

10-MED-04-0481

0956-01

AGREEMENT FOR REVISION AND EXTENSION
BETWEEN THE
OAK HILLS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
AND THE
OAK HILLS EDUCATION ASSOCIATION/OEA/NEA

STAFF EMPLOYMENT
RELATIONS BOARD

2011 MAY 19 P 1:39

WHEREAS, the Oak Hills Local School District Board of Education ("Board") and the Oak Hills Education Association/OEA/NEA ("Association") are parties to a Collective Bargaining Agreement in effect from July 1, 2010 to June 30, 2013; and

WHEREAS, the parties met for the purpose of negotiating an extension to this Collective Bargaining Agreement; and

WHEREAS, the parties have reached an agreement for the revision and extension ("Extension") for the above-referenced Collective Bargaining Agreement; and

WHEREAS, this Extension shall be for a period of one (1) year which will extend the Collective Bargaining Agreement's full force and effect to June 30, 2014; and

WHEREAS, the parties agree to other certain specified amendments to the Collective Bargaining Agreement; and

WHEREAS, all other provisions of the Collective Bargaining Agreement currently in effect and not specifically amended herein, shall remain in full force and effect during the term of this Extension.

NOW, THEREFORE, BE IT AGREED, by and between Board and the Association as follows:

1. The Collective Bargaining Agreement in effect shall be extended until June 30, 2014. Section 10.02 shall be amended as follows:

This Agreement shall be in effect for a period beginning July 1, 2010 through June 30, 2013 2014.

2. Section 8.03 and its corresponding Appendices shall be amended as follows:

Teachers shall be compensated in accordance with the **terms below**: ~~Teachers' Salary Schedule attached hereto as Appendix "B-1, B-2 and B-3". These salary schedules shall become effective July 1, 2010, July 1, 2011 and July 1, 2012.~~

The salary schedule attached to the current Collective Bargaining Agreement as Appendix B-1 shall continue to be in effect through June 30, 2013. Teachers shall not receive any increase in base pay, and there shall be no vertical movement on the salary schedule. The Board shall honor all horizontal steps during the time that Appendix B-1 is in effect.

Effective July 1, 2013, Teachers shall receive a two percent (2%) increase on their base pay. There shall be no vertical movement on the salary schedule. The Board shall honor all horizontal steps from July 1, 2013 through June 30, 2014.

3. Section 9.0606 shall be added and state as follows:

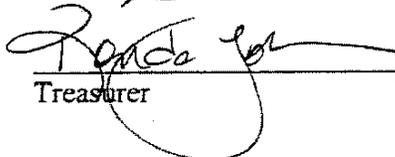
The Board and the Association agree that should there be any statutory increase(s) in the amount of an employee's/employer's contributions to the State Teachers' Retirement System ("STRS") different from the current ten percent (10%) employee/fourteen (14%) percent employer contribution, the employer shall pick up the statutory increase in the employee's contribution up to two percent (2%) not to exceed a maximum of fourteen percent (14%) employer contribution. This Section shall only apply during the life of this Extension and shall terminate upon the expiration of this Extension on June 30, 2014.

4. The Board and the Union agree that the provisions of the Ohio Revised Code §3319.17 in effect on March 1, 2011 shall govern the suspension of bargaining unit members in the event of a reduction in force during the term of the Collective Bargaining Agreement and Extension.
5. Notwithstanding the terms of this Agreement to Extend, all parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.
6. All provisions of the Collective Bargaining Agreement not specifically amended herein shall remain in full force and effect during the Extension.
7. This Agreement for Extension shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

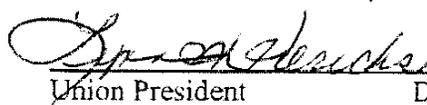
IN WITNESS WHEREOF, the duly authorized representatives of the OAK HILLS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION and the OAK HILLS EDUCATION ASSOCIATION/OEA/NEA have executed this Agreement on the dates opposite their signatures.

OAK HILLS LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION


Board President Date 4-11-11


Treasurer Date 4-11-11

OAK HILLS EDUCATION
ASSOCIATION/OEA/NEA


Union President Date 4/14/11


Union Representative Date 4/19/11



OHIO EDUCATION ASSOCIATION

Patricia Frost-Brooks, President
William Leibensperger, Vice President
Jim Timlin, Secretary-Treasurer
Larry E. Wicks, Executive Director

The OEA will lead the way for continuous improvement of public education while advocating for members and the learners they serve.

May 12, 2011

Mary Laurent, Administrative Assistant
Bureau of Mediation
State Employment Relations Board
65 E. State St.
Columbus, OH 43215-4213

Re: **SERB Case No. 10-MED-04-0481**
OAK HILLS EDUCATION ASSOCIATION
and OAK HILLS LOCAL SCHOOL DISTRICT

Dear Ms. Laurent:

Please be advised that the Oak Hills Education Association, affiliated with the Ohio Education Association and the National Education Association, and the Oak Hills Local School District Board of Education have agreed to an Agreement for Revision and Extension, a copy of which is enclosed. This Agreement amends and extends the current collective bargaining agreement through June 30, 2014. A copy of the collective bargaining agreement effective July 1, 2010 through June 30, 2013 is on file with SERB.

Sincerely,

Katherine Boerger
Labor Relations Consultant

KB/de
Email: boergerk@ohea.org
eichelb@ohea.org

Enclosure: *Agreement for Revision and Extension dated 04/11/11*

c: Todd Yohey, Superintendent (w/o enc.)
Lynn Hericks, OHEA President (w/o enc.)

2011 MAY 19 P 1:39

STATE EDUCATION
RELATIONS BOARD

