

2/7/13
SP66 JEP M007

02-07-14
09-MED-02-0113
1499-02
K26046

MEMORANDUM OF UNDERSTANDING

The West Branch Local School District Board of Education ("School Board") and the West Branch Classified Education Association ("WBCEA"), are parties to a collective bargaining agreement ("Agreement") effective until June 30, 2013. The parties met on or about January 22, 2013, and reached the following agreements:

1. The collective bargaining agreement between the parties, effective June 29, 2011, to June 30, 2013, shall be extended for a period of one year, to June 30, 2014.
2. All terms of the current agreement shall remain in full force and effect, including all health insurance provisions, except that a one-half step increase, on the contractual salary schedule, shall be applicable to all eligible employees, effective July 1, 2013.
3. If additional state funding, in the form of funds commonly termed "supplemental guarantee payment(s)," in an amount not less than two hundred thousand dollars (\$200,000.00) in fiscal year 2014, pursuant to the provisions of Ohio Revised Code Title 33, is made available to the Board for the 2013-2014 school year, the extended Agreement will be amended to reflect that members of the WBCEA bargaining unit shall receive one (1) full step on the negotiated salary schedule rather than the one-half (1/2) step provided pursuant to paragraph 2, above. The additional half step shall be payable after the Board's receipt of such supplemental guarantee payment, if any, but not later than the last scheduled pay period in June, 2014. It is understood that the payment of an additional one half step during the 2013-2014 school year, based upon increased revenue to the Board, is a one-time event.

The foregoing represents the entire agreement between the parties.

FOR THE SCHOOL BOARD:

FOR WBCEA:

Dr. Scott Weingart
Dr. Scott Weingart, Superintendent

Mr. Ted Lenigar
Mr. Ted Lenigar, President

2/4/13
Date

2/4/13
Date

dollars (\$100.00) payable in the last pay in June (maximum payment is \$300.00). An additional one hundred dollar (\$100.00) payment shall be made to all bargaining unit members who use no sick leave in any school year.

7.13 Working Conditions

Employees will not leave their assigned job location during working hours except in the case of an emergency or school related business. In such an instance, they shall contact the Supervisor/Building Principal. If the Supervisor/Building Principal are unavailable, the employee shall leave a voicemail message with the Supervisor stating the reason for leaving and the time.

7.14 Tuition Free

As a benefit of employment, for those bargaining unit members whose children live outside the District, their children may attend the West Branch Schools under the Board's open enrollment policy and such application shall be given preference for acceptance. Once enrolled, a staff members' student shall not be removed except for reasons related to student misconduct.

ARTICLE VIII. COMPENSATION AND FRINGE BENEFITS

8.01 Pay Schedules

8.011 Pay Increases

Effective July 1, 2009 the base salary for each classification shall increase one percent (1%) over the 2008-2009 base salary.

Effective July 1, 2010, the base salary shall increase one percent (1%) over the 2009-2010 base salary.

Effective July 1, 2011, the base salary shall be one percent (1%) over the 2010-2011 base salary.

SECRETARIES/CASHIERS

<u>Experience</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</u>				
0		11.38	11.49	11.60 ⁵
1	1.021	11.62	11.73	11.84
2	1.042	11.86	11.97	12.09
3	1.063	12.10	12.21	12.33
4	1.084	12.34	12.46	12.57

5	1.105	12.57	12.70	12.82
6	1.126	12.81	12.94	13.06
7	1.147	13.05	13.18	13.31
8	1.168	13.29	13.42	13.55
9	1.189	13.53	13.66	13.79

AIDES

<u>Experience</u> <u>Credit</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
0		9.16	9.25	9.34
1	1.021	9.35	9.44	9.54
2	1.042	9.54	9.64	9.73
3	1.063	9.74	9.83	9.93
4	1.084	9.93	10.03	10.12
5	1.105	10.12	10.22	10.32
6	1.126	10.31	10.42	10.52
7	1.147	10.51	10.61	10.71
8	1.168	10.70	10.80	10.91
9	1.189	10.89	11.00	11.11

