

**COLDWATER EXEMPTED VILLAGE SCHOOLS
 TEACHER SALARY SCHEDULE
 2013-2014**

Base: \$32,766.55

Steps	BA/BS	150	MA	MA +15	MA +30
0	\$35,715.54	\$37,353.87	\$38,992.20	\$40,630.52	\$42,268.85
	1.09	1.14	1.19	1.24	1.29
1	\$35,715.54	\$37,353.87	\$38,992.20	\$40,630.52	\$42,268.85
	1.090	1.140	1.190	1.240	1.290
2	\$35,715.54	\$37,353.87	\$38,992.20	\$40,630.52	\$42,268.85
	1.090	1.140	1.190	1.240	1.290
3	\$37,190.04	\$38,828.36	\$40,466.69	\$42,105.02	\$43,743.35
	1.135	1.185	1.235	1.285	1.335
4	\$38,795.60	\$40,696.06	\$42,727.58	\$44,890.18	\$47,052.77
	1.184	1.242	1.304	1.370	1.436
5	\$40,302.86		\$44,398.68	\$46,692.34	\$48,985.99
	1.230		1.355	1.425	1.495
6	\$41,810.12		\$46,069.77	\$48,494.50	\$50,919.22
	1.276		1.406	1.480	1.554
7	\$43,317.38		\$47,740.87	\$50,296.66	\$52,852.45
	1.322		1.457	1.535	1.613
8	\$44,824.64		\$49,411.96	\$52,098.82	\$54,785.67
	1.368		1.508	1.590	1.672
9	\$46,331.90		\$51,083.05	\$53,900.98	\$56,718.90
	1.414		1.559	1.645	1.731
10	\$47,839.17		\$52,754.15	\$55,703.14	\$58,652.13
	1.460		1.610	1.700	1.790
11	\$49,346.43		\$54,425.24	\$57,505.30	\$60,585.35
	1.506		1.661	1.755	1.849
12	\$50,853.69		\$56,096.34	\$59,307.46	\$62,518.58
	1.552		1.712	1.810	1.908
13	\$52,360.95	\$54,851.21	\$57,767.43	\$61,109.62	\$64,451.81
	1.598	1.674	1.763	1.865	1.967
15	n/a	n/a	\$59,438.52	\$62,911.78	\$66,385.03
			1.814	1.920	2.026
20	n/a	n/a	\$60,290.45	\$63,829.24	\$67,335.26
			1.840	1.948	2.055

Only Currently Employed Teachers on Column 150 are
 Grandfathered on Column 150 for the
 Duration of This Contract

Base: \$32,766.55

**COLDWATER EXEMPTED VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE
2013-2014**

E.		PERCENT OF BASE - NO EXPERIENCE CREDIT	
		7%	
ASSISTANT BAND	13-14		\$ 1,857.73
DRAMA DIRECTOR			
JR HIGH DRAMA DIRECTOR (ONE POSITION)			
JR HIGH CHEERLEADING ADVISOR			
ASSISTANT BOWLING COACH			
E1.		5.50%	
DC TRIP COORDINATOR	13-14		\$ 1,459.64
F.		4%	
NEWSPAPER ADVISOR	13-14		\$ 1,061.56
ASST DRAMA			
JR HIGH DRAMA DIRECTOR (IF TWO POSITIONS)			
CHEERLEADING ADVISOR (2)			
JR. CLASS ADVISOR (2)			
*SCHOLASTIC BOWL ADVISOR (IF TWO POSITIONS)			
ELEMENTARY DRAMA DIRECTOR			
G.		3%	
SENIOR CLASS ADVISOR (2)	13-14		\$ 796.17
H.		2%	
FRESHMAN CLASS ADVISOR (2)	13-14		\$ 530.78
SOPHOMORE CLASS ADVISOR (2)			
JR HIGH STUDENT COUNCIL			
SAE ADVISOR (2)			
INTRAMURALS			
SCIENCE FAIR DIRECTOR			
JR HIGH SCHOLASTIC BOWL			
POWER OF THE PEN			
MATHCOUNTS			
HS STUDENT COUNCIL			
ELEMENTARY STUDENT COUNCIL			
NATIONAL HONOR SOCIETY			
SPANISH CLUB ADVISOR			
GERMAN CLUB ADVISOR			

