

OBERLIN CITY SCHOOLS

MEMORANDUMS of UNDERSTANDING and FINANCIAL AGREEMENTS
OOEA COLLECTIVE BARGAINING AGREEMENT
2013-2014 School Year

01-31-14
10-MED-02-0093
1380-01
K28945

OOEA MEMORANDUM OF AGREEMENT

THIS AGREEMENT entered into this 21st day of March of 2013 by and between the Board of Education of the Oberlin City School District and the Oberlin Ohio Education Association:

WHEREAS, in the current collective bargaining agreement between the Oberlin City Board of Education ("Board") and the Oberlin Ohio Education Association ("Association") both agree that the following modifications are necessary:

Effective August 1st, 2013, the base salary shall be increased by 3% to \$36,313.

7.01 (e) MOU Applicable to the 2013-2014 school year:

1. On September 30th, four (4) Permanent district substitute teachers shall be employed within the district. Permanent District substitutes shall be employed, and shall report on all school days that occur on and after September, 30th, 2013.

2. Permanent district substitutes/ISR personnel who are returning to the position having been employed the 2012-2013 year shall receive a \$5.00 per day increase. Prior to the September 30th start date permanent District substitutes shall be given priority consideration for casual substitute duty at the rates set forth above.

7.01 (f) Salary Schedule MOU Applicable to the 2013-2014 school year:

The vertical step level will remain at the 2011-2012 school year for bargaining unit members who are in years 1-15 of the contractual steps. Teachers who are within the vertical step schedule years 1-15 will receive a one-time pay addition for the 2013-2014 contractual year of \$480.00 to be paid in two installments, the first pay in September and the first pay in February, during the 2013-2014 school year. Teachers who are eligible to receive their contractual step increases for years 20 or 25 on the contractual step schedule will move accordingly on the step schedule.

7.02 Tuition Reimbursement MOU Applicable to the 2013-2014 school year:

The maximum total payment by the Board for this program shall be 0.5 of the B.A. base salary in effect for the 2013-2014 school year.

7.03 (b) Extended Days MOU Applicable to the 2013-2014 school year:

The number of extended service days shall fall within the following ranges:

Librarians – 0-10 days

Guidance Counselors/Dean of Students high school – 0-20 days

Guidance Counselors Middle School – 0-20 days

Psychologist – 0-15 days

Administrative Intern – 0-15 days

Speech/Language Therapist – 0-5 days.

7.07 (l) Building Technology Supplemental MOU Applicable to the 2013-2014 school year:

Building Technology Coordinator positions will continue to be reclassified from the Class II to the Class I level.

7.07 (q) Additional work MOU Applicable to the 2013-2014 school year:

All work on curriculum (Section 7.06(e)) all professional development work (Section 14.05 (d)), and all IB work shall be paid at the professional development rate of \$152.52 per day or \$25.42 per hour.

9.03 Cost of Insurance Benefits MOU Applicable to the 2013-2014 school year:

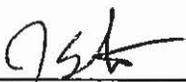
The employee insurance contribution shall be 12% of the total cost of single or family (where required) insurance coverage for each full-time employee.

15.01 MOU Applicable to the 2013-2014 school year:

A six member committee will be charged with the task of rewriting the current Evaluation Language to align with the Race to the Top and Ohio Legislative requirements, with a completion date of March 31, 2014. At that time the rewritten Evaluation Language will be submitted to the bargaining unit teams for review and possible recommendation to the OOE membership and The Board of Education for ratification. The committee will consist of six members, three appointed by the President of OOE, and three appointed by the Superintendent.

NOW THEREFORE BE IT RESOLVED, that OOE and the Board mutually agree that the above and attached language is now added to the Collective Bargaining Agreement.

For
Oberlin Board of Education:



John Schroth
Superintendent

For
Oberlin Ohio Education Association:



Douglas Sheldon
President