

MEMORANDUM OF UNDERSTANDING

Agreement Extension for 2011-2012

The Kettering City School District (District) and the Ohio Association of Public School Employees (Association) hereby enter into this Memorandum of Understanding. The terms and conditions of this Memorandum are as follows:

1. The provisions of the current collective bargaining agreement between the District and the Association shall be extended for an additional year, except for the modifications contained in this Memorandum of Understanding, and the date of expiration shall be July 31, 2012.
2. The salary schedules for the 2011-2012 school year shall remain the same as the 2010-11 school year.
3. Beginning in calendar year 2012, the District's contribution to employees' Health Saving Account will be \$1850.00 for single coverage and \$3700.00 for family coverage. Deposits to the employee's HSA account will be completed on the same schedule as in 2011.
4. From July 1, 2011 through July 31, 2012, staff members who leave the insurance plan due to reduction in force will not be required to reimburse the Board of Education any amount contributed to their HSA.
5. If an employee has been notified they are to be laid off, the remaining deposit into their HSA will be prorated for the remaining time they will be employed.
6. ~~Effective July 1, 2011~~ if an employee falls below 3.25 hours and is currently on the insurance plan, they will remain on the insurance plan through the end of the calendar year, 12/31.
7. If the November 2010 operating levy passes or any subsequent operating levy passes by July 1, 2011, then no employee represented by the Association will be subject to any form of reduction in force for the remainder of the 2010-11 school year.

If the November 2010 operating levy fails, the District and Association recognize that full-time equivalent positions held by members of the Association for the 2010-11 school year may be eliminated beginning with the 2011-12 school year. Should there be a need for a reduction in force for the 2011-12 school year, the District and the Association will meet to investigate options to a reduction in force.

8. The parties further agree that the negotiations for a successor agreement shall commence in early 2012 in accordance with the negotiation procedure contained in the collective bargaining agreement. Either party may give written notice of intention to terminate or intent to negotiate a successor to the Agreement not more than one hundred twenty (120) days and not less than ninety (90) days prior to the expiration date of July 31, 2012.

9. Upon ratification by the Association and approval by the District of the terms of this Memorandum of Understanding, the current collective bargaining agreement shall be so modified.

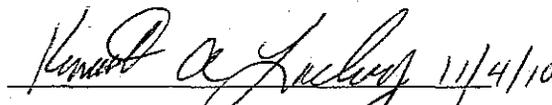
In agreement and witness to all of the above, the District and Association respective agents place and date their signatures.

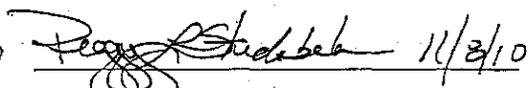
Kettering City School District

OAPSE


James J. Schoenlein Date


Derryl Hall Date

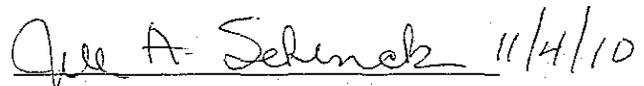

Kenneth A. Lackey Date

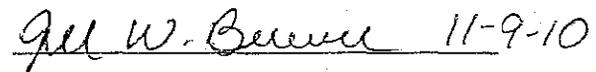

Peggy L. Studebaker Date

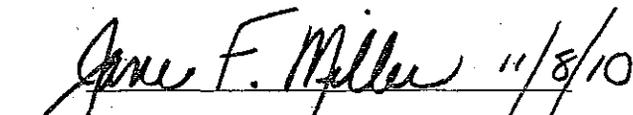

Kyle B. Ramey Date


Mitchal H. Stacy Date


Steven G. Clark Date


Jill A. Schenck Date


Jill W. Brewer Date


Jane F. Miller Date


Teresa K. Harney Date

MEMORANDUM OF UNDERSTANDING
between
KETTERING BOARD OF EDUCATION
and
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES

Agreement Extension for 2012-2013 and 2013-2014

The Kettering City School District (District) and the Ohio Association of Public School Employees (Association) agree to hereby enter into this Memorandum of Understanding. The terms and conditions of this agreement are as follows:

1. The provisions of the current collective bargaining agreement, including all Memorandums of Understanding, between the District and the Association shall be extended for two additional years, except for modifications contained in this Memorandum of Understanding. This agreement begins August 1, 2012 and will expire on July 31, 2014.
2. The salary schedules for the 2012-2013 and the 2013-2014 school years shall remain the same as the 2010-2011 school year.
3. There will be no step movement for the 2012-2013 and 2013-2014 school years. However, employees will continue to be permitted to move from Step 1 to Step 2 during the 2012-2013 and the 2013-2014 school years.
4. Effective August 1, 2012 bargaining unit members will contribute 15% of all health and dental insurance premiums.
5. Effective August 1, 2012 Article 19, E,1, will be modified as follows:
 1. Effective July 1, 2006 – in order to have access to Health Insurance and/or Dental Insurance new employees must be employed for not less than 3 ¼ hours per day.