**COLDWATER EXEMPTED VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE
2013-2014**

1. SCHOLASTIC BOWL ADVISOR: ONE ADVISOR - LEVEL D, TWO ADVISORS - LEVEL F
2. RECOGNIZED EXPERIENCE FROM OTHER SYSTEMS SHALL NOT EXCEED ACTUAL EXPERIENCE IN THAT POSITION
FOR FOOTBALL - BASKETBALL - TRACK, JR. HIGH COACHES ARE NOT EXPECTED TO BE INVOLVED IN PRE-SEASON PRACTICE FOR HIGH SCHOOL PLAYERS.
3. WHERE SALARY IS LOWER ON THIS SCHEDULE THAN PREVIOUS SCHEDULES, HIGHER SALARY WILL BE FROZEN UNTIL POSITION SALARY ON SALARY SCHEDULE BECOMES HIGHER. THIS APPLIES ONLY TO THOSE CURRENTLY HOLDING CONTRACTS. IF CONTINUOUS SERVICE IS BROKEN, SALARY SCHEDULE WILL APPLY.
4. GRADE LEVEL AND DEPARTMENT COORDINATORS: SUPPLEMENTAL CONTRACT \$130.00 PER ASSIGNED TEACHER
5. LPDC - \$600.00

COLDWATER EXEMPTED VILLAGE SCHOOLS
TENTATIVE AGREEMENT
JULY 24, 2013

CONTRACT DURATION: July 1, 2013 through June 30, 2014

SALARY:

2013-14 2% increase on base salary

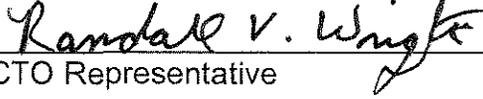
2013-14 2% increase on base for supplementals

Reactivate steps where they left off (example: if frozen at step 5, employee would move to step 6)

INSURANCE:

2013-14 the employee's contribution rate will remain at 12.5%


Brandon A. Reas 7/24/13
BOE Representative


Randal V. Wright 7/24/13
CTO Representative

**MEMORANDUM OF UNDERSTANDING
BETWEEN COLDWATER TEACHERS ORGANIZATION
AND THE COLDWATER EXEMPTED VILLAGE DISTRICT BOARD OF
EDUCATION**

This Memorandum of Understanding is entered on this 24th day of September 2013, by and between the Coldwater Teachers Organization hereinafter the "CTO") and the Coldwater Exempted Village Board of Education (hereinafter the "Board of Education").

WHEREAS, the CTO and the Board of Education are parties to a collective bargaining agreement the effective dates of which are July 1, 2011 through June 30, 2014 (hereinafter referred to as the "Contract"); and

WHEREAS, the contract contains a provision relating to the evaluation of members of the bargaining unit; and

WHEREAS, the Board of Education has received a grant from the Race to the Top Program (hereafter referred to as "RttT") which requires the parties to implement a new teacher evaluation procedure for teachers; and

WHEREAS, the RttT Model is different than the current evaluation procedure and uses different forms than those contained in the contract.

IT IS NOW THEREFORE AGREED as follows:

1. The RttT Evaluation Instrument shall be the instrument approved and provided by the Ohio Teacher Evaluation System developed by the Ohio Department of Education commonly known as OTES. The Board of Education shall utilize ETPES for all evaluations for teachers engaged in instruction for at least fifty percent (50%) of the time.
2. For teachers who do not meet the definition of being engaged in instruction at least fifty percent of the time, the Board of Education shall continue to use the evaluation process and forms in the current contract.
3. The timelines and procedures for evaluations for teachers who are engaged in instruction at least fifty percent (50%) of the time and for those not engaged in instruction for at least fifty (50%) of the time shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112. Specifically, all teachers shall be observed two times and evaluated one time by May 1, with a written report to be given to the teacher no later than May 10. If a teacher's limited contract is expiring he/she shall be observed three (3) times by May 1 with a written report given to the teacher no later than May 10.

