

09-MED-03-0239

K25338

2087-01

TENTATIVE SETTLEMENT AGREEMENT

The Gibsonburg Board of Education and the Gibsonburg Teachers Association agree to extend the current collective bargaining agreement until August 24, 2013, except as specifically modified in accordance with the attached three articles (Article 35B, Article 39, and Article 40). Article 35B (Salary Schedule) is fully operational for the 2012-13 school year.

All other language remains in full force and effect through August 23, 2013.

this tentative agreement is dated April 20, 2012

FOR THE GIBSONBURG TEACHERS ASSOCIATION

*[Handwritten Signature]*  
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STATE EMPLOYMENT  
RELATIONS BOARD  
2013 JAN 14 P 3:21

FOR THE GIBSONBURG EXEMPTED VILLAGE BOARD OF EDUCATION

T.A. *[Handwritten Signature]* 4/30/12  
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## **ARTICLE 39 – HOSPITAL, SURGICAL, MAJOR MEDICAL INSURANCE**

### **(ADDITIONAL LANGUAGE)**

The Board of Education shall provide insurance benefits to the employees based on the San-Ott Consortium four tiered plan. These plans are Single, Employee and Spouse, Employee and Child(ren), and Family. The effective date will be January 1, 2013.

## **ARTICLE 40 – DENTAL INSURANCE**

### **(ADDITIONAL LANGUAGE)**

The Board of Education shall provide dental insurance benefits to the employees based on the San-Ott Consortium four tiered plan. These plans are Single, Employee and Spouse, Employee and Child(ren) and Family. The effective date will be January 1, 2013.

GIBSONBURG EXEMPTED VILLAGE SCHOOLS  
TEACHERS SALARY INDEX 2012-2013 SCHOOL YEAR

## Article 35B

Years of Experience	Associate	Bachelors Degree	Bach. Degree + 15 Hours *	BA + 25 Hrs* ** BA w/ Cert. ** 5 Yrs/150 Hrs. **	Masters Degree	Masters 15 Hours * ***	Masters +30 Hours *
0	26939.56	31144.00	31922.60	32701.20	34071.54	34974.71	
1	28029.50	32420.90	33261.75	34102.68	35566.45	36563.06	
2	29119.64	33760.10	34663.27	35566.45	37123.65	38182.54	
3	30203.68	35130.43	36127.04	37092.50	38774.28	39926.61	
4	31299.72	36563.06	37621.95	38711.99	40487.20	41701.82	
5	32389.76	38089.11	39210.30	40362.62	42262.41	43601.60	
6		39646.31	40860.93	42106.69	44131.05	45532.53	
7		41265.80	42573.85	43913.04	46061.98	47588.03	
8		42947.58	44380.20	45812.82	48086.34	49736.97	
9		44722.78	46217.70	47774.90	50204.13	51979.34	
10		46560.28	48179.77	49830.40	52415.35	54315.14	
11		48460.06	50204.13	51979.34	54720.01	56775.51	
12		50453.28	52290.78	54190.56	57118.10	59329.32	60263.64
15			54502.00	56526.36	59640.76	61976.56	62910.88
18			56775.51	58955.59	62256.86	64779.52	65713.84
21				60824.23	64125.50	66648.16	67582.48
24				62692.87	65994.14	68516.80	69451.12
27				64561.51	67862.78	70385.44	71319.76