Classification	Hours	Medical and Dental Contribution
Full Time	7 or above	100
6 Hour	5 ¼ to 6 ¾ Hrs	.910
5 Hour	4 ¼ to 5 Hrs	.770
4 Hour	3 ¼ to 4 Hrs	.620
3 Hour	2 ¼ to 3 Hrs	.470
2 Hour	2 or under	.320

Any 12-Month employee less than full-time should be placed two (2) levels higher than the above scale; i.e., 4-Hour, 12 Month Secretary should be placed on a 6 Hour level.

6. Any employee who leaves the HSA Insurance plan due to a reduction in force, and therefore has received an HSA contribution into their account which will not be earned, must repay the unearned portion of the deposit to the district. The Board agrees to make a severance payment to the employee in an amount equal to the amount the employee was required to repay.

7. The parties further agree that the negotiations for a successor agreement shall commence in early 2014 in accordance with the negotiation procedure contained in the collective bargaining agreement. Either party may give written notice of the intention to terminate or intent to negotiate a successor to the Agreement not more than one hundred twenty (120) days and not less than ninety (90) days prior to the expiration date of July 31, 2014.

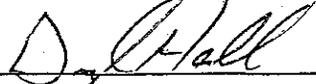
8. Upon ratification by the Association and approval by the District of the terms of this Memorandum of Understanding, the current collective bargaining agreement shall be so modified.

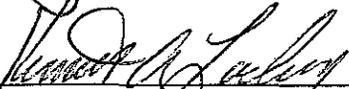
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Kettering City School District

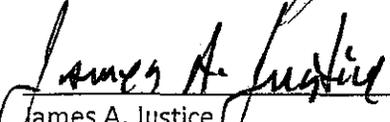
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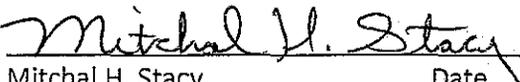

James V. Schoenlein Date

 9/15/11
Derryl Hall Date

 6/24/11
Kenneth A. Lackey Date

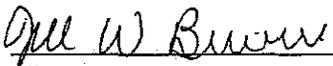
 6/24/11
Peggy Studebaker Date

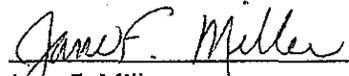
 6/24/11
James A. Justice Date

 6-24-11
Mitchal H. Stacy Date

 9/8/11
Steven G. Clark Date

 9/8/11
Jill A. Schenck Date

 9-8-11
Jill W. Brewer Date

 6-16-11
Jane F. Miller Date

 6-24-11
Teresa K. Harney Date

MEMORANDUM OF UNDERSTANDING
between
KETTERING BOARD OF EDUCATION
and
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES

The Kettering City School District (District) and the Ohio Association of Public School Employees (Association) agree to hereby enter into this Memorandum of Understanding. The terms and conditions of this agreement are as follows:

SERS Contributions

If the amount of employee contribution to the SERS is increased due to legislation that shifts the amount of the Board contribution from the Board to the employee, the Board will contribute the following amounts on behalf of the bargaining unit members:

2011-2012	100% of the additional amount up to a maximum of 2.0%
2012-2013	75% of the additional amount up to a maximum of 1.5%
2013-2014	50% of the additional amount up to a maximum of 1.0%

Following the 2013-2014 school year, the Board will no longer contribute any amount of the bargaining unit member's share of the SERS contributions on their behalf.

Upon ratification by the Association and approval by the District of the terms of this Memorandum of Understanding, the current collective bargaining agreement shall be so modified.

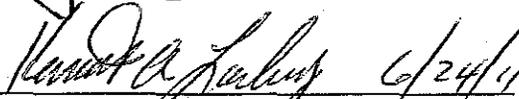
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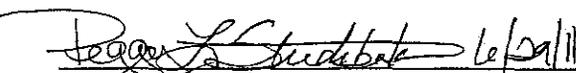
Kettering City School District

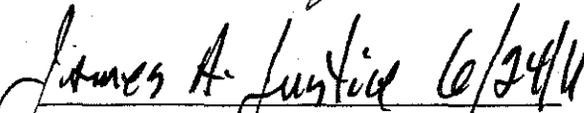
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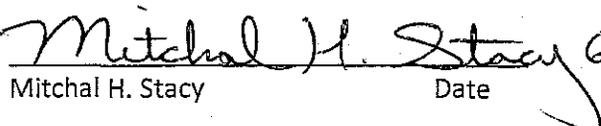