4. No teacher whether as defined under 3319.111 or 3319.112 or under the process within the contract will receive more than one evaluation per school year. The process, including forms used, for all teachers shall be uniform whether those approved by the Ohio Department of Education for OTES evaluation or those contained within the contract.
5. All evaluators under OTES shall be licensed administrators employed by the Board of Education who have been credentialed through the Ohio Department of Education. Evaluators for teachers who are not under OTES shall be in compliance with the contract language.
6. Walk-throughs may be utilized for OTES teachers. The walk-throughs shall be documented through ETPES. Walk-throughs may be used for non-OTES teachers, however, the walk-through results shall not become a part of the evaluation. There will be a minimum of two (2) walk-throughs for each OTES teacher that will last between five and fifteen minutes per walk-through.
7. The Student Growth Measures, and the percentages used for each Student Growth Measure, shall be determined by the Board in consultation with the OTES Committee. In calculation for student academic growth, a student who has a combination of forty-five (45) days of excused and unexcused absences for the school year will not be included.
8. The Student Growth Measures of the OTES evaluation system will not be used for the purpose of making decisions relating to the retention, promotion, removal or reduction of bargaining unit members during the term of the current collective bargaining agreement. A teacher has the right to file a grievance on procedural errors. Any complaints regarding a violation of either the contractual or board adopted policy shall be subject solely to the grievance procedure contained in the contract between the parties, and this provision, is intended to supersede any evaluation requirements of Ohio Revised Code Section 3319.11. This does not supersede the teachers right to utilize the non-renewal process set forth in the statute and appeal the non-renewal to court.
13. A joint evaluation committee of administrators selected by the Board and teachers selected by the CTO will continue to meet to monitor Student Learning Objectives (SLO) and Student Growth Measures by grade levels and subject areas looking at the number of SLO's required of teachers, the use of shared attribution (if applicable) and the reliance of the value added data. The committee is responsible for jointly recommending the processes for evaluation and the student growth portion of the evaluation procedures to the CTO and Board negotiations teams. The committee shall use a consensus process to come to resolution. The committee has

no authority to change the terms of this Memorandum or the teacher evaluation process within the contract.

14. All other provisions of the Agreement will remain current contract language.

15. This Memorandum will expire on June 30, 2014. The issue of OTES evaluation may be raised by the CTO as a subject of negotiations in successor contract negotiations.

16. This Memorandum shall become effective upon signatures by the CTO President and the Board Representatives.

COLDWATER EXEMPTED VILLAGE
SCHOOL DISTRICT BOARD OF
EDUCATION

COLDWATER TEACHERS
ORGANIZATION

Daniel S. Rose

Board President

9-24-13

Date

Christopher Miller

President

9/19/13

Date

Michelle Mawler

Board Treasurer

9-24-13

Date

ARTICLE I - NEGOTIATIONS

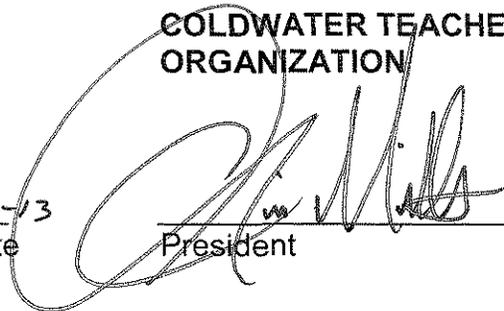
This is a contract re-opener for the negotiated agreement for the remainder of the 2013-2014 school year for wages, insurance benefits, and the Memorandum of Understanding dated September 24, 2013.

SIGNATORIES:

**COLDWATER EVSD
BOARD OF EDUCATION**

**COLDWATER TEACHERS
ORGANIZATION**

Daniel G. Rose 10-4-13
Board President Date

 10/8/13
President Date

 10/2/13
Superintendent Date

Randale V. Wright 10/8/13
Team Member Date

2013 Public Employer Annual Information Report

Ohio State Employment Relations Board
 Research and Training Section
 65 East State Street, 12th Floor
 Columbus, Ohio 43215

Any questions concerning this report are to be directed to Sheila Farthing (614) 466-2963
 sheila.farthing@serb.state.oh.us

Please note any changes below

RICHARD SEAS
SUPERINTENDENT
COLDWATER EX VIL SCHOOLS
310 N SECOND ST
COLDWATER, OH 45828-0000

County Code: MERC Phone Number: 41967826112305
 Fax Number: 4196783100
 Email Address: seasr@cw.noacsc.org

seas.rich@coldwatercous.org

Total number of permanent employees on payroll: Part-time: 0 Full-time: 175 Pupil Head Count: ~~1387~~
1365

**** Please complete or amend the above information where necessary and file this form with the State Employment Relations Board, Research and Training Section by October 31, 2013. Please mail to the above address.**

Listed below are collective bargaining agreements on file with SERB. Please amend information where necessary. Be sure to provide a copy of any current collective bargaining agreement that is not already on file.

Union	Local	Unit	Start	End	Status	Size
OEA	CTO	T	07/01/11	06/30/14	CUR	95 93

Rule 4117-9-07 of the Ohio Administrative Code requires that a signed copy of any collective bargaining agreement be filed with SERB by the employer. All wage information must be submitted with the agreement. Any amendments or renegotiation of wage rates or contract terms must be filed within 30 days of execution. This requirement applies to any contract, memorandum of understanding, extension, amendment, modification, reopener, settlement or other addendum entered into by the parties.

Richard A. Seas
 Report completed by

Richard A. Seas
 Signature

10/2/13
 Date