

MEMORANDUM OF UNDERSTANDING

Representatives of the West Branch Classified Education Association ("WBCEA") and members of the West Branch Local School District Board of Education ("Board") met on several occasions in January and February, 2014. As a result, the parties reached agreement for terms of a successor collective bargaining agreement ("Agreement"). Provisions for the new Agreement are as follows:

1. The effective dates are July 1, 2014 through June 30, 2016.
2. There will be no base salary increase for the life of the Agreement.
3. On July 1, 2014, and July 1, 2015, all bargaining unit members shall receive a step increase, if applicable, based upon the terms of the negotiated salary schedule.
4. The provision for an additional one-half step increase on the salary schedule, applicable to the 2013-2014 school year, as provided in the prior collective bargaining agreement, shall be granted to all eligible employees.
5. If the West Branch Board of Education receives a premium holiday from its health and prescription drug insurer, each member of the West Branch Classified Education Association, who is not eligible for a step increase, shall receive a one-time cost of living payment of five hundred dollars (\$500.00). WBCEA Members who are eligible for a step increase shall receive a one-time cost of living payment of \$250. Payments under the terms of this paragraph shall not occur more than once annually.
6. The Agreement will incorporate "up-to-date" spousal exclusion language as required by the Mahoning County School Employees Insurance Consortium. For those who participate in the Consortium's Health Plan, all bargaining unit employees will contribute ten percent (10%) of the cost of insurance premiums charged to the Board beginning July 1, 2014.

7. All provisions in the 2012-2014 Agreement, not altered by this Memorandum of Understanding, shall be included in the new Agreement governing the 2014-2015 and 2015-2016 school years.
8. The terms provided in paragraph 5, above, shall expire on June 30, 2016, and shall not be carried over into a successor agreement.
9. The cost of printing the new collective bargaining agreement shall be shared between WBCEA and the Board.
10. The above stated provisions fully supersede and replace the prior collective bargaining agreement that was effective July 1, 2012 through June 30, 2014.



Mr. Ted Lenigar, President
West Branch Classified Education Association



Dr. Scott Weingart, Superintendent
West Branch Local School District

2/27/14

Date

2/27/14

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>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</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>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</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>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</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

<u>Experience</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</u>				
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

<u>Experience</u>	<u>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</u>				
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>Index</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
<u>Credit</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.