

**MEMORANDUM OF UNDERSTANDING  
Collective Bargaining Agreement Extension**

This Memorandum of Understanding ("MOU") is entered into this 24<sup>th</sup> day of November 2020 by and between the Board of Education of the Shaker Heights City School District ("Board") and the Shaker Heights Teachers' Association ("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 December 31, 2020 (the "Incumbent Agreement"); and

**WHEREAS**, the Parties are mutually desirous of entering into a contract extension for the period of time covering January 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:

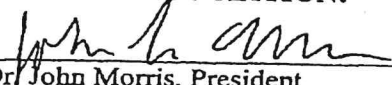
1. The Incumbent Agreement shall be extended to and cover the period of time from January 1, 2021 through December 31, 2021.
2. The Parties mutually agree that effective January 1, 2021, there shall be no base salary increase on the salary schedule set forth in Article XXVII of the Incumbent Agreement ("Salary Schedule"), Section 27.07, 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 the sick leave transfer pilot program created pursuant to "Side Letter A" of the Incumbent Agreement, shall remain effective and be extended for the term of the Extension Agreement.
5. All other terms and conditions of the Incumbent Agreement shall remain in full force and effect during the period of January 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:**

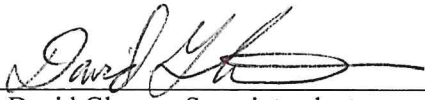
  
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Ms. Heather Weingart, President

DATE: 11/24/20

**FOR THE ASSOCIATION:**

  
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Dr. John Morris, President

DATE: 11/24/20

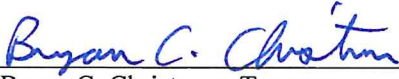


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Dr. David Glasner, Superintendent

DATE: 11/24/20

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DATE: \_\_\_\_\_



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Mr. Bryan C. Christman, Treasurer

DATE: 11/24/20

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DATE: \_\_\_\_\_