

**MASON EDUCATION ASSOCIATION
And the
MASON BOARD OF EDUCATION

AMENDMENT TO CONTRACT**

10-15-15
09-MED-01-0086
3066-01
K25646

WHEREAS the Mason Education Association and the Mason Board of Education are parties to a collective bargaining agreement dated July 1, 2009, through June 30, 2012, and;

WHEREAS the parties entered into an amendment that extended said collective bargaining agreement through June 30, 2015, and;

WHEREAS the parties met on January 20, 2015 and January 21, 2015 and mutually agreed to an amendment for the 2015-16 school year which further extends said collective bargaining agreement through June 30, 2016.

NOW THEREFORE BE IT RESOLVED THAT the following provisions represent the agreement between the parties:

- a. Effective with the 2015-16 school year, there shall be a 2% increase on the base (BA Step 0) as reflected in the attached salary schedule. Eligible members will advance one step from FY2015 in accordance with Article 4.022.
- b. The health insurance plan, premium sharing contributions and contribution to a Members Health Savings Account shall continue as stated in the 2014 Amendment however, effective September 1, 2015, the Board will contribute an additional \$1,000.00 to a Member's Health Savings Account. This additional contribution is considered a one-time payment and will not continue for subsequent payments into the Health Savings Accounts or subsequent collective bargaining agreements.
- c. A member who does not have a Health Savings Account with the Board's health insurance plan will receive a one-time payment of \$1,000.00 subject to withholdings in September 2015.
- d. The required seven and one-half (7 ½) hours of professional learning as specified in Article 2.08 (B) shall be scheduled at the start of the 2015-16 school year in order to provide the OTES/Evaluation Committee the time to provide consistent necessary training to Members. This practice will be only for the 2015-16 school year and the language in Article 2.08 (B) will revert back to the past practice as floating professional learning unless otherwise negotiated by the parties.
- e. The workday at the beginning of the school year as specified in Article 2.08 (A.1) shall continue as provided in the contract with strict adherence to the three (3) hours administrative meetings as stated.
- f. The evaluation procedure to be used during the 2015-16 school year is attached as a Memorandum of Understanding and will be subject to discussion in the next negotiations.
- g. For purpose of Reduction in Force, all evaluations shall be deemed comparable for the 2015-16 school year. This will be subject to discussion in the next negotiations.
- h. The terms set forth above shall apply to the 2015-16 school year and will extend the collective bargaining agreement one year, with an expiration of June 30, 2016.

All other provisions of the collective bargaining agreement shall remain in full force and effective unless otherwise altered by sections a through g above.

FOR THE ASSOCIATION

Karrie Strickland 2/6/15
Karrie Strickland, President Date

David E. Ambrose
David Ambrose

Shawna Bender
Shawna Bender

Randy Doughman
Randy Doughman

Audrey Gorman
Audrey Gorman

Maria Mueller
Maria Mueller

Danny Mullins
Danny Mullins

Marla Bell
Marla Bell, OEA

FOR THE BOARD

Courtney Allen 2/10/15
Courtney Allen, President Date

Gail Kist-Kline 2/10/15
Gail Kist-Kline, Superintendent Date

Ronda Johnson 2-10-15
Ronda Johnson, Treasurer Date

Marla Niebling 2/10/15
Marla Niebling, HR Talent Mgt. Officer Date

MASON CITY SCHOOL DISTRICT
 CERTIFIED SALARY SCHEDULE
 2015-2016 SCHOOL YEAR

Base Salary \$ 39,880

Step	Index	Bachelor		150 Hours		Masters		Masters +15		Masters +30
		Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
		Scale		Scale		Scale		Scale		Scale
0	1.0000	39,880	1.0500	41,874	1.1000	43,868	1.1250	44,865	1.1500	45,862
1	1.0475	41,774	1.1010	43,908	1.1560	46,101	1.1860	47,298	1.2160	48,494
2	1.0950	43,669	1.1520	45,942	1.2120	48,335	1.2470	49,730	1.2820	51,126
3	1.1425	45,563	1.2030	47,976	1.2680	50,568	1.3080	52,163	1.3480	53,758
4	1.1900	47,457	1.2540	50,009	1.3240	52,801	1.3690	54,596	1.4140	56,390
5	1.2375	49,351	1.3050	52,043	1.3800	55,034	1.4300	57,028	1.4800	59,022
6	1.2850	51,246	1.3560	54,077	1.4360	57,268	1.4910	59,461	1.5460	61,654
7	1.3325	53,140	1.4070	56,111	1.4920	59,501	1.5520	61,894	1.6120	64,286
8	1.3800	55,034	1.4580	58,145	1.5480	61,734	1.6130	64,326	1.6780	66,919
9	1.4275	56,929	1.5090	60,179	1.6040	63,967	1.6740	66,759	1.7440	69,551
10	1.4750	58,823	1.5600	62,213	1.6600	66,201	1.7350	69,192	1.8100	72,183
11	1.5225	60,717	1.6110	64,247	1.7160	68,434	1.7960	71,624	1.8760	74,815
12	1.5700	62,612	1.6620	66,280	1.7720	70,667	1.8570	74,057	1.9420	77,447
13	1.6175	64,506	1.7130	68,314	1.8280	72,901	1.9180	76,490	2.0080	80,079
14	1.6650	66,400	1.7640	70,348	1.8840	75,134	1.9790	78,922	2.0740	82,711
17	1.7125	68,294	1.8150	72,382	1.9400	77,367	2.0400	81,355	2.1400	85,343
20	1.7600	70,189	1.8660	74,416	1.9960	79,600	2.1010	83,788	2.2060	87,975
23	1.8075	72,083	1.9170	76,450	2.0520	81,834	2.1620	86,220	2.2720	90,607
27	1.8550	73,977	1.9680	78,484	2.1080	84,067	2.2230	88,653	2.3380	93,239

