

MEMORANDUM OF UNDERSTANDING
Judy Smith Recall Rights

This Memorandum of Understanding ("MOU") is entered by and between the Norton City School District Board of Education ("the Board") and the Ohio Association of Public School Employees Local #167 ("the Association") on the date set forth below.

WHEREAS, the Board is closing Grill and Cornerstone Elementary schools, and creating one (1) new elementary school known as Norton Elementary and,

WHEREAS, for the purposes of the May 2nd Bid/Bump meeting, three (3) Elementary Head Custodians (including Judy Smith) were granted the ability to bid/transfer to Head Custodian positions (if available) in the Head Custodian HS/MS/Norton Elementary in accordance with the MOU dated ___/___/___.

WHEREAS, the resulting closure of these buildings, caused Judy Smith a current Elementary Head Custodian (lower classification than HS/MS/Norton Elementary), was ultimately displaced and exercised her rights under the negotiated agreement to "bump" into a lower classification.

WHEREAS, Judy Smith retains her recall rights, per the negotiated agreement, to the position (if vacated) at Primary Elementary School.

NOW, THEREFORE THE PARTIES HEREBY AGREE: to extend Judy Smith's recall rights indefinitely to the classification of Head Custodian HS/MS/Norton Elementary until she is recalled to a position in that classification, refuses such recall or her employment in a classified position ends due to retirement, resignation, or termination.

FOR THE BOARD



FOR THE UNION



JUDY SMITH

5-12-17