

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTHEASTERN LOCAL BOARD OF EDUCATION
AND
THE NORTHEASTERN LOCAL EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into by and between the Northeastern Local School District Board of Education ("Board") and the Northeastern Local Education Association ("Association") for the purpose of setting forth certain terms and conditions as set forth below.

1. The language below will supersede collective bargaining language in Article 6, Section 6.043 Non-Student Contact Time.

Every certified employee working the normally scheduled seven and one-half (7 ½) hour school day shall be entitled to at least ninety (90) minutes per day exclusive of travel time and change of class time or four hundred fifty (450) minutes per week at intermediate and high school and ninety five (95) minutes per day exclusive of travel time and change of class time or four hundred seventy five (475) minutes per week at the elementary grades of non-student contact time for the purpose of receiving non-student contact time.

2. The Board agrees that there will be no Reduction in Force (RIF) of the certified staff in FY2012 and there will be no Reduction in Force (RIF) in FY 2013 if the state reduction is 8% or less. This agreement means that there will be no suspension of contracts, but there may be possible reduction of teaching positions due to attrition or declining enrollment.

NORTHEASTERN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION



Richard Broderick, Superintendent Date

NORTHEASTERN LOCAL ASSOCIATION
OF SCHOOL EMPLOYEES

 3/23/2011

Carlye Stewart, NELEA President Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE NORTHEASTERN LOCAL BOARD OF EDUCATION AND THE NORTHEASTERN
LOCAL EDUCATION ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into by and between the Northeastern Local School District Board of Education, henceforth referred to as the "Board" and the Northeastern Local Education Association, referred to as the "Association," for the purpose of clarifying and setting forth certain terms and conditions of the current collective bargaining agreement set to expire June 30th, 2015.

Both the Board and the Association agree to the following:

1. The **LANGUAGE** below will be added to the previously collectively bargained language of the current Negotiated Agreement.

11.01 FINANCIAL:

2013-2014 School Year

In the first pay of January 2014, the Board shall pay each bargaining unit member then employed in active pay status $\frac{1}{2}$ of 1 (.5) per diem day in addition to the member's regular pay on that payday. A "per diem" is one one hundred eighty-fourth (1/184) of the particular member's annual salary for the 2013-2014 school year.

In the first pay of January 2014, the Board shall pay each bargaining unit member, then employed in active pay status and not receiving a step increase on the salary schedule for the 2013-2014 school year a stipend of \$1,800.

ARTICLE TWELVE - FRINGE BENEFITS:

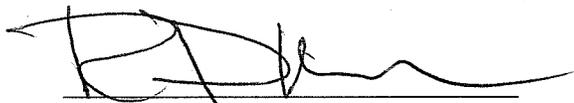
No change.

All other provisions of the Negotiated Agreement between the parties will not be affected by this Memorandum of Understanding and are to remain unchanged.

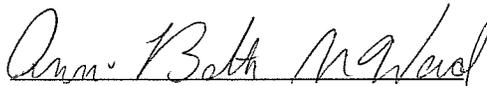
The parties agree that any alleged violation of this Agreement shall be enforceable through the grievance procedure outlined in Article Three of the Agreement.

This MOU will terminate and have no further affect at the conclusion of the current contract between the parties on June 30th, 2015.

This language was approved by vote of the Association and approved by the Board on **THURSDAY, June 27th, 2013.**



Mr. R. Douglas Murphy, Board President
FOR THE BOARD



Mrs. Ann-Beth Ward, Association President
FOR THE ASSOCIATION

COLLECTIVE BARGAINING TENTATIVE AGREEMENT EXTENTION

The Northeastern Local Education Association (the "Association") and the Northeastern Local Board of Education (The "Board") mutually agree to extend the Collective Bargaining Agreement between the parties currently in effect from July 1, 2010 - June 30 2012. All provisions of the collective bargaining agreement including but not limited to the terms and language will remain unchanged and in full force and-effect.

For the 2011-2012 and 2012-2013 school year, all Bargaining Unit members will remain or be frozen on the same salary step as their placement during the 2010-2011 school year. Further there shall be a reopener for base salary only and health insurance as specified in the parties Addendum Salary Schedule for the 2012-2013 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2013-2014 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2014-2015 school year.

Furthermore there will be -1% reduction on the base salary for the 2011-2012 school year.

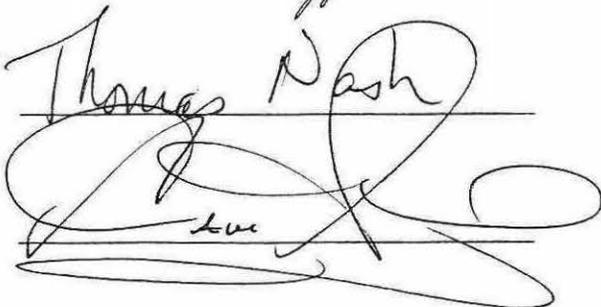
This agreement shall be in effect from March 9, 2011 until June 30, 2015. All terms, conditions and language including all of the parties' Memorandum of Understanding that were contained in the last Agreement will remain unchanged until July 1, 2011 when the paragraphs above take effect.

For the Association

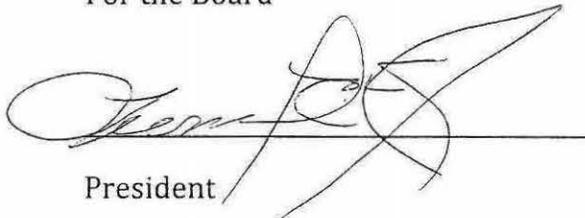


President





For the Board



President

