

# MASTER AGREEMENT

by and  
between the

NORWOOD TEACHERS' ASSOCIATION  
an affiliate of the  
OHIO EDUCATION ASSOCIATION  
and the  
NATIONAL EDUCATION ASSOCIATION

and the

NORWOOD BOARD OF EDUCATION  
of the  
NORWOOD CITY SCHOOL DISTRICT  
HAMILTON COUNTY, OHIO

EFFECTIVE

September 16, 2010 through July 31, 2011  
Extended through July 31, 2014

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
NORWOOD CITY SCHOOL DISTRICT BOARD OF EDUCATION  
AND THE  
NORWOOD TEACHERS' ASSOCIATION**

This Memorandum of Understanding is made this 24th day of August, 2011 by and between the Norwood City School District Board of Education ("Board") and the Norwood Teachers' Association ("Association") in order to amend and extend the current Collective Bargaining Agreement in effect between the parties.

**WHEREAS**, the Board and the Association are parties to a Collective Bargaining Agreement that expired on July 31, 2011; and

**WHEREAS**, the Board and the Association have been engaged in bargaining since June, 2011 with the intent of reaching an agreement for a successor Collective Bargaining Agreement;

**WHEREAS**, the parties have exchanged proposals and counterproposals in order to reach an amicable agreement to amend certain specific provisions of the Collective Bargaining Agreement and to extend the term of the current agreement by three (3) full calendar years.

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

1. The term of the current Collective Bargaining Agreement in effect between the Board and the Association shall be extended until July 31, 2014.
2. Beginning with the 2011-2012 school year, the contracted pay for the Supplemental Position Varsity & Middle School Swimming will be combined - \$7,318.50
3. Beginning with the 2011 - 2012 school year, the contracted pay for the Supplemental Position for Orchestra will be \$2,411.97 (replaces Celtic Band)
4. Article XXV: Insurance shall be revised for the term of this Memorandum of Understanding  
25.03 Medical / Hospital A. (2)

For the 2011 - 2012 school year:

**Year 1**

- 90/10 insurance premium sharing - The Board of Education will pay 90% of the health care premium and the employee will pay 10% of the health care premium.
- 0% Base
- Experience Steps will be frozen
- \$500 Merit Pay per employee for their building achieving Excellent rating
- Additional \$500 per employee if the district achieves Excellent rating

For the 2012 – 2013 school year:

**Year 2**

- 85/15 insurance premium sharing - The Board of Education will pay 85% of the health care premium and the employee will pay 15% of the health care premium.
- .5% Base increase
- Experience Steps will be frozen
- \$500 Merit Pay per employee for their building achieving Excellent rating
- Additional \$500 per employee if the district achieves Excellent rating

For the 2013 – 2014 school year:

**Year 3**

- 85/15 insurance premium sharing - The Board of Education will pay 85% of the health care premium and the employee will pay 15% of the health care premium.
- 0% Base increase
- Experience Steps will be frozen
- \$500 Merit Pay per employee for their building achieving Excellent rating
- Additional \$500 per employee if the district achieves Excellent rating

5. All other provisions of the current Collective Bargaining Agreement, shall remain as current language unless specifically stated and agreed to otherwise by the terms of this Memorandum. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the NORWOOD CITY SCHOOL DISTRICT BOARD OF EDUCATION and the NORWOOD TEACHERS' ASSOCIATION have executed this Memorandum of Understanding hereby intended to amend the current Collective Bargaining Agreement effective between the parties and incorporate such terms and conditions of this Memorandum on the dates set forth opposite their signature.

**NORWOOD CITY SCHOOL DISTRICT  
BOARD OF EDUCATION**

Date: 9-6-11

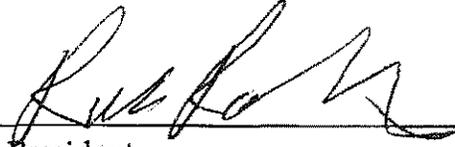
By:   
Superintendent

Date: 9/6/11

By:   
Treasurer

NORWOOD TEACHERS' ASSOCIATION

Date: 9/1/11

By:   
President

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Vice President