

AGREEMENT

This Agreement is by and between the Warren County School District (the "School District") and the Warren County Educational Support Personnel Association (the "Association").

The parties state as follows:

- A. Applicants for positions with the School District commonly are interviewed as part of the hiring process.
- B. The School District sometimes conducts interviews with the assistance of bargaining unit members.
- C. These bargaining unit members have volunteered their services to assist in the hiring process and have not received compensation for their services.
- D. The School District considers it appropriate that these bargaining unit employees be compensated for assisting the School District with selecting employees.

Accordingly, intending to be legally bound, the parties state as follows:

- 1. The School District will continue to select bargaining unit employees to assist with the hiring process as it deems appropriate.
- 2. The bargaining unit members selected may choose not to participate, as this service to the District will continue to be voluntary. However, in the event the employee selected by the School District is willing to participate in the interview process, he/she will be compensated at his/her regular hourly rate.
- 3. This Agreement does not guarantee the School District will employ bargaining unit employees to assist in conducting interviews, nor does it guarantee any minimum number of hours that the bargaining unit employees will be used for the interview process.

4. The selection of bargaining unit employees is in the discretion of the School District and is not subject to the grievance procedure.

5. This Agreement will not set practice nor precedent and it is understood that this arrangement may be terminated at any time by the School District.

This Agreement is executed on this _____ day of December, 2006.

WARREN COUNTY SCHOOL DISTRICT

WARREN COUNTY EDUCATIONAL
SUPPORT PERSONNEL ASSOCIATION

By _____ By _____

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