

Memorandum of Agreement
By and Between
The Lakewood Local School District
Board of Education
And
The Lakewood Teachers Association/OEA/NEA

This Agreement is entered into by and between the Lakewood Local School District Board of Education ("Board") and the Lakewood Teachers Association/OEA/NEA ("Association"):

WHEREAS, the Board and the Association have entered into a collective bargaining agreement with effective dates of August 1, 2012 through July 31, 2015; and

WHEREAS, the parties agreed to reopen negotiations pursuant to Article 50 for the purpose of bargaining salary and insurance benefits for the 2014-2015 school year;

NOW, THEREFORE, the Board and the Association agree that the collective bargaining agreement shall be amended as follows:

1. Article 31.01 Salaries:

Effective August 1, 2014, the base salary (BA-0 Step) shall be \$32,433, applied to the negotiated salary index. All applicable step increases shall apply. (See Attachment A)

Those members who are not due an increase in pay due to movement on steps will receive a one-time stipend in the amount of one thousand dollars (\$1,000). The stipend will be paid in the first pay of December, 2014.

2. Article 32 Extracurricular Salary Schedule

Calculations for Extra Curricular Salaries shall be based on Step BA-0 of \$32,433. (See Attachment B)

3. Article 34.04 Health Insurance Eligibility

New hires employed part-time after August 1, 2014, shall be eligible for full insurance benefits if they are regularly scheduled to work thirty (30) hours or more per week. Part-time unit members who are covered by the District's insurance on July 31, 2014, shall remain eligible for full health insurance benefits.

4. Article 36 Term Life Insurance

New hires employed part-time or hourly after August 1, 2014, shall be eligible for full insurance benefits if they are regularly scheduled to work thirty (30) hours or more per week. Part-time unit members who are covered by the District's insurance on July 31, 2014, shall remain eligible for full life insurance benefits.

5. Article 37 Dental Insurance

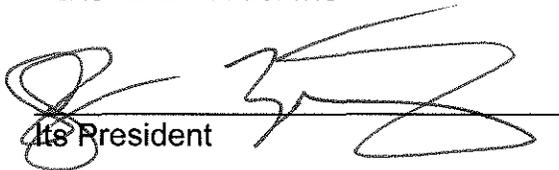
New hires employed part-time or hourly after August 1, 2014, shall be eligible for full insurance benefits if they are regularly scheduled to work thirty (30) hours or more per week. Part-time unit members who are covered by the District's insurance on July 31, 2014, shall remain eligible for full dental insurance benefits

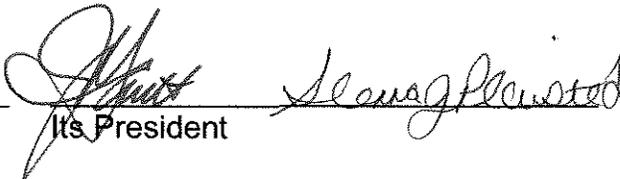
6. All other provisions of the collective bargaining agreement shall remain in full force and effect through July 31, 2015.

The parties to this Agreement acknowledge that they have reviewed this Agreement with their respective representatives, that they fully understand its terms, and that they are authorized to execute this Agreement.

