

# **MASTER CONTRACT**

between the

**HAMILTON COUNTY EDUCATIONAL  
SERVICE CENTER GOVERNING BOARD**  
(Hamilton County)

and the

**HAMILTON COUNTY EDUCATION ASSOCIATION**  
an affiliate of the  
OHIO EDUCATION ASSOCIATION  
and the  
NATIONAL EDUCATION ASSOCIATION

Effective:

***JULY 1, 2006 through JUNE 30, 2009***

***Extended through June 30, 2010***

***Extended through June 30, 2011***

***Extended through June 30, 2014***

**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. Kovalcik  
Vice President