

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

The Brecksville-Broadview Heights City School District Board of Education (hereafter the "Board") and the Brecksville-Broadview Heights Education Association (hereafter "BEA") hereby enter into this Memorandum of Understanding (hereafter "MOU") in order to create one period of Release Time for the BEA President and to equitably compensate any teacher whose workload is increased due to the terms of this MOU.

**WHEREAS**, the Board and the BEA have agreed to establish non-binding exploratory committees designed to collaboratively research insurance options and the scheduling of the current school day; and

**WHEREAS**, the Board and the BEA agree that any work product or possible recommendations made by these committees shall be advisory only and shall not be binding on either the Board or BEA in any future negotiations for a successor agreement between the parties, and

**WHEREAS**, committed work for these meetings will require the BEA President to be provided with one period of Release Time for the 2014-15 school year only; and

**WHEREAS**, The establishment of this Release Time will result in an increased workload for the BEA member(s) who will be teaching an additional class for the 2014-2015 school year only; and

**WHEREAS**, the parties agree that the terms of this MOU shall apply to the 2014-2015 school year only,

**THEREFORE**, the parties agree as follows:

1. The BEA President's teaching workload shall be reduced by one (1) teaching period per day during the 2014-2015 school year only.
2. The BEA President shall, for the 2014-2015 school year only, be provided with one (1) period of Release Time per day to conduct BEA business and to perform the duties of BEA President.

3. No Teacher shall have their workload increased as a result of this MOU except by mutual agreement of the teacher, the BEA and the Superintendent/Designee.
4. The teaching workload for any BEA member who, as a result of this MOU, agrees to work one (1) extra teaching period shall be for the 2014-2015 school year only.
5. Any BEA member whose workload is increased in accordance with paragraph "4" above shall be paid 7/6<sup>th</sup> of his/her salary for the 2014-2015 school year only.

The Parties agree this MOU is not precedent setting and is not to be referenced or relied upon in any other matter, regardless of whether other matters present similar circumstances.

BRECKSVILLE-BROADVIEW  
HEIGHTS CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

BRECKSVILLE-BROADVIEW  
HEIGHTS EDUCATION  
ASSOCIATION

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Date: \_\_\_\_\_

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Date: \_\_\_\_\_