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COLLECTIVE BARGAINING AGREEMENT

STATE EMPLOYMENT
RELATIONS BOARD

This Agreement is entered into by and between the West Liberty-Salem Local School District Board of Education ("Board") and the West Liberty-Salem Education Association ("Association") to confirm their bargaining representatives' agreement on the terms of a successor contract to their current collective bargaining agreement, such successor contract to be effective through June 30, 2014. The parties hereby agree as follows:

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1. Except as otherwise specified below, all terms of the parties' current collective bargaining agreement are carried forward verbatim and shall constitute the terms of the parties' successor contract.
2. **Article 36 – Salary Schedule:** The following sentences are added at the end of the article:

The BA-0 base salary shall remain Thirty-Two Thousand, Three Hundred Thirty-Four Dollars (\$32,334) for the 2012-2013 and 2013-2014 school years (0% increase). The salary schedule will be frozen, and teachers shall not receive a vertical step increase for the 2012-2013 and 2013-2014 school years.

Teachers will advance one vertical step on the salary schedule, if eligible to do so, on June 30, 2014 unless negotiated otherwise.

3. **Article 37 – Supplemental Salary Schedule:** The following sentences are added at the end of the article:

The supplemental salary index for the 2012-2013 and 2013-2014 school years shall be increased by 0%. The index also shall be frozen, and teachers shall not receive any other supplemental pay increases for the 2012-2013 and 2013-2014 school years.

4. **Article 23 – Insurance:** The following sentences are added at the end of paragraph C:

Notwithstanding anything to the contrary herein, the parties acknowledge that CDMU shall no longer exist after 8/30/2012. The Board of Education will continue providing one or more health benefit plans after this date, and the Board will make reasonable efforts to provide health benefits reasonably similar to those previously available through CDMU. However, the Board retains exclusive discretion to join a consortium and/or contract with a health benefits provider and to consider costs in making its decision.

In the 2012-2013 and 2013-2014 school years, the Board of Education shall continue paying up to the following dollar amounts for benefit plans:

Single coverage \$600 per month (\$7,200 per year)
Family coverage \$1,446 per month (\$17,352 per year)

(These are current contributions made by the Board for Plan B coverage at 85% family and 95% single)

Employees shall pay the remaining costs of single and family benefit plans.

Contingent Contribution

If the Board's benefit plan(s) costs exceed \$600 per month for single coverage or \$1,446 per month for family coverage the Board will pay for such increased costs of the benefit plan to employees up to a maximum of 8% over the current CDMU, Plan B, Board's share (i.e., up to an additional \$48 for single coverage and \$15 for family coverage per month). The employee would be responsible for any additional cost above this Contingent Contribution.

Shared Cost Savings

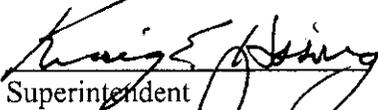
If the Board's benefit plan(s) costs are less than \$600 per month for single coverage or \$1446 per month for family coverage, the Board will reduce payroll deductions by dollar amounts equivalent to the percentage of cost savings for the benefit plan(s).

5. Article 41 — Duration: This article is rewritten to read as follows:

This agreement shall be effective immediately upon ratification by the Association and approval by the Board, and shall be effective through 11:59 p.m. on June 30, 2014. The Association and/or any member of the bargaining unit shall not file a grievance or take administrative, legal, or any other action alleging noncompliance with these language changes, or events or conditions that occurred before ratification and approval, with respect to the new language.

IN WITNESS WHEREOF, the parties hereto have set their hands this 27th day of September, 2011 at West Liberty, Ohio.

FOR THE BOARD


Superintendent


President, Board of Education


Treasurer

FOR THE ASSOCIATION


President, WL-SEA


Negotiating Team Chairperson

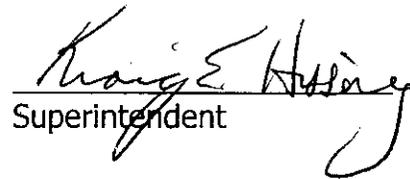
OEA Labor Relations Consultant

R.C. 5705.412 CERTIFICATION OF
ADEQUATE REVENUE FOR CONTRACT

The West Liberty-Salem Local School District has in effect the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendar for 2011-12, and in 2012-13 and 2013-14 for the term of the Master Contract between the Board and the West Liberty-Salem Education Association, effective from September 27, 2011 through June 30, 2014; provided, however, with respect to the 2013-14 school year that the undersigned school district officials are able to execute a certificate pursuant to R.C. 5705.412 in 2013 for the 2013-14 school year.

The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.


Treasurer


Superintendent


Board President

September 27, 2011