

MEMORANDUM OF UNDERSTANDING

WHEREAS, a collective bargaining agreement exists between the Northwest Local Board of Education and the Northwest Teachers' Association covering terms and conditions of employment; and

WHEREAS, a successor contract has been ratified for the period July 1, 2011 through June 30, 2014; and

WHEREAS, the successor contract contains, in Article 25 - Salary, certain contingency provisions; and

WHEREAS, the parties desire to clarify, by examples, questions that may arise over the interpretation of the contingency provisions;

NOW THEREFORE, the parties agree to the following clarifications:

*INCREASE IS NOT ADDED TO THE BASE - USED FOR CALCULATION PURPOSES ONLY

11-12 (BA-2)	33,307 x	2%	=	666
12-13	33,307 x	2.75%	=	916
13-14	33,307 x	2.75%	=	916

11-12 (BA-2)	33,307	No Contingency		
12-13	33,307 x	4.75%	=	1,582
13-14	33,307 x	2.75%	=	916

11-12 (BA-2)	33,307	No Contingency		
12-13	33,307	No Contingency		
13-14	33,307 x	7.5%	=	2,498

FOR THE BOARD

FOR THE ASSOCIATION

William D. Stollen 7/15/10
 date

Sharon A. Clark 7/15/10
 date

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FOR THE BOARD

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Sharon A. Clark 7/15/10
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Tentative Agreement

between the

NORTHWEST LOCAL SCHOOL DISTRICT
(Stark County, Ohio)
and the
NORTHWEST TEACHERS' ASSOCIATION

JULY 1, 2011 – JUNE 30, 2014

All Articles contained in the 2007-2011 Agreement shall be carried forward except:

Memorandum of Understanding: deleted

Article 25 - A. deleted

Article 25 – SALARY

The B.A. base salary shall be \$30,726 effective at the beginning of the 2011-2012 school year. ~~and increase contingent on.~~ Each teacher's regular salary for each school year shall be determined by multiplying the base figure above, for the appropriate school year, by the Index number from paragraph B. page 51), commensurate with the teacher's training and experience.

Contingencies

1. 2011-2012 School Year:
If the district receives additional non-mandated, school foundation and/or local property and/or school income tax revenue in 2011-2012 above the district's projections of \$16,338,740, sixty percent (60%) of such increase shall be made in a one-time lump sum payment calculated on the index up to a maximum of 2%.

The payment shall be a one-time only lump sum paid no later than the second pay in July.

2. 2012-2013 School Year:
If the district receives additional non-mandated, school foundation and/or local property and/or school income tax revenue in 2012-2013 above the district's projections of \$17,157,176 sixty percent (60%) of such increase shall be made in a one-time lump sum payment calculated on the index up to a maximum of 2.75%.

The payment shall be a one-time only lump sum paid no later than the second pay in July.

3. 2013-2014 School Year:
If the district receives additional non-mandated, school foundation and/or local property and/or school income tax revenue in 2013-2014 above the district's projections of \$17,163,916, sixty percent (60%) of such increase shall be made in a one-time lump sum payment calculated on the index up to a maximum of 2.75%.

The payment shall be a one-time only lump sum paid no later than the second pay in July.

4. The increases listed above shall occur only if it would result in an increase of at least \$50 or more on the BA base.

5. The parties will meet each July to review the revenue figures and determine the applicability of these sections.

6. Insurance Contingencies:

2011-2012: If the full salary contingencies become effective, the employee share of medical insurances shall increase by an additional one-half percent. If the contingency is less than the full amount, the employee's share shall be an additional .25%

2012-2013: If the full salary contingencies become effective, the employee share of medical insurances shall increase by an additional one percent. If the contingency is less than the full amount, the employee's share shall be an additional .5%

2013-2014: If the full salary contingencies become effective, the employee share of medical insurance shall increase by an additional one percent and dental shall be one hundred percent board paid. If the contingency is less than the full amount, the employee's share shall be an additional .5%

If the full contingency becomes effective, the employee share of medical insurance shall increase to a maximum of 10%.

Line	FY12	FY13	FY14
1.010	6,290,051	6,290,051	6,290,051
1.030	1,473,655	2,278,071	2,501,846
1.035	7,453,383	7,453,383	7,453,383
1.05	1,121,651	1,135,671	1,118,636
Total:	16,338,740	17,157,176	17,163,916