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STATE EMPLOYMENT
RELATIONS BOARD
2013 OCT -7 P 2:31

Tentative Contract Extension

Whereas, the West Geauga Local School District Board of Education ("Board") and Ohio Association of Public School Employees ("OAPSE") are parties to a Collective Bargaining Agreement ("Agreement") expiring on June 30, 2013, and;

Whereas, the parties have agreed to modify certain terms and conditions of the Agreement and have agreed to enter into a new Agreement with a three-year term effective June 30, 2011 to June 30, 2014 ("2011 Agreement"), subject to the provisions set forth below, and;

Whereas, the parties further intend that all remaining sections of the Collective Bargaining Agreement that are not inconsistent herewith, shall remain in full force and effect;

Now Therefore, in consideration of mutual agreements and promises made herein, the Board and OAPSE agree as follows:

1. The Board and OAPSE agree that no financial changes to the current salary schedules will take place during the 2012-13 and 2013-14 contract years. There will also be no longevity advancement on any salary schedule by OAPSE bargaining unit members.
2. The Board and OAPSE agree to a complete freeze of compensation for the 2012-2013 and 2013-2014 contract years, which means no step, column, or other associated compensation movement. Bargaining Unit Members' compensation for the 2012-2013 and 2013-2014 shall be equal to their respective compensation for 2011-2012.
3. ARTICLE XXIV - EARLY RETIREMENT INCENTIVE language shall be modified to reflect this contract extension as follows:
 - a) 24.03 - Those that become eligible during the second and third years of this extension shall have a right to this incentive as defined in 24.01 if he/she retires on or before June 30, 2013, or June 30, 2014,.
 - b) The retirement incentive program ends June 30, 2014.
4. The Board and OAPSE agree to modify the Agreement as set forth herein and to enter into a new three year agreement, effective June 30, 2011 to June 30, 2014. This 2011 Agreement and the amendments to the Agreement constitute the entire agreement between the parties, and it supersedes all prior and contemporaneous understanding (written or oral) not specifically incorporated herein. No change in specific term of the Agreement or this 2011 Agreement shall be made during the life of this Agreement except by mutual written agreement and except as set forth herein.

Cheryl Fowler
OAPSE President

Date: Oct 18, 2011

Michele Pullaw
Treasurer

Date: 10-24-11

[Signature]
Superintendent

Date: 10/25/11

William Beers
Board President

Date: Oct 24, 2011