

08-CON-02-0727
0727-02
K24353

STATE EMPLOYMENT
RELATIONS BOARD

EXTENSION TO THE 2008-2010 AGREEMENT BETWEEN
THE HILLIARD CITY SCHOOL DISTRICT BOARD OF EDUCATION
AND
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES
(OAPSE/AFSCME LOCAL 4/AFL-CIO) AND ITS LOCAL #310

OCT 12 P 12:42

Except as otherwise specifically indicated below, all provisions of the 2008-2010 Agreement between the Hilliard City School District Board of Education ("Board") and the Ohio Association of Public School Employees (OAPSE/AFSCME Local 4/AFL-CIO) and its Local #310 ("Union") shall continue in full force and effect until the expiration of this contract extension on December 31, 2011. Bargaining for a successor contract to follow the new expiration date shall be in accordance with Article 2 - BARGAINING PROCEDURE of the parties' Agreement.

ARTICLE 31 - WAGES AND PAYROLL DATA

31.01 Each employee shall be paid at the appropriate hourly rate set forth in the wage schedule that became effective on January 1, 2010, and no wage appearing in such schedule will be increased in calendar year 2011. Additionally, there shall be no advancement through the steps of the current wage schedule on July 1, 2011; however, that step advancement will be reinstated on December 31, 2011, but shall not be retroactive to July 1, 2011. If an employee transfers for any reason from one (1) classification to another, the employee will be placed at Step 0 of the new classification unless such placement would result in a lower hourly wage rate, in which case the employee will be placed at the Step applicable to the new classification that yields a rate closest to, but not above, the employee's current rate; in no event, however, will the employee be placed at a higher Step than the Step at which the employee was placed in the prior classification.

ARTICLE 38 - DURATION OF CONTRACT

This Agreement shall be effective at 12:01 a.m. on January 1, 2011, and shall continue in full force and effect through midnight December 31, 2011.

MEMORANDA OF UNDERSTANDING

Any Memoranda of Understanding in effect under the parties' 2008-2010 Agreement shall remain in full force and effect for the duration of this extension of the 2008-2010 Agreement through December 31, 2011.

FOR THE UNION

FOR THE BOARD



President 9/28/10
Date



President 9/29/10
Date



Negotiations Chairperson 9/28/10
Date



Superintendent 9/28/10
Date

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STATE EMPLOYMENT
RELATIONS BOARD

COLLECTIVE BARGAINING AGREEMENT

2011 OCT 12 P 12:42

This Agreement is entered into by and between the Hilliard City School District Board of Education ("Board") and the Ohio Association of Public School Employees (OAPSE/AFSCME Local 4/AFL-CIO) and its Local #310 ("Union") to confirm their bargaining representatives' agreement on the terms of a successor contract to their current collective bargaining agreement, such successor contract to be effective through December 31, 2013. The parties hereby agree as follows:

1. Except as otherwise specified below, all terms of the parties' current collective bargaining agreement are carried forward verbatim and shall constitute the terms of the parties' successor contract.
2. Insurance--Article 18, Section 18.01, subsection 1. of the parties' current collective bargaining agreement is retained as currently written except for the last provision applicable to bargaining unit employees regularly scheduled to work 36 or more hours per week; that last provision is rewritten to read as follows:

36-above hours/week - term life insurance, premium 100% Board-paid; dental insurance, premium 100% Board-paid; hospitalization and major medical insurance, premium 90% Board-paid through June 2011, 87.5% Board-paid from July 2011 through June 2012, and 85% Board-paid from July 2012 through December 2013.
3. Wages-- Article 31, Section 31.03 of the parties' collective bargaining agreement is rewritten to read as follows:

Each employee shall be paid at the appropriate hourly rate set forth in the wage schedule that became effective on January 1, 2010, and no wage appearing in such schedule will be increased until July 1, 2012, at which point the wage rates for each employee group will be increased by one percent (1%) rounded to the nearest whole cent. Additionally, there shall be no advancement through the steps of the wage schedule until July 1, 2013, at which point step advancement will be reinstated but shall not be retroactive; the net effect of this provision is that an employee as of July 2013 will be placed at the step of the wage schedule where the employee would have been placed on July 1, 2011 had the implementation of steps not been frozen for the 2-year period from July 1, 2011 to July 1, 2013. If an employee transfers for any reason from one (1) classification to another, the employee will be placed at Step 0 of the new classification unless such placement would result in a lower hourly wage rate, in which case the employee will be placed at the Step applicable to the new classification that yields a rate closest to, but not above, the employee's current rate; in no event however, will the employee be placed at a higher Step than the Step at which the employee was placed in the prior classification.

4. Contract Duration—Article 38 of the parties' current collective bargaining agreement is rewritten to read as follows:

This Agreement shall be effective from June 15, 2011 and shall remain in full force and effect through December 31, 2013.

FOR THE BOARD

Ray Magal 6/22/11
President Date

Robert M. V. 6/22/11
Superintendent Date

FOR THE UNION

Mike E. [Signature] 6/22/11
President Date

Edward J. [Signature] 6/22/11
Negotiations Chairperson Date