



09/28/11
09-MED-03-0196
1569-01
K26293

COLLECTIVE BARGAINING AGREEMENT

This Agreement is entered into by and between the Highland Education Association ("Association") and the Highland Local School District Board of Education ("Board") to confirm their bargaining representatives' agreement on the terms of a successor contract to their current Collective Bargaining Agreement ("Current Agreement"), such successor contract to be effective through June 30, 2013. The parties hereby agree as follows:

1. Except as otherwise specified below, all terms of the parties' Current Agreement are carried forward verbatim and shall constitute the terms of the parties' successor contract.
2. The \$37,353 base salary (BA-0) effective during the 2011-2012 school year shall continue to be the base salary during the 2012-2013 school year.
3. The first sentence of Article VI, Section 6.02, subsection 6.021 of the Current Agreement is rewritten to read as follows:

Effective with July 2011 coverage, the Board shall pay eighty-five percent (85%) of the monthly cost of individual and family policies pertaining to health, dental, and vision insurance fringe benefits. Effective with July 2012 coverage, the Board's contribution shall be adjusted to eighty percent (80%) of the monthly cost of such insurance fringe benefits. (It is mutually recognized that the second sentence under the heading "VISION" appearing at the top of page 16 of the Current Agreement is rendered inoperative by this revision of subsection 6.021.)

4. Article XXII, Section 22.01 of the parties' Current Agreement is rewritten to read as follows:

This Agreement shall remain in full force and effect until 12:00 o'clock midnight June 30, 2013.

FOR THE ASSOCIATION

Mary E. Beck 4/18/11
Name Date

HEA President
Title

FOR THE BOARD

[Signature] 4/18/11
Name Date

[Signature]
Title