

11-MED-04-0609a  
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2456-02  
STATE OF FLORIDA  
DEPT. OF EDUCATION

**AGREEMENT**

2013 OCT 11 PM 2:05

This Agreement is made and entered into by and between the **LITTLE MIAMI LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (the "Board"), and the **OAPSE LOCAL 516** (the "Association").

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement (the "Agreement") which expires on June 30, 2014; and

**WHEREAS**, the Agreement contains a reopener provision in Article 36, which permitted for the parties to reopen negotiations for the 2013/2014 school year, limited to wages and insurance benefits; and

**WHEREAS**, the Board and the Association reopened negotiations, and desire to enter into this agreement to permanently amend the Agreement as indicated below *and* in the attached exhibits.

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

1. The Agreement which expires on June 30, 2014, shall be permanently amended as follows:

a. Article 34 – Vacations

Section 2

Vacation pay shall be paid at the employee's regular straight time rate, exclusive of all premiums and differential pay. All employees' Anniversary date for the purpose of this article shall ~~will~~ be July 1 of each year used.

Accrual formula will be:

1 month to 96 months (8 years complete)	2 wks .8333 days per month
97 months to 204 months (17 yrs complete)	3 wks 1.25 days per month
205 months to 288 months (24 yrs complete)	4 wks 1.667 days per month
289 months and over	5 wks 2.083 days per month

b. Article 29 – Benefits, Section 2 – Hospital/Health Insurance

Yearly contribution dates shall be changed from January 1 and July 1, to "First pay in January" and "First pay in July", respectively. All other contract language in this Article and Section shall remain the same.

c. Article 28 – Pay schedules, Section 1 shall be amended as follows:

Base hourly rates of pay for all classifications shall be increased by 1.5% for the 2013/2014 school year. The salary schedule is set forth in Exhibit "A" to this agreement.

Employees shall also receive a \$275.00 payment which shall be paid at first payroll in December, 2013.

2. Except as delineated above, this agreement does not alter, modify or change any existing provision of the Agreement currently in effect between the parties or Board policy.
3. This agreement shall constitute the full and complete understanding of the parties concerning this subject matter, and any amendments or modifications shall be in writing and signed by the parties.
4. This agreement shall become a part of and affixed to the Agreement effective with the signatures of the parties.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **LITTLE MIAMI LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **OAPSE LOCAL 516** have executed this Memorandum on the dates opposite their signatures.

Connie Condo 10-4-13  
Association President Date

Stephen Black 9/17/13  
Board President Date

Jim Bond 9/17/13  
Treasurer Date

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE**  
**OHIO ASSOCIATE OF PUBLIC SCHOOL EMPLOYEES**  
**AND ITS LOCAL NO. 516**  
**AND THE**  
**LITTLE MIAMI LOCAL SCHOOL DISTRICT**  
**BOARD OF EDUCATION**

This Memorandum of Understanding is made by and between the Ohio Association of Public School Employees and its Local 516 (Union) and the Little Miami Local School District Board of Education (Board)

**Whereas, the Union and the Board are parties to a Collective Bargaining Agreement with the effective dates of July 1, 2013 through June 30, 2014; and**

**Whereas, the Union and the Board agree to allow a onetime bid for this years' bus routes.**

All other provisions in the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the agreement.

**In Witness Whereof, the duly authorized representatives of the Ohio Association of School Employees and its Local 516 and the Little Miami Local School District Board of Education have executed this Memorandum of Understanding hereby intended to incorporate such terms and condition of this Memorandum on the dates opposite their signature.**

Date: 5-22-13

Date: 5-22-13

OAPSE Local 516

By: Connie Combs, Pres.

By: [Signature]

Little Miami Board of Education

Date: 6/15/13

By: [Signature]

Date: 6/25/13

By: [Signature]