

**REVISED 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 51 Severance Pay.

WHEREAS the Board and BOSS recognize that present language in Section 51 – Severance Pay Upon Retirement, Item B is vague and presents inconsistencies for BOSS members. Item B states, “Payment of the sum determined above shall be based on the employee’s daily rate of pay at the time of retirement. Acceptance of severance pay shall be considered to eliminate all sick leave credit accrued by the employee.”

THEREFORE, BOSS and the Board agree as follows:

To adjust Section 51 B to read as follows:

“Payment of the sum determined above shall be based upon the employee’s daily rate of pay at the time of retirement, exclusive of any supplemental contract. The daily rate for an employee who has worked on a part-time basis will be calculated as follows:

Hourly Rate x Weekly Hours/5 = Daily Rate

Ex. \$17.48 x 15 Weekly Hours/5 = \$52.44

Multiply this number by the # of Days of Severance

Ex. Continued \$52.44 x 100 Severance Days = \$5,244 of Severance Pay

In the case of Preschool Special Education Assistants whose position is based upon a four (4) day work week instead of a five (5) day work week, the daily rate shall be calculated as follows:

Hourly Rate x Weekly Hours/4 = Daily Rate

Ex. \$17.48 x 24 Weekly Hours/4 = \$104.88

Multiply this number by the # of Days of Severance

Ex. Continued \$104.88 x 100 Severance Days = \$10,488 of Severance Pay

BRECKSVILLE-BROADVIEW HEIGHTS
 CITY SCHOOL DISTRICT BOARD OF
 EDUCATION

BRECKSVILLE-BROADVIEW
 HEIGHTS ORGANIZATION OF
 SUPPORT STAFF

 Board of Education President

 BOSS President

Date: _____

Date: _____