

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE BRYAN EDUCATION ASSOCIATION
AND
THE BRYAN BOARD OF EDUCATION

Whereas, the Bryan Board of Education and the Bryan Education Association are parties to a Master Labor Agreement in effect from August 1, 2011 through July 31, 2014, and;

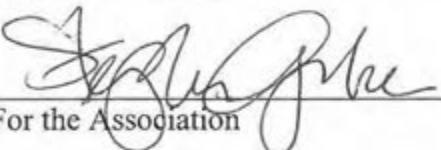
Whereas, the Board and the Association recognize the need to modify the contract language related to the number of hours in the working day as a result of anticipated changes to Ohio law and the unusual number of calamity days during the 2013-2014 school year.

Now, therefore be it agreed by and between the Board and the Association as follows:

1. The length of the working day will be seven (7) hours and twenty (20) minutes. Notwithstanding the foregoing, for the 2013-2014 school year only, the length of the working day may be increased by the Superintendent to seven (7) hours and fifty (50) minutes from March 31 in one-half hour increments until the earlier of: (i) the last regular school day of the 2013-2014 school year; or (ii) the date that the Board has been able to makeup as many calamity days as is necessary in order to meet the minimum school year requirements of Section 3313.48 of the Ohio Revised Code.
2. The Board and Association further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.
3. April 18, Good Friday, school will be in-session. Students will be released at 1:15 pm. Teachers will be released at 2:30 pm.
4. Personal Days may be utilized for the workday of April 18, Good Friday as long as substitute coverage can be secured.
5. Any seven (7) hour and fifty (50) minute workday will be worth one (1) day of sick, personal or professional time.

6. In the occurrence of a two (2) hour delay, the day will only be delayed two (2) hours in the schedule. No additional time will be added.
7. Memorial Day will not be used as a make-up day.

Signed and Dated

 John Blue President
For the Association

 Thomas L. Price, Pres.
For the Board