



BUCKEYE

LOCAL SCHOOL DISTRICT
ASHTABULA, OHIO

Patrick E. Colucci, Sr., Superintendent
Kassandra Brand, Treasurer

3436 Edgewood Drive • Ashtabula, OH 44006
Phone: 440.998.4411 • Fax: 440.992.8369

Exhibit D

October 21, 2025

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is by and between the Buckeye Local School District Board of Education (the "Board") and the UAW Local No. 1834 ("UAW").

WHEREAS, the Board and UAW are parties to a collective bargaining agreement in effect from July 1, 2024, through June 30, 2027 (the "CBA"); and

WHEREAS, Article II, Section 1 of the CBA provides for the deduction of regular monthly Union dues from the pay of employees who have executed an Authorization for Check-Off of Dues; and

WHEREAS, Article II, Section 3 of the CBA states that Union dues will be deducted monthly from the second pay of each month; and

WHEREAS, questions have arisen regarding the timing and method of dues deductions for 12-month, 9-month, and summer employees, and the Parties desire to clarify the application of the CBA language to these situations;

NOW, THEREFORE, the Parties agree as follows:

1. Twelve-Month Employees

The monthly dues amount provided by the Union to the Treasurer's Office will be deducted evenly across all 12 months of the fiscal year.

2. Nine-Month Employees

The monthly dues amount will be deducted evenly over 9 months (September through May).

3. Contracted Summer Maintenance Employees

Dues will be calculated based on the employee's summer maintenance hourly rate, assuming 8 hours per day/40 hours per week, and will be deducted during June, July, and August.

Board Members: Shannon Pike (P) • Stephanie Patriarco (VP) • Gregory Kocjancic • Roman Vencill • Chad Miller

Supporting our students is not the main thing, it's the only thing.

www.buckeyeschools.info



BUCKEYE

LOCAL SCHOOL DISTRICT
ASHTABULA, OHIO

Patrick E. Colucci, Sr., Superintendent
Kassandra Brand, Treasurer

3436 Edgewood Drive • Ashtabula, OH 44006
Phone: 440.998.4411 • Fax: 440.992.8369

4. Summer Maintenance Substitutes
No dues will be deducted from these employees during June, July, or August.
5. Bus Drivers driving Summer Trips
No dues will be deducted from these employees during June, July, or August.
6. Food Service Employees working to provide Summer Meals
No dues will be deducted from these employees during June, July, or August.
7. This MOU is intended to clarify the application of Article II of the CBA with respect to the timing of dues deductions.
8. This MOU supersedes all previous agreements and practices related to dues deductions for the employee categories identified above.
9. The CBA remains otherwise unchanged.

**On Behalf of the Buckeye Local
School District Board of Education**

Superintendent
Date

On Behalf of UAW Local No. 1834

10-16-2022

President
Date

Board Members: Shannon Pike (P) • Stephanie Patriarco(VP) • Gregory Kocjancic • Roman Vencill • Chad Miller

Supporting our students is not the main thing, it's the only thing.

www.buckeyeschools.info