



**SUMMER HOURS
MEMORANDUM OF UNDERSTANDING
Between the
BOARD OF EDUCATION of the SHAKER HEIGHTS CITY SCHOOL DISTRICT
and the
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES,
LOCAL #149-SECRETARIAL/CLERICAL**

The Board of Education of the Shaker Heights City School District (the "Board") and the Ohio Association of Public School Employees, Local #149-Secretarial/Clerical ("Local #149") have previously entered into a collective bargaining agreement effective July 1, 2018 through June 30, 2021, known as the *Agreement between the Board of Education of the Shaker Heights City School District and Ohio Association of Public School Employees, Local #149* (the "CBA"). This Memorandum of Understanding ("MOU") between the Board and Local #149 supplements the terms of the CBA with respect to flexible hours during the summer period listed below. Specifically, the parties agree to the following:

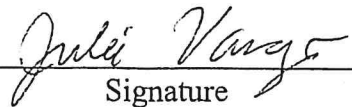
Effective Monday, June 14, 2021 through Friday, August 6, 2021, 12-month (and any other less than 12-month employee working full weeks during the temporary summer hours period) OAPSE Local #149 employees will be able to work flexible hours depending on District need and with the approval of their supervisor, as long as the normal assigned work week hours (37.5) are accounted for as one of the following (a) worked; (b) charged to an available and appropriate leave option (for example, a vacation day taken Monday through Thursday of a week when taking off Friday should be recorded as 1.25 days of vacation); or (c) during the first week of July, the 7.5 hours of the paid holiday, Independence Day which is observed on Monday July 5 this year. The provision regarding overtime paid at time and one-half for hours worked over 8 per day in Article IX, A.1. of the CBA will not be in effect during this eight-week period. The amounts of time allocated for lunch and/or break periods shall not be reduced below the requirements under the Fair Labor Standards Act. Additionally, this Memorandum of Understanding supersedes the previous Summer Hours Memorandum of Understanding between the Board and Local #149.

This MOU is not precedent setting.

BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT

By <u></u>	Board President	<u>5/25/21</u>
Signature	Title	Date
By <u></u>	Superintendent	<u>5/26/21</u>
Signature	Title	Date
By <u>Bryan C. Christman</u>	Treasurer	<u>5/12/21</u>
Signature	Title	Date

**OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES,
LOCAL #149-SECRETARIAL/CLERICAL**

By <u></u>	President	<u>4/27/21</u>
Signature	Title	Date