

MEMORANDUM OF UNDERSTANDING

Representatives of the West Branch Education Association ("WBEA") and members of the West Branch Local School District Board of Education ("Board") met on several occasions in December, 2013 and January, 2014. As a result, the parties reached agreement for terms of a successor collective bargaining agreement ("Agreement"). Provisions for the new Agreement are as follows:

1. The effective dates are July 1, 2014 through June 30, 2016.
2. There will be no base salary increase for the life of the Agreement.
3. On July 1, 2014 and July 1, 2015, all bargaining unit members shall receive a step increase, if applicable, based upon the terms of the negotiated salary schedule.
4. The provision for a one-half step increase on the salary schedule, applicable to the 2013-2014 school year, as provided in the prior collective bargaining agreement, shall be considered null and void and shall not be paid.
5. If the West Branch Board of Education receives a premium holiday from its health and prescription drug insurer, each member of the West Branch Education Association shall receive a one-time cost of living payment of five hundred dollars (\$500.00). Payments under the terms of this paragraph shall not occur more than once annually.
6. The Agreement will incorporate "up-to-date" spousal exclusion language as required by the Mahoning County School Employees Insurance Consortium. For those who participate in the in the Consortium's Health Plan, all bargaining unit employees will contribute ten percent (10%) of the cost of insurance premiums charged to the Board beginning July 1, 2014.
7. All provisions in the 2012-2014 Agreement, not altered by this Memorandum of Understanding, shall be included in the new Agreement governing the 2014-2015 and 2015-2016 school years.
8. The terms provided in paragraph 5, above, shall expire on June 30, 2016, and shall not be carried over into a successor agreement.

9. The cost of printing the new collective bargaining agreement shall be shared between WBEA and the Board.
10. The above stated provisions fully supersede and replace the prior collective bargaining agreement that was effective July 1, 2012 through June 30, 2014.

Mike Helm

Mike Helm, President
West Branch Education Association

Dr. Scott Weingart

Dr. Scott Weingart, Superintendent
West Branch Local School District

2/13/2014

Date

2/13/14

Date

Salary Schedule
2012-2014 at

West Branch Local, Mahoning County

YRS	\$30,212		Masters Degree	Masters + 15 Hours
	Bachelors Degree	Bachelors with 150		
0	\$30,212 1.0000	\$32,049 1.0608	\$33,282 1.1016	\$34,514 1.1424
1	\$32,203 1.0659	\$33,590 1.1118	\$34,976 1.1577	\$36,363 1.2036
2	\$33,590 1.1118	\$35,131 1.1628	\$36,671 1.2138	\$38,212 1.2648
3	\$34,976 1.1577	\$36,671 1.2138	\$38,366 1.2699	\$40,061 1.3260
4	\$36,363 1.2036	\$38,212 1.2648	\$40,061 1.3260	\$41,910 1.3872
5	\$37,750 1.2495	\$39,753 1.3158	\$41,756 1.3821	\$43,759 1.4484
6	\$39,137 1.2954	\$41,294 1.3668	\$43,451 1.4382	\$45,608 1.5096
7	\$40,523 1.3413	\$42,835 1.4178	\$45,146 1.4943	\$47,457 1.5708
8	\$41,910 1.3872	\$44,375 1.4688	\$46,841 1.5504	\$49,306 1.6320
9	\$43,297 1.4331	\$45,916 1.5198	\$48,536 1.6065	\$51,155 1.6932
10	\$44,684 1.4790	\$47,457 1.5708	\$50,230 1.6626	\$53,004 1.7544
11	\$46,070 1.5249	\$48,998 1.6218	\$51,925 1.7187	\$54,853 1.8156
12	\$47,457 1.5708	\$50,539 1.6728	\$53,620 1.7748	\$56,702 1.8768
13	\$48,844 1.6167	\$52,079 1.7238	\$55,315 1.8309	\$58,551 1.9380
14	\$48,844 1.6167	\$52,079 1.7238	\$57,010 1.8870	\$60,400 1.9992
15	\$48,844 1.6167	\$52,079 1.7238	\$58,705 1.9431	\$62,249 2.0604
16	\$48,844 1.6167	\$52,079 1.7238	\$58,705 1.9431	\$62,249 2.0604
17	\$49,496 1.6383	\$52,732 1.7454	\$59,358 1.9647	\$62,901 2.0820
18	\$49,496 1.6383	\$52,732 1.7454	\$59,358 1.9647	\$62,901 2.0820
19	\$49,496 1.6383	\$52,732 1.7454	\$59,358 1.9647	\$62,901 2.0820
20	\$49,496 1.6383	\$52,732 1.7454	\$59,358 1.9647	\$62,901 2.0820
21	\$49,496 1.6383	\$52,732 1.7454	\$59,358 1.9647	\$62,901 2.0820
22	\$50,149 1.6599	\$53,385 1.7670	\$60,010 1.9863	\$63,554 2.1036
23	\$50,149 1.6599	\$53,385 1.7670	\$60,010 1.9863	\$63,554 2.1036
24	\$50,149 1.6599	\$53,385 1.7670	\$60,010 1.9863	\$63,554 2.1036
25	\$50,149 1.6599	\$53,385 1.7670	\$60,010 1.9863	\$63,554 2.1036
26	\$50,149 1.6599	\$53,385 1.7670	\$60,010 1.9863	\$63,554 2.1036
27	\$50,801 1.6815	\$54,037 1.7886	\$60,663 2.0079	\$64,207 2.1252
30	\$50,801 1.6815	\$54,037 1.7886	\$60,663 2.0079	\$64,207 2.1252