

**BIG WALNUT**  
**LOCAL SCHOOL DISTRICT**

105 Baughman Street-Suite A-Sunbury OH 43074-740.965.3010

10-31-14  
12-MED-03-0278  
0620-01  
K29850

**MEMORANDUM OF UNDERSTANDING**  
**between**

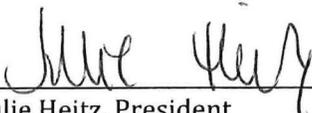
**The Big Walnut Local Board of Education and the Big Walnut Education Association**

The Big Walnut Local Board of Education (hereinafter, the Board) and the Big Walnut Education Association (hereinafter, the Association) mutually agree to the following:

1. The parties will extend the current Collective Bargaining Agreement (hereinafter, the Agreement) that expires June 30, 2014 for two (2) years. The new expiration date shall be June 30, 2016.
2. All current Contract language (CCL) will remain in full force and effect unless specified in this document.
3. Article XXV: Salary
  - Base increase in year one (2014-2015 school year): 1.65%
  - Base increase in year two (2015-2016 school year): 1.85%
  - Maintain steps/index progression
  - No continuation of \$500 stipend from last contract
  - In consideration that teachers may work longer (steps) and take more graduate hours to renew their licenses throughout their careers (columns), the administration and the BWEA leadership agree on the need to explore the addition of steps and columns to the salary schedule/index for the next contract.
4. Article XXIV: Insurance and Annuities
  - CCL for duration of this contract (no plan design change; benefits remain the same and member contribution will remain at 15% of the premium)
  - The administration and the BWEA leadership agree that the district insurance committee will continue to explore cost containment options (depending on impact of healthcare reform).
5. Article XI: Member Evaluation
  - The BW Evaluation Committee Members will draft language to replace the existing language.
  - The language will be mutually agreed upon by the members and the administration.
  - The language will be reflective of the committee's work and will be general enough to accommodate the ongoing legislative changes.

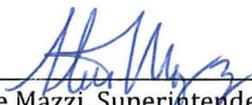
IN WITNESS WHEREOF the parties have caused the Memorandum of Understanding to be executed on the day and year disclosed below:

FOR THE ASSOCIATION:

 2-14-14  
Julie Heitz, President (Date)  
Big Walnut Education Association

 2-14-14  
Erin Barr, Vice President (Date)  
Big Walnut Education Association

FOR THE BOARD:

 3/31/14  
Steve Mazzi, Superintendent (Date)  
Big Walnut Local Schools