*For the Masters +15 and +30 Columns:

Hours shall be graduate semester hours or the quarter equivalent and obtained after the Master's degree

- Hourly Paid Positions \$20.29 per hour
- Outdoor Education \$135.32 per night
- Summer School BA 1 -- \$30.11 per hour

MEMORANDUM OF UNDERSTANDING

The following procedure shall be utilized for the 2015-16 school year for those Members evaluated under the required OTES model. All other Members will be evaluated in accordance with Article 2.02.

EVALUATION PROCEDURE

A. Introduction

The evaluation procedure established in this Memorandum conforms to the framework for the evaluation of teachers developed pursuant to Section 3319.112 of the ORC. Each completed evaluation will result in the assignment of a teacher rating. The teacher effectiveness rating shall be derived from a summative evaluation where fifty (50) percent of the overall evaluation is based on student growth and fifty (50) percent of the overall evaluation is based on a teacher's performance.

B. Who Will Be Evaluated

- 1.) Members working under a license and/or a permanent certificate issued under Sections 3319.22, 3319.26, 3319.222, 3319.226 or 3319.301 of the ORC who spend at least fifty (50) percent of their time providing direct instruction.
- 2.) Those Members who do not provide direct instruction at least fifty (50) percent of the time, will be evaluated in accordance with the current procedure and forms established in Article 2.02. Such members include, but are not limited to, psychologists, counselors, speech therapists, physical therapists, occupational therapists, lead learning coaches, media specialists and applicable intervention specialists.

C. Goals

The primary goals of the evaluation process are:

- (A) To utilize an evaluation system that clearly defines exemplary practice based on a common model designed to maximize student achievement.
- (B) To promote ongoing inquiry and reflection on practices designed to improve student and educator development.

- (C) To increase an awareness for the need and willingness among Members to participate in a continuous community of lifelong learners.
- (D) To establish a system of support and collaboration among teachers.
- (E) To assist Members in improving and/or strengthening performance and to enable to Board to make contract decisions.

D. Who Will Be Evaluated

Every Member shall be evaluated during the 2015 – 16 school year.

Exception shall be:

- 1.) A member who is scheduled to be on a leave of absence for more than fifty (50) percent of the school year;
- 2.) A member who submits a notice of retirement by November 1, 2015, and such retirement is approved by the Board by December 1, 2015.

E. Evaluator

The evaluator shall be the building principal or assistant building principal who is properly credentialed as stated by ORC. During the 2015-16 school year it may be necessary for a central office administrator to assume the role of an evaluator in order to accommodate the increased number of evaluations. By September 30th, the Members shall be notified as to who shall be conducting the evaluation for the school year.

Members working in different buildings shall be evaluated by the principal of the building at which the Member being evaluated spends most of his/her working week. The evaluator may consult with other principals for evidence.

F. Orientation

An OTES overview meeting for all members being evaluated under this process shall be held at the start of the 2015-16 school year.

G. Evaluation Instruments

The evaluation instruments, as attached, will be utilized to complete the evaluation process. Such forms are in compliance with the OTES model.

H. Procedure

- 1.) Each Member shall complete the Professional Growth Plan and share his/her goals with the evaluator prior to the first observation.
- 2.) Formal observations shall be at least thirty (30) continuous minutes. For the 2015-16 school year, each observation shall be preceded by a pre-conference in order for the members to explain the lesson plans, class makeup, etc. A post- observation conference shall be held within ten (10) work days after the observation.
- 3.) In the year when a Member's contract expires, a minimum of three (3) formal observations shall be conducted. The only exception is when the administration waives the third observation. Under no circumstances shall a Member's contract be non-renewed or terminated unless a minimum of three (3) observations have been completed. The timelines for Members observed three (3) times shall be:
 - The first post-observation conference shall be held on or before December 17th.
 - The second post-observation conference shall be held on or before March 1st.
 - The third post-observation conference shall be held on or before May 1st.
- 4.) In the year when a Member's contract does not expire a minimum of two (2) formal observations shall be completed.
 - The first post-observation conference shall be held on or before December 17th
 - The second post-observation conference shall be held on or before May 1st.
- 5.) In addition to the formal observations the principal shall conduct walkthroughs as a means to further observe a Member's performance. Feedback will be provided on the appropriate form. Upon the request of either the Member or the principal a meeting shall occur after the walkthrough to discuss the observation.
- 6.) Before the evaluation cycle is final and no later than May 10th, a copy of the formal written evaluation report shall be given to the Member.

I. General Provision

- 1.) Members shall be permitted to attach written comments to the formal evaluation which shall be included in the Member's file in the office of Human Resources. Such statement must be filed by the end of the school year in which the evaluation was conducted.
- 2.) Upon the completion of the evaluation process and receipt of the summative evaluation rating, a member shall develop either a professional growth or professional improvement plan based on their rating for the 2016-17 school year.
- 3.) The first year that student growth measures data will be used for evaluation purposes will be the 2018-19 school year.

J. SLO Committee

The Board and the Association shall establish a Student Learning Objective Committee to develop and review SLO governing procedures. The committee shall also have the responsibility to develop internal procedures that will govern the committee's operations.