

MEMORANDUM OF UNDERSTANDING  
Collective Bargaining Agreement Extension

This Memorandum of Understanding ("MOU") is entered into this 12<sup>th</sup> day of May 2021 by and between the Board of Education of the Shaker Heights City School District ("Board") and the Shaker Heights Teachers' Association Support Teachers Bargaining unit ("Association") (collectively the "Parties").

WHEREAS, the Board and the Association currently are parties to a collective bargaining agreement covering terms and conditions of employment for bargaining unit members through June 30, 2021 (the "Incumbent Agreement"); and

WHEREAS, the Parties are mutually desirous of entering into a contract extension for the period of time covering July 1, 2021 through December 31, 2021 (the "Extension Agreement") and memorializing their mutual intent with regard to terms and conditions applicable to such agreement.


NOW THEREFORE, in exchange for consideration, the value and sufficiency of which is herein acknowledged, the Parties agree as follows:

1. The Incumbent Agreement shall be extended to and cover the period of time of July 1, 2021 through December 31, 2021.
2. The Parties mutually agree that effective July 1, 2021, there shall be no base salary increase on the salary schedule set forth in Article XXVII of the Incumbent Agreement ("Salary"), Section 27.06, however a step increase shall be applied.
3. The Parties further mutually agree that the employee contribution of thirteen percent (13%) of monthly funding rate for individual or family coverage as provided under Article XXIV of the Agreement ("Group Insurance"), Section 24.01 ("Health Care Coverage"), Section 24.02 ("Prescription Drug"), and Section 24.04 ("Dental Plan") will remain in effect during the term of the Extension Agreement.
4. Additionally, the Parties mutually agree that during the term of the Extension Agreement one (1) Support Teacher shall continue to be included in the Sick Day Transfer Committee under the sick leave transfer pilot program created pursuant to "Side Letter A" of the collective bargaining agreement between Board and the Shaker Heights Teachers' Association to the extent that such program has been extended through December 31, 2021.
5. All other terms and conditions of the Incumbent Agreement shall remain in full force and effect during the period of July 1, 2021 through December 31, 2021.
6. This Agreement is contingent upon approval by the Board and will become effective upon ratification of the Association and signature of the Parties below.

FOR THE BOARD:

  
\_\_\_\_\_  
DATE: 5/24/21  


FOR THE ASSOCIATION:

  
\_\_\_\_\_  
DATE: 4/13/21

Dr. David Glasner, Superintendent

DATE: 4/26/21

  
\_\_\_\_\_  
Mr. Bryan C. Christman, Treasurer

DATE: 5/12/21