

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 21-20

SPECIAL MEETING

BEAR GRAPHICS 800.325.8094 FORM NO 10148

Held _____ AUGUST 27, _____ 20 20 _____

The Special Meeting of the Warrensville Heights Board of Education was held on Thursday, August 27, 2020, at 7:00 a.m., due to COVID-19, via Zoom Conference, <https://zoom.us/j/811660243?pwd=SFZvdkJGZFB3WFZKclpNaIF3bXdSZz09>, Warrensville Heights, Ohio.

President Mitchell called the meeting to order and asked the Treasurer, Dr. Michael A. Rock, to call the roll. The roll call revealed the following members present: Mr. Ray A. Freeman, Mrs. Millicent Gaiter, Ms. Traci Mitchell, Mrs. Barbara A. Mumin, Mr. Earl D. Roberts

Mr. Donald J. Jolly, II, Superintendent, also in attendance.

Pledge

President Mitchell requested all stand to recite the Pledge of Allegiance to the Flag.

Memorandum of Understanding

Moved by Mrs. Gaiter and seconded by Mrs. Mumin to approve the following Memorandum of Understanding (MOU) by and between OAPSE Local 318/368 and the Administration of the Warrensville Heights City School District (the "Board"):

This MOU is entered into following a meeting between the Board and OAPSE regarding a possible Reduction in Force ("RIF") of Support staff employees on August 13, 2020, in accordance with the parties' Negotiated Agreement. The purpose of this MOU is to reduce the numbers of employees affected by the RIF. Therefore, the parties agree to the following:

- The Board will offer a retirement incentive for employees considering the Early Retirement Incentive. Those who choose this option are not eligible to re-apply for fulltime employment with Warrensville Heights City School District until 2023.
- Retiring employees will not be replaced so as to minimize the number of employees affected by the RIF unless replacement is necessary as determined by the Board. Vacancies shall not be filled unless determined necessary by the Board.
- Employees shall initially perform duties per their job description. Should the situation warrant, or should a need to assign employees to other duties and responsibilities arise, the Board shall have flexibility in making those assignments provided the employee is capable of performing the duties. This flexibility shall extend to the interim period from the employees revised start date for the 2020-2021 school year until the District returns to pre-COVID operations.
- Work schedules shall be as closely aligned with the past schedules as circumstances will allow. If the need exists for a change in start times, the Board will notify the employee of the change with a ten (10) day notice to the affected employee.
- The Board will continually evaluate the level of service and the number of employees needed to provide those services. Should the needs change, employees may be recalled per the terms of the contract in seniority order.
- Employees who decline to be recalled shall forfeit their rights to recall until all other laid off employees have been offered recall. In the event the Virtual learning plans extends beyond nine weeks, the Board may be forced to expand the RIF listing.

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- Due to COVID-19 and in support of keeping staff employed and working at current (or greater) wage rate and benefits, bargaining unit members may be temporarily reassigned to a higher rated job classification in any group during the 2020-2021 school year. Such employee shall receive pay for that step on the salary schedule resulting in the minimum hourly or annual wage increase on the effective date of the temporary reassignment.
- In addition, due to COVID-19 and in support of keeping staff employed and working at their current wage rate and benefits, bargaining unit members may be temporarily reassigned to a lower rated job classification in any group. Such employees shall be paid his/her regular rate during the period of reassignment.
- Employees may be offered assignments performing duties at Satellite locations within the District.

Vote:

Ayes – Mr. Freeman, Mr. Roberts, Mrs. Mumin, Mrs. Gaiter, Ms. Mitchell

Nays – None

Motion carried

R-08-20-116

5-0

Adjournment

Moved by Mrs. Gaiter and seconded by Mrs. Mumin that the board adjourn the meeting.

Vote:

Ayes – Mr. Freeman, Mr. Roberts, Mrs. Mumin, Mrs. Gaiter, Ms. Mitchell

Nays – None

Motion carried

R-08-20-117

5-0

Meeting adjourned at 7:35 a.m.

11/18/2020

DATE

Joan Mitchell

PRESIDENT

ATTEST:

[Signature]

TREASURER