists, Wildey General Utility Worker, Wildey General Cleaner, Unclassified Positions on Management Contracts, Administrative Assistants, Administrators/Directors, and all other Central Office Staff and Substitute Employees

Collective Bargaining Agreement Between
 Clermont County Special Education Association
 And Clermont County Board of Developmental Disabilities
 January 1, 2016 through December 31, 2018

2. Appendix A – Base Work Year/Work Week/Work Day - of the Collective Bargaining Agreement (January 1, 2016 through December 31, 2018) to read:

CLASSIFICATION	DAYS PER YEAR	HRS PER DAY	HRS PER YEAR	HRS PER WEEK
Cafeteria Worker	184	6.5	1196	32.5
Clerk—Community Support	240		1920	
Clerk Adult Services and EI	240	8	1920	40
Custodian	260	8.5	2080	40
Early Intervention OT	204		1326	
Early Intervention PT	204		1326	
Early Intervention SLP	204		1326	
Early Intervention Specialist	204		1326	
Habilitation Technician	240		1800	37.5
HMG Part C Service Coord	240	8	1920	40
Instructor	184	6.5	1196	32.5
Instructor Assistant	184	6.5	1196	32.5
Job Coach	240		1800	37.5
Job Placement Specialist	255	8	2040	40
Maintenance Worker II	260	8.5	2080	40
Parent Advisor*	200		1300	
Physical Development Specialist	184	6.5	1196	32.5
Program Manager	240		1800	37.5
RN Nurses	240			37.5
School Age Clerk	204	8	1632	40
School Age OT	184	6.5	1196	32.5
School Age PT	184	6.5	1196	32.5
School Age SLP	184	6.5	1196	32.5

*The maximum number of hours any Parent Advisor may work is 220 hours.

Note: Any of the above positions may also be pro-rated for part-time.

Note: Any blanks indicate flexibility of schedule

3. Salary Ranges – Clermont County Board of DD - of the Collective Bargaining Agreement (January 1, 2016 through December 31, 2018) to read:

The salary range for each classification except School Age Instructors shall be as follows:

Maintenance Workers II	\$14.42 per hour to \$21.64 per hour
Custodians	\$11.33 per hour to \$18.55 per hour
Clerical	
Clerk I	\$12.36 per hour to \$18.55 per hour
Clerk II	\$13.91 per hour to \$19.58 per hour
Clerk III	\$14.94 per hour to \$23.70 per hour
Habilitation Technician	\$12.28 per hour to \$25.76 per hour
Job Coach	\$14.00 per hour to \$29.37 per hour
Adult Degreed (Program Manager and Job Placement Specialists)	\$20.10 per hour to \$32.97 per hour
Non-Degreed Professional	\$13.39 per hour to \$22.67 per hour
RN	\$21.76 per hour to \$36.06 per hour
Instructor Assistant	\$12.28 per hour to \$25.76 per hour
Cafeteria Worker	\$12.28 per hour to \$25.76 per hour
Early Intervention Specialist	\$23.00 per hour to \$35.11 per hour
Early Intervention Specialist with Masters' Degree	To \$45.70 per hour
Parent Advisor	\$23.00 per hour to \$35.11 per hour
Parent Advisor with Master's Degree	To \$45.70 per hour
Therapists	
OT	\$36.05 per hour to \$47.80 per hour
PT	\$39.44 per hour to \$47.80 per hour
Speech	\$33.57 per hour to \$52.06 per hour

A newly hired employee shall be paid an additional 2% of the base salary for the employee's classification for each year of experience credit awarded at the time of hire, up to a maximum of five (5) years of experience. (Making this a five step salary schedule for new hires only with 2% between steps).

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CLERMONT COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

By: Ray A. Pomono 8-29-2016
President Date
By: D. Otter 8/29/16
Superintendent Date

CLERMONT COUNTY SPECIAL EDUCATION ASSOCIATION

By: Lisa Ross 8-29-16
Association President Date
By: Shanna Miller 8-29-16
Negotiating Team Member Date