

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made this 31<sup>st</sup> day of March, 2011 by and between the Alexander Local Board of Education (Board) and the OAPSE Local 525.

**WHEREAS**, the Board and Association entered into a Collective Bargaining Agreement effective until **July 1, 2012**; and

**WHEREAS**, the parties have agreed to extend the current negotiated Agreement until August 31, 2013;

**NOW, THEREFORE**, the Board and **OAPSE Local 525** agree to the following:

**All terms and conditions of the current negotiated agreement will be extended with no changes until August 31, 2013 except for the following changes or eliminations:**

### ARTICLE 14 – SICK LEAVE

7. Each employee who has **no days** of chargeable absences against sick leave and/or personal leave and/or dock days shall **receive \$900**.
  - a. **delete**
  - b. **delete**
  - c. **delete**

### ARTICLE 25 – PAYROLL PRACTICES

- C. **Add this to end of paragraph:**  
**All employee paychecks will be done by Direct Deposit and pay stubs will be e-mailed to the employee. All stubs will include month, day and year.**
- F. **delete**

### ARTICLE 28 – INSURANCE PROGRAM

**Delete the following sentence:**

**The summary of benefits for the PPO Plan and the Indemnity Plan is attached to this contract as Appendix B.**

**Add after the following sentence:**

**The Board has the right to choose the insurance carrier(s) so long as the coverage**

is comparable to the present coverage. **When the state adopts a statewide insurance pool, all school employees will move to that plan.**

**INSURANCE:**

- A. **delete**
- B. **delete**
- C. **delete**

**ARTICLE 30 – SALARY SCHEDULES**

**Employees shall receive a 1.25% increase, effective July 1, 2012. (Delete effective 7/1/09, 7/1/10 and 7/1/11)**

**Delete:** Upon ratification of this agreement by both parties, employees shall receive a signing bonus of four hundred (\$400.00) dollars.

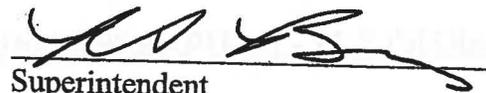
This agreement, **following ratification by O.A.P.S.E. 525 and the Alexander Local School District Board of Education** shall be effective July 11, 2012, and shall remain in effect until August 31, 2013, at which time it shall expire. In the event the Board and Association fail to secure a successor agreement prior to the expiration date of this agreement, the parties may mutually agree in writing to extend this agreement for any period of time.

IN WITNESS WHEREOF, the parties hereto have set their hands this 31<sup>st</sup> day of March, 2011 by O.A.P.S.E. 525 and acceptance by the Alexander Local Board of Education.

**O.A.P.S.E. 525**

**Alexander Local Board of Education**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Superintendent

3-31-11 8:40pm  
Date

3-31-11 8:40 P.M.  
Date