COOK'S HELPER

<u>Experience</u> <u>Credit</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
0	0.895	9.14	9.23	9.32
1	0.916	9.35	9.44	9.54
2	0.937	9.56	9.66	9.75
3	0.958	9.78	9.88	9.97
4	0.979	10.00	10.09	10.19
5		10.21	10.31	10.41
6	1.021	10.42	10.53	10.63
7	1.042	10.64	10.74	10.85
8	1.063	10.85	10.96	11.07
9	1.084	11.07	11.18	11.28
10	1.105	11.28	11.39	11.50
11	1.126	11.50	11.61	11.72
12	1.147	11.71	11.83	11.94
13	1.168	11.93	12.04	12.16
14	1.189	12.14	12.26	12.38

HEAD COOK

<u>Experience</u> <u>Credit</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
0	0.895	10.31	10.42	10.53

1	0.916	10.55	10.66	10.77
2	0.937	10.79	10.91	11.02
3	0.958	11.04	11.15	11.27
4	0.979	11.28	11.40	11.51
5		11.52	11.64	11.76
6	1.021	11.76	11.88	12.01
7	1.042	12.00	12.13	12.25
8	1.063	12.25	12.37	12.50
9	1.084	12.49	12.62	12.75
10	1.105	12.73	12.86	12.99
11	1.126	12.97	13.11	13.24
12	1.147	13.21	13.35	13.49
13	1.168	13.46	13.60	13.74
14	1.189	13.70	13.84	13.98

CUSTODIAN

Experience
Credit

Index

2009-2010

2010-2011

2011-2012

0		12.85	12.98	13.11
1	1.021	13.12	13.25	13.39
2	1.042	13.39	13.53	13.66
3	1.063	13.66	13.80	13.94
4	1.084	13.93	14.07	14.21
5	1.105	14.20	14.34	14.49
6	1.126	14.47	14.62	14.76
7	1.147	14.74	14.89	15.04
8	1.168	15.01	15.16	15.31
9	1.189	15.28	15.43	15.59

BUS DRIVERS

Experience
Credit

Index

2009-2010

2010-2011

2011-2012

0		13.53	13.67	13.81
1	1.021	13.81	13.96	14.10
2	1.042	14.10	14.24	14.39
3	1.063	14.38	14.53	14.68
4	1.084	14.67	14.82	14.97
5	1.105	14.95	15.11	15.26
6	1.126	15.23	15.39	15.55
7	1.147	15.52	15.68	15.84
8	1.168	15.80	15.97	16.13
9	1.189	16.09	16.25	16.42

BUS MECHANICS

<u>Experience</u> <u>Credit</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
0		14.32	14.46	14.60
1	1.021	14.62	14.76	14.91
2	1.042	14.92	15.07	15.21
3	1.063	15.22	15.37	15.52
4	1.084	15.52	15.67	15.83
5	1.105	15.82	15.98	16.13
6	1.126	16.12	16.28	16.44
7	1.147	16.43	16.59	16.75
8	1.168	16.73	16.89	17.05
9	1.189	17.03	17.19	17.36

8.02 Experience Credit

8.021 Movement on Index

An employee who works twelve (12) months shall advance one step on the Salary Schedule of his or her classification on July 1 of each year worked, provided the employee has been on active payroll status for at least one hundred twenty (120) working days during the previous work year. In the case of employees whose work year is less than twelve (12) months, advancement on the Salary Schedule shall be at the beginning of the employee's succeeding work year. When an employee is transferred or promoted to a different classification, his or her new salary shall be calculated by finding the equal or next higher salary in the new classification. A cook's helper who moves to head cook shall be placed on the head cook's salary schedule with one less year of experience.

8.022 Longevity

Any employee who has been employed for fifteen (15) consecutive years or longer shall receive \$400.00 longevity pay.

Any employee who has been employed for twenty (20) consecutive years or longer shall receive \$400.00 longevity pay.

8.03 Expense Reimbursement/Payment

The Board shall reimburse employees for the use of his or her personal car in the conducting of approved school business at the current rate established by IRS. Other actual expenses incurred shall be reimbursed according to Board policy.