LAKESWOOD
TEACHERS ASSOCIATION

LAKESWOOD LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION


Its President


Its President

28 Apr 2014
Date

4/28/14
Date

ATTACHMENT A

TEACHERS SALARY SCHEDULE										
Effective 7/1/2014 - Base Salary \$32,433										
STEP	BA		5 YR		MA		MA+15		MA+30	
0	1.000	32,433	1.062	34,444	1.125	36,487	1.130	36,649	1.135	36,811
1	1.040	33,730	1.107	35,903	1.175	38,109	1.185	38,433	1.190	38,595
2	1.080	35,028	1.152	37,363	1.225	39,730	1.240	40,217	1.245	40,379
3	1.120	36,325	1.197	38,822	1.275	41,352	1.295	42,001	1.300	42,163
4	1.160	37,622	1.242	40,282	1.325	42,974	1.350	43,785	1.355	43,947
5	1.200	38,920	1.287	41,741	1.375	44,595	1.405	45,568	1.410	45,731
6	1.240	40,217	1.332	43,201	1.425	46,217	1.460	47,352	1.465	47,514
7	1.280	41,514	1.377	44,660	1.475	47,839	1.515	49,136	1.520	49,298
8	1.320	42,812	1.422	46,120	1.525	49,460	1.570	50,920	1.575	51,082
9	1.360	44,109	1.467	47,579	1.575	51,082	1.625	52,704	1.630	52,866
10	1.400	45,406	1.512	49,039	1.625	52,704	1.680	54,487	1.685	54,650
11	1.440	46,704	1.557	50,498	1.675	54,325	1.735	56,271	1.740	56,433
12	1.480	48,001	1.602	51,958	1.725	55,947	1.790	58,055	1.795	58,217
13	1.520	49,298	1.647	53,417	1.775	57,569	1.845	59,839	1.850	60,001
14	1.520	49,298	1.692	54,877	1.825	59,190	1.900	61,623	1.905	61,785
15	1.520	49,298	1.692	54,877	1.875	60,812	1.955	63,407	1.960	63,569
16	1.520	49,298	1.692	54,877	1.875	60,812	1.955	63,407	1.960	63,569
17	1.520	49,298	1.692	54,877	1.875	60,812	1.955	63,407	1.960	63,569
18	1.520	49,298	1.692	54,877	1.875	60,812	1.955	63,407	1.960	63,569
19	1.520	49,298	1.692	54,877	1.875	60,812	1.955	63,407	1.960	63,569
20	1.560	50,595	1.737	56,336	1.925	62,434	2.010	65,190	2.015	65,352
21	1.560	50,595	1.737	56,336	1.925	62,434	2.010	65,190	2.015	65,352
22	1.560	50,595	1.737	56,336	1.925	62,434	2.010	65,190	2.015	65,352
23	1.560	50,595	1.737	56,336	1.925	62,434	2.010	65,190	2.015	65,352
24	1.600	51,893	1.782	57,796	1.975	64,055	2.065	66,974	2.070	67,136
25	1.600	51,893	1.782	57,796	1.975	64,055	2.065	66,974	2.070	67,136
26	1.600	51,893	1.782	57,796	1.975	64,055	2.065	66,974	2.070	67,136
27	1.640	53,190	1.827	59,255	2.025	65,677	2.120	68,758	2.125	68,920
<p align="center">Members who are not eligible for a step increase between the 2013-14 and 2014-15 school years will receive a \$1,000 stipend paid in a lump sum on the first pay of December 2014.</p>										

ATTACHMENT B

Years of exp.	GROUPS							
	I	II	III	IV	V	VI	VII	VIII
0 - 4	0.1539	0.1058	0.0866	0.0721	0.0434	0.0337	0.0240	0.0144
5 - 9	0.1585	0.1089	0.0891	0.0743	0.0447	0.0347	0.0248	0.0149
10 - 14	0.1633	0.1122	0.0918	0.0765	0.0460	0.0357	0.0255	0.0153
15 - 19	0.1681	0.1155	0.0946	0.0787	0.0473	0.0368	0.0263	0.0158
20+	0.1732	0.1190	0.0974	0.0812	0.0488	0.0379	0.0271	0.0163

LAKEWOOD TEACHERS ASSOCIATION - 2014-2015 SUPPLEMENTAL SALARY SCHEDULES									BA BASE
Years of Experience	GROUPS								32433
	I	II	III	IV	V	VI	VII	VIII	
0 - 4	\$4,991	\$3,431	\$2,809	\$2,338	\$1,408	\$1,093	\$778	\$467	
5 - 9	\$5,141	\$3,532	\$2,891	\$2,410	\$1,450	\$1,125	\$804	\$483	
10 - 14	\$5,296	\$3,639	\$2,977	\$2,481	\$1,492	\$1,158	\$827	\$496	
15 - 19	\$5,452	\$3,746	\$3,068	\$2,554	\$1,535	\$1,194	\$853	\$512	
20+	\$5,617	\$3,860	\$3,159	\$2,634	\$1,583	\$1,229	\$879	\$529	