

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
BRECKSVILLE BROADVIEW HEIGHTS CITY SCHOOL
DISTRICT BOARD OF EDUCATION
AND THE
BRECKSVILLE-BROADVIEW HEIGHTS
ORGANIZATION OF SUPPORT STAFF**

The Brecksville-Broadview Heights Board of Education (hereafter the "Board") and the Brecksville-Broadview Heights Organization of Support Staff (hereafter "BOSS"), hereby enter this Memorandum of Understanding ("MOU") related to Section 40 Merit Incentive For Attendance.

WHEREAS the Board and BOSS recognize that the present language in Section 40 – Merit Incentive For Attendance, is vague and inconsistent for BOSS members in comparison to other employees, and;

WHEREAS the parties are seeking to collaboratively resolve an outstanding grievance;

THEREFORE, BOSS and the Board agree to change the language in Section 40 Merit Incentive For Attendance as follows:

SECTION 40. — MERIT INCENTIVE FOR ATTENDANCE

Any employee shall be entitled to a merit incentive for attendance. For 11/12 month employees it shall be paid in the second payroll in July. For all other employees it shall be paid the first payroll in July. ~~Eligible employees must submit the Merit Incentive Form (Attachment 19 or 20).~~ Beginning July 1, 2011, any merit incentive earned from July 1 (or from the first report day of the school year for employees working less than twelve months) through December 31 will be paid in the second payroll in February. Any merit incentive earned from January 1 through June 30 (or from the last report day of the school year for employees working less than twelve months) will be paid in the second payroll in July for 11/12 month employees and for all others it will be paid the first payroll in July. It will be paid as follows for the duration of this Agreement:

- E. To be eligible for the merit incentive, an employee must have a balance of sick leave and/or personal leave at the close of each payment period (December 31 and June 30). Employees in a dock pay status or who have borrowed sick leave or who are receiving donated sick leave are not eligible. **Additionally, any employee on an approved leave of absence, including those employees who are receiving Workers Compensation, shall receive a prorated payment equal to the percentage of days the employee worked during the payment period.**

BRECKSVILLE-BROADVIEW HEIGHTS
CITY SCHOOL DISTRICT BOARD OF
EDUCATION

BRECKSVILLE-BROADVIEW
HEIGHTS ORGANIZATION OF
SUPPORT STAFF

Board of Education President

BOSS President

Date: _____

Date: _____