

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
HAMILTON COUNTY EDUCATIONAL SERVICE CENTER GOVERNING BOARD  
AND THE  
HAMILTON COUNTY EDUCATION ASSOCIATION**

This Memorandum of Agreement is made this 18th day of May, 2011 by and between the Hamilton County Educational Service Center Governing Board ("Board") and the Hamilton County Education Association ("Association") in order to amend and extend the current Collective Bargaining Agreement in effect between the parties.

**WHEREAS**, the Board and the Association are parties to a Collective Bargaining Agreement ("Agreement"), the effective dates of which are July 1, 2006 through August 31, 2011; and

**WHEREAS**, the Board and the Association have engaged in bargaining with the intent of reaching an agreement for a successor Collective Bargaining Agreement;

**WHEREAS**, the parties have exchanged proposals and counterproposals in order to reach an amicable agreement to amend certain specific provisions of the Collective Bargaining Agreement and to extend the term of the current agreement through the 2013-2014 school year.

**NOW, THEREFORE, BE IT AGREED** by and between the Board and the Association as follows:

1. The term of the current Collective Bargaining Agreement in effect between the Board and the Association shall be extended through June 30, 2014.
2. The current salary schedule will be in effect for current employees through June 30, 2013, with no movement on the salary schedule allowed and no increase made to the base salary. The only exception to this wage freeze shall be for horizontal movement based upon the acquisition of qualifying education.

3. The contract may be reopened for salary and wages only for the contract year running from July 1, 2013 through June 30, 2014. Negotiations for this reopener shall conform to the requirements of Article 2 of the Agreement except that they shall be limited to salary and wages only.

4. Notwithstanding the salary freeze, a new salary structure shall be implemented only for employees newly hired for the 2012-2013 school year. This salary structure shall be effective July 1, 2012. A committee shall be established for the purpose of providing input into the design of the new salary structure. The committee shall be convened no later than October 28<sup>th</sup>, 2011. The committee shall include three administrators and three bargaining unit members.

5. All other provisions of the current Collective Bargaining Agreement shall remain as current language unless specifically stated and agreed to otherwise by the terms of this Memorandum. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.

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**SIGNATURE PAGE TO FOLLOW**

IN WITNESS WHEREOF, the duly authorized representatives of the HAMILTON COUNTY EDUCATIONAL SERVICE CENTER GOVERNING BOARD and the HAMILTON COUNTY EDUCATION ASSOCIATION have executed this Memorandum of Agreement hereby intended to amend and extend the current Collective Bargaining Agreement effective between the parties and incorporate such terms and conditions of this Memorandum on the dates set forth opposite their signature.

HAMILTON COUNTY EDUCATIONAL  
SERVICE CENTER GOVERNING BOARD

Date: 5-18-11

By: Barbara A. Parry  
President

Date: 5-18-11

By: [Signature]  
Treasurer

HAMILTON COUNTY EDUCATION  
ASSOCIATION

Date: 5/18/11

By: [Signature]  
President

Date: 5/18/11

By: Stephanie M. Kovalick  
Vice President

**Salary Schedules**  
**Hamilton County Educational Service Center - IRN 047324**  
**Certificated**  
**191 Days**  
**2011-2012**

Step	Level I Non- degree 90% of B.A. <u>191</u>	Level II B.A. <u>191</u>	Level III B.A. 150 <u>191</u>	Level IV M.A. <u>191</u>	Level V M.A. +30 <u>191</u>
0	31,677	35,196	36,956	38,716	40,476
1	33,261	36,956	38,716	40,476	42,236
2	34,845	38,716	40,476	42,236	43,996
3	36,428	40,476	42,236	43,996	45,755
4	38,012	42,236	43,996	45,755	47,515
5	39,596	43,996	45,755	47,515	49,275
6	41,180	45,755	47,515	49,275	51,035
7	42,764	47,515	49,275	51,035	52,795
8	44,348	49,275	51,035	52,795	54,555
9	45,931	51,035	52,795	54,555	56,314
10	47,515	52,795	54,555	56,314	58,074
11		54,555	56,314	58,074	59,834
12		56,314	58,074	59,834	61,594
13		58,074	59,834	61,594	63,354
14		59,834	61,594	63,354	65,113
15		61,594	63,354	65,113	66,873
18		63,354	65,113	66,873	68,633
21		65,113	66,873	68,633	70,393
24		66,873	68,633	70,393	72,153
27		68,633	70,393	72,153	73,913

Doctorate: Will add \$800 to schedule upon approval of Superintendent, effective January or August of calendar year.

Board Approved 6/15/2011

Effective 7/1/2011