



11-MED-02-0124
2252-02
K27840
09/21/2012

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Nardon Hills City School District Board of Education ("Board") and the Ohio Association of Public School Employees OAPSE/AFSCME, Local 246 ("Association").

WHEREAS, the Board and Association are parties to a Negotiated Agreement ("Agreement") having a term of July 1, 2011 through June 30, 2014; and

WHEREAS, Section 1:05 of the Agreement states that "[t]he negotiated agreement shall be effective July 1, 2011 through and including June 30, 2014, provide [sic] the parties shall reopen for negotiations regarding wages, Section 4:07 and Appendix G, and health insurance during spring 2012. If complete agreement on those items is not reached by June 30, 2012, the entire agreement shall expire;" and

WHEREAS, the Board and the Association have met and engaged in negotiations for the purpose of determining wages and health insurance for the 2012-13 and 2013-14 school years as referred to above;

NOW, THEREFORE, the Board and Association agree as follows:

Section 1. During the remainder of the term of the Agreement, no bargaining unit member shall be eligible for any wage increase or salary schedule step movement on the salary schedule as contained in Appendix G of the Agreement, and such step freeze shall not be restored in the future.

Section 2. Article 4:07 – Wage Schedule shall be amended as follows:

* * *

4:07.1 The wage schedules from the 2010-11 school year shall continue without change and employees shall maintain their step and longevity positions from 2010-11 **and 2011-12 for 2012-13 and 2013-14** ~~2011-12~~. **Such salary step freeze shall not be restored in the future.**

4:07.2 WAGE SCHEDULE -- ALL CLASSIFICATION SERIES SEE APPENDIX G

4:07.3 PHYSICALS

Reimbursement for required physicals for bus drivers under contract shall be at the following rate per hour for two (2) hours maximum.

60% of Pay Grade I Step 0
\$10.49

4:07.4 Longevity increments shall be paid to all employees at the end of their ninth (9th), twelfth (12th), fifteenth (15th), nineteenth (19th) and twenty-second (22) year of service in the District. The pay adjustment will be effective at the beginning of the next contract year on July first and thereafter.

The increments shall be as follows:

Tenth (10 th) Year	twenty cents (\$.20)
Thirteenth (13 th) Year	twenty cents (\$.20)
Sixteenth (16 th) Year	thirty cents (\$.30)
Twentieth (20) Year	twenty cents (\$.20)
Twenty-third Year	twenty cents (\$.20)

A year of service will be credited to all employees who start their regular employment prior to December 31st of their first year. Longevity increments will be based on uninterrupted, continuous service in the Nordonia Hills City School System. Employees shall maintain any longevity step previously awarded but shall not advance a longevity step, nor initially be placed on a longevity step, for the 2011-12, 2012-13, and 2013-14 school years.

4:07.5 Rates for Substitutes who are not otherwise Nordonia employees shall never equal or exceed Step 0 of any pay grade.

4:08 Starting with the 2005-06 school year, the Board will assume the cost of the Educational Assistant/Student Monitor permit.

* * *

Section 3. Article 5, Section A of the Agreement shall be amended as follows:

* * *

The Board will pay the cost of hospitalization and major medical for each regular employee working thirty (30) or more hours per week for nine (9) months or more per year. Effective July 1, 2011, the Board agrees to pay ninety four per cent (94%) of total premium for single coverage and eighty eight percent (88%) of total premium for family coverage for such employees. **For the 2013-14 school year, the Board agrees to pay ninety-one percent (91%) of the premium for single coverage and eighty eight percent (88%) of total premium for family coverage for such employees.** ~~During the 2011-12 school year should state law mandate a particular level of employee contributions, such contributions shall be implemented for members of the Local 246 unit assigned to positions regularly scheduled at 30 or more hours effective April 1, 2012.~~

* * *

Section 4. Section 4:01.5 of the Agreement shall be amended as follows:

* * *

Employees shall be paid in twenty-four (24) pay periods per year. Any pay deductions made on a yearly basis will be prorated over the pay periods. The first pay date for the 2012-13 school year will be August 30, 2012, and the pays will continue thereafter on a twenty-four (24) pay schedule with pay dates on the 15th and the 30th, unless the 15th or 30th is on a Saturday, Sunday, or nonbanking day. In that event, the pay date shall be on the closest banking day preceding the 15th or 30th.

* * *

Section 5. The parties agree to split the August 30, 2012 pay into two (2) equal pays with fifty percent (50%) paid on August 24, 2012 and fifty percent (50%) paid on August 30, 2012. All discretionary deductions shall be taken from the August 30, 2012 pay.

Section 6. This Memorandum satisfies the requirement set forth in paragraph 1.05 that the parties have reached a complete agreement prior to June 30, 2012.

Section 7. All other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement between the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties, through their duly authorized representatives, have entered into this Memorandum of Understanding on this ____ day of June, 2012.

NORDONIA HILLS CITY SCHOOL
DISTRICT BOARD OF EDUCATION

OHIO ASSOCIATION OF PUBLIC
SCHOOL EMPLOYEES OAPSE/AFSCME,
LOCAL 246



President



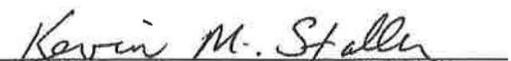
President



Superintendent



Negotiating Team Member



Treasurer



Negotiating Team Member