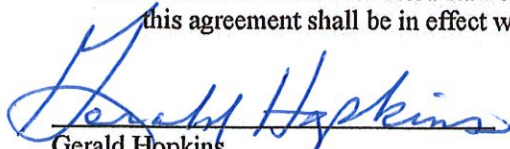



LETTER OF UNDERSTANDING
BETWEEN
THE KENOWA HILLS PUBLIC SCHOOLS
AND
THE KENOWA HILLS SUPPORT STAFF ASSOCIATION (KHSSA/KCEA)

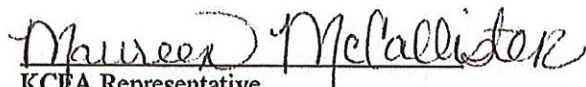
RE: Part-time Employees

The above named parties agree to the following provisions regarding the benefits for part-time employees.

1. Part-time employees electing to combine positions that do not overlap with an existing assignment will forgo the benefits outlined in Article XII Part E except where these benefits are already earned.
2. Individuals who pick up an additional assignment shall be paid at their existing hourly rate for all added hours except where a classification change occurs for the additional hours at which point existing language would apply.
3. Based on the District's measurement period (November 1- October 31 of each calendar year), as required by the Patient Protection and Affordable Care Act (PPACA), all part-time employees electing to add hours will not qualify for the benefits outlined in the labor agreement during the 2017-18 school year.
4. Employees averaging over 30 hours during this measurement period will earn benefits as outlined in the Master Agreement beginning January 1, 2019.
5. Combined positions as a result of this letter of understanding will be unbundled at the conclusion of the 2017-18 school year.
6. Individuals must meet the highly qualified requirements for the position as defined by federal legislation.
7. This agreement shall expire at the end of the current bargaining agreement (August 15, 2018) and may be revised and renewed each year thereafter by mutual agreement or through subsequent negotiations and defined through the collective bargaining agreement.
8. Neither party shall claim nor rely upon precedent set by this agreement.
9. Hours that are added to an employee's base hour amount will be included if an employee uses a sick day, personal time or through the act of God provisions in the KHSSA contract.
10. In order to allow interested staff to be considered for these additional work opportunities, this agreement shall be in effect with hours worked starting on November 13, 2017


Gerald Hopkins
Superintendent


Heather Blase
KHSSA President


KCEA Representative
KCEA/MEA/NEA Uniserv Director