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AGREEMENT
(September 1, 2011 – August 31, 2014)

The Columbus School Employees Association /OAPSE and the Columbus City School District Board of Education agree to the following terms in fulfillment of their obligation to negotiate a successor Agreement that will expire at midnight on August 31, 2011:

1. All terms of the Agreement currently in effect shall be incorporated into the successor Agreement except as specifically and expressly modified by this written document.
2. The salary schedules created pursuant to Sections 18.2 and 18.3 and commencing August 28, 2010 under the Agreement in effect from September 1, 2009 through August 31, 2011 shall continue in effect during the term of this successor Agreement except as provided in this paragraph and in paragraph 3 below. Sections 18.2 and 18.3 are modified to provide a one percent (1.0%) increase in all wage rates commencing with the payroll period beginning August 25, 2012, and another one percent (1.0%) increase in all wage rates commencing with the payroll period beginning August 24, 2013.
3. The normal advancement of employees to steps and longevity steps shall not occur under Article 18 during the term of this successor Agreement. All paid service during the years of this Agreement shall not be treated as paid employment for purposes of Article 18 and the wage schedules of this Agreement, and no employee shall advance a step or longevity step during the years of this Agreement. However, nothing in this paragraph prohibits or affects continuation of the past practices of the District for advancement on experience steps due only to promotion under Section 18.5. For purposes of seniority and SERS each year of paid employment by all employees under this Agreement will be considered to be one (1) year of service.
4. **During the term of this Agreement the Board shall direct \$150,000 each year for distribution under Section 18.10 based on student and District results from the 2011-12, 2012-13 and 2013-14 school years, respectively.**
5. Duration. Section 20.1 shall read as follows:

This Agreement shall become effective at 12:01 a.m. on September 1, 2011, and shall continue in full force and effect until midnight August 31, 2014. In witness whereof the parties hereto have caused this Agreement to be executed on this ____ day of May, 2011.

COLUMBUS SCHOOL EMPLOYEES
ASSOCIATION, OHIO ASSOCIATION OF
PUBLIC SCHOOL EMPLOYEES, AFSCME
LOCAL 4/AFL-CIO

COLUMBUS CITY SCHOOL DISTRICT
BOARD OF EDUCATION

President

President

Vice-President

Treasurer

Secretary

Superintendent

Treasurer

Chief Negotiator