

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into between the Van Wert City School District Board of Education ("Board") and the Classified Employees of the Van Wert City Schools ("CEWCS"). This MOA shall be effective August 17, 2013.

1. The CEWCS and the Board are parties to a collective bargaining agreement ("CBA") that expires on August 18, 2014. Pursuant to Article XII, paragraph C of the Negotiated Agreement, the CEWCS initiated bargaining by written notice to the Board in May 2013, on only the issue of employee salaries under Article XI (Salary Schedule).
2. Pursuant to Article XI, the parties now reach the following agreement:
 - a. 2% increase for all classified employees,
 - b. Para-professionals assigned to an SBH or MH classroom and/or student are to receive \$200.00 per year; and
 - c. Reimburse all classified employees for mandatory FBI background check once every five (5) years.
3. This MOA is based on unique circumstances, and it sets no past practice or custom between the parties.
4. This MOA shall not affect any provision or the interpretation of any provision of the Negotiated Agreement other than Article XI, and it shall not be challenged and/or admissible in any arbitration hearing, agency proceeding or other action, except one for the enforcement of its terms.
5. This MOA shall expire simultaneously with the expiration of the 2011-14 Negotiated Agreement between the Board and CEWCS.



Van Wert City Schools, Board of Education president

10-24-13
Date



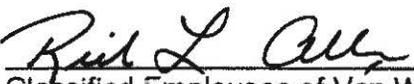
Van Wert City Schools, Superintendent

10/24/13
Date



Van Wert City Schools, Treasurer

10.16.13
Date



Classified Employees of Van Wert City Schools

10/22/13
Date

APPENDIX B

CLASSIFIED SALARY SCHEDULE

SECRETARIAL	2013-2014
YEARS OF EXPERIENCE	HOURLY
	RATE
0	10.90
1	11.33
2	11.77
3	12.21
4	12.67
5	13.12
6	13.54
7	13.97
8	14.43
9	14.86
10	15.31
11	15.75
15	15.85
20	15.95
25	16.07
Substitute Rate ***	10.90

BUS DRIVER	2013-2014
YEARS OF EXPERIENCE	HOURLY
	RATE
0	17.37
1	17.50
2	17.62
3	17.78
4	17.90
5	18.03
6	18.22
7	18.34
8	18.47
9	18.64
10	18.75
11	18.87
15	18.97
20	19.08
25	19.19
Substitute Rate ***	17.37
Non-Routine Trips ***	10.55

Note: On-board Instructors will be paid at a rate of \$17.00 per hour.

CUSTODIAL/MAINTENANCE**2013-2014
HOURLY
RATE****YEARS OF EXPERIENCE**

0	12.55
1	13.04
2	13.54
3	14.06
4	14.54
5	15.03
6	15.53
7	16.04
8	16.53
9	17.03
10	17.53
11	18.01
15	18.13
20	18.24
25	18.34

Substitute Rate *** 12.55

Night Work 1.040.00
Boiler Operator** 779.00

** Includes \$35.00 per year for boiler license renewal to be paid to full-time custodians who are required to maintain a boiler license and are assigned to a building requiring a boiler license. All other full-time custodians who have and maintain a boiler license are to be paid \$150.00 per contract year. Full-time custodians who obtain their boiler license during the contract year will be paid a pro-rated share, based on the contract year, of the appropriate stipend.

The Assistant Director of Maintenance and those custodians assigned as Head Custodian will be awarded 12.7% above their base salary of the Custodial/Maintenance schedule.

CUSTODIAL/CLEANING**2013-2014
HOURLY
RATE****YEARS OF EXPERIENCE**

0	9.40
1	9.77
2	10.16
3	10.54
4	10.91
5	11.27
6	11.65
7	12.04
8	12.40
9	12.77
10	13.16
11	13.53
15	13.63
20	13.73
25	13.83

Substitute Rate *** 9.40

PARA-PROFESSIONAL

**2013-2014
HOURLY
RATE**

YEARS OF EXPERIENCE

0	8.10
1	8.53
2	8.95
3	9.38
4	9.85
5	10.25
6	10.68
7	11.11
8	11.57
9	12.01
10	12.43
11	12.86
15	12.97
20	13.09
25	13.19

Substitute Rate *** 8.10

NOTE: Para-professionals assigned to an SBH or MH classroom **and/or student** are to receive an additional \$200.00 per contract year.

CAFETERIA HEAD COOK

**2013-2014
HOURLY
RATE**

YEARS OF EXPERIENCE

0	9.55
1	10.08
2	10.56
3	11.06
4	11.57
5	12.08
6	12.58
7	13.08
8	13.59
9	14.06
10	14.20
11	14.33
15	14.43
20	14.54
25	14.64

Substitute Rate *** 9.55

CAFETERIA ASSISTANT

**2013-2014
HOURLY
RATE**

YEARS OF EXPERIENCE

0	8.48
1	8.94
2	9.38
3	9.90
4	10.31
5	10.78
6	11.22
7	11.68
8	12.12
9	12.58
10	13.03
11	13.46
15	13.57
20	13.67
25	13.77
Substitute Rate ***	8.48

CAFETERIA GENERAL WORKER

**2013-2014
HOURLY
RATE**

YEARS OF EXPERIENCE

0	8.10
1	8.53
2	8.95
3	9.38
4	9.85
5	10.25
6	10.68
7	11.11
8	11.57
9	12.01
10	12.43
11	12.86
15	12.97
20	13.09
25	13.19
Substitute Rate ***	8.10

*** - Effective October 14, 2013