James J. Schoerlein Date

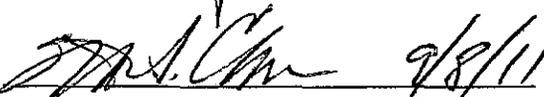

Derryl Hall 9/15/11 Date

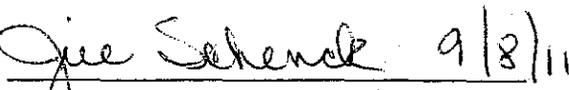

Kenneth A. Lackey 6/24/11 Date


Peggy L. Studebaker 6/24/11 Date


James A. Justice 6/24/11 Date


Mitchal H. Stacy 6-24-11 Date


Steven G. Clark 9/8/11 Date


Jill A. Schenck 9/8/11 Date

Jill W. Brewer 9-8-11
Jill W. Brewer Date

Jane F. Miller 6-16-11
Jane F. Miller Date

Teresa K. Harney 6-24-11
Teresa K. Harney Date

MEMORANDUM OF UNDERSTANDING
between
KETTERING BOARD OF EDUCATION
and
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES

The Kettering City School District (District) and the Ohio Association of Public School Employees (Association) agree to amend the existing Memorandum of Understanding which extends the current collective bargaining agreement for the 2011-2012 school year. The agreement is modified to include the following provision:

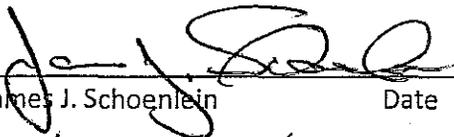
No bargaining unit member will be subject to any form of reduction in force for the 2011-2012 school year.

Upon ratification by the Association and approval by the District of the terms of this Memorandum of Understanding, the current collective bargaining agreement shall be so modified.

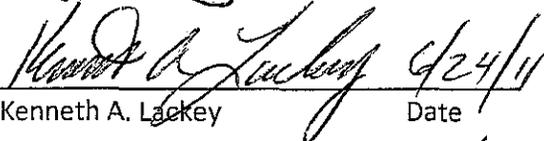
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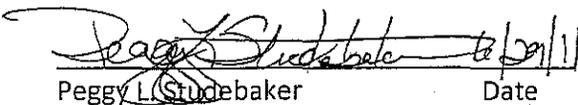
Kettering City School District

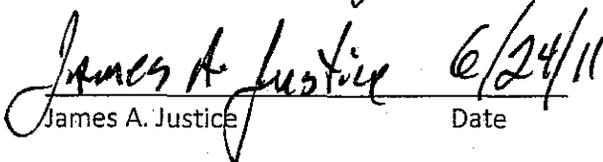
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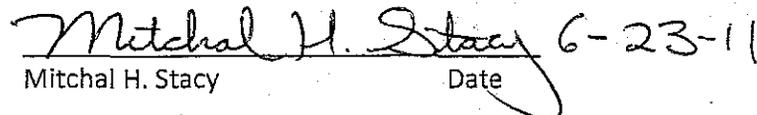

James J. Schoenlein Date

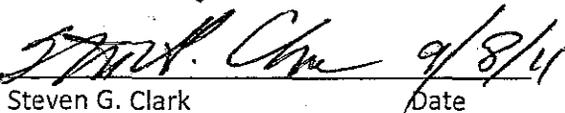

Deryl Hall 9/15/11 Date

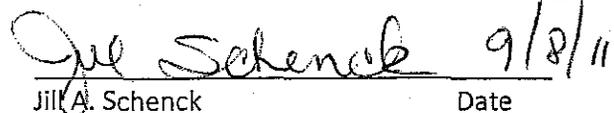

Kenneth A. Lackey 6/24/11 Date

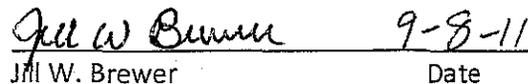

Peggy L. Studebaker 6/29/11 Date


James A. Justice 6/24/11 Date

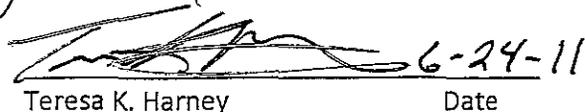

Mitchal H. Stacy 6-23-11 Date


Steven G. Clark 9/8/11 Date


Jill A. Schenck 9/8/11 Date


Jill W. Brewer 9-8-11 Date


Jane F. Miller 6-16-11 Date


Teresa K. Harney 6-24-11 Date