

PSYCHOLOGIST PAY SCALE

May 2014

The following is mutually agreed between the Washington Local Schools Board of Education and the Teachers Association of Washington Local Schools (TAWLS):

Washington Local Schools currently hires our own school psychologists (TAWLS members) for 200 days a year, as well as contracting for additional school psychologists through the Lake Erie West ESC for 186 days a year. Due to the decreased financial support for services from the ESC, Washington Local Schools may wish to decrease the number of contracted psychologists and increase the number of WLS employed psychologists.

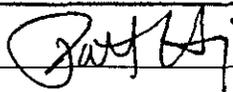
Recognizing not all psychologist positions need to be 200 day positions, the Board and Association agree to establish a Psychologist pay scale for both 200-day and 186-day psychologists as follows. Current psychologists (Ruiz, Morse & DeLano) will continue employment under a 200 day contract unless they choose to reduce to 186 days.

SCHOOL PSYCHOLOGIST

200 Days	200 Days	200 Days	186 Days
Step	2013 / 2014	2014 / 2015	2014 / 2015
0	66,808	66,808	62,131
1	68,399	68,399	63,611
2	69,994	69,994	65,094
3	71,589	71,589	66,578
4	73,184	73,184	68,061
5	74,778	74,778	69,544
6	76,373	76,373	71,027
7	77,967	77,967	72,509
9	79,562	79,562	73,993
10	81,155	81,155	75,474
15	82,752	82,752	76,959
16	84,345	84,345	78,441
Masters +2718*	1,598	1,598	1,598
Specialist	3,188	3,188	3,188
Doctorate	4,785	4,785	4,785

*27 quarter hours = 18 semester hours. Since very few universities award quarter hours, and since the Teacher Salary Schedule refers to Masters +18, we agree to change the outdated Masters +27 title to Masters +18.

Patrick C. Hickey, Superintendent



Date:

6-30-14

Christopher Hodnicki, TAWLS President



Date:

5-15-14

Between Administration and the Teachers' Association

SPEECH AND LANGUAGE PATHOLOGISTS

May 2014

The following is mutually agreed between the Washington Local Schools Board of Education and the Teacher Association of Washington Local Schools.

It is understood that Washington Local Schools has always contracted for Speech and Language Pathologist services through the Lake Erie West ESC and other private or public contractors. Due, in part, to the decreased state financial support for services from the ESC, Washington Local Schools may wish to hire some Speech and Language Pathologists as employees of the District.

Any Speech and Language Pathologists hired by the Board shall be:

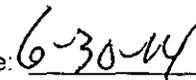
- Members of TAWLS, covered under the TAWLS Master Agreement
- Considered "Interview Only" positions
- Compensated on the Teacher Pay Scale

It is agreed that the hiring of some Speech and Language Pathologists as TAWLS members does not preclude the option to contract for Speech and Language Pathologists services with other private or public providers, subject to the limitations of TAWLS Master Agreement Article 1, Section 5, which prohibits a reduction in force as a result of work being subcontracted during the terms of the agreement.

Patrick C. Hickey, Superintendent



Date:



Christopher L. Hodnicki, TAWLS President



Date:



CHERIE MOURLAM, Ed.S.
Assistant Superintendent



Ph: 419.473.8221
Fax: 419.473.8247

washington local schools

July 8, 2014

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

2014 JUL 17 PM 2:23

STATE EMPLOYMENT
RELATIONS BOARD

Dear Ms. Johnson,

Enclosed are the signed copies of the Memorandum of Agreements for *Psychologist Pay Scale* and *Speech and Language Pathologists* between the:

Administration of Washington Local Schools

and

Teachers' Association of Washington Local Schools

If you have any questions, please contact me at 419.473.8222.

Sincerely,

Cherie Mourlam
Assistant Superintendent

CM/ks

Enclosure

cc: Patrick Hickey

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13-MED-00-0126C

WASHINGTON LOCAL SCHOOLS

MEMORANDUM OF AGREEMENT

Between Board of Education and the Teachers' Association

STATE EMPLOYMENT
RELATIONS BOARD
2015 JUN 15 PM 3:17

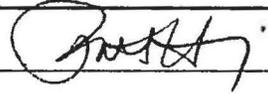
CURRICULUM CONSULTANTS

April 2015

It is hereby mutually agreed between the Washington Local Board of Education and TAWLS that Curriculum Consultant positions that are not contracted through the Lake Erie West ESC, may be established at the discretion of the administration under the following conditions:

The position(s):

1. Will be a contracted teaching position subject to the collective bargaining agreement between TAWLS and the WLS Board of Education.
2. Be compensated per placement on the teacher salary schedule commensurate with the individual's education and experience.
3. Will be filled on an "interview only" basis and shall be designated as a separate "teaching field" for purposes of reduction in force.
4. Upon mutual agreement between the Director of Curriculum and the Curriculum Consultants, the Curriculum Consultant will be permitted to work additional days beyond the regular teacher calendar.
 - a) The Curriculum Consultants may be required to work additional hours that extend past the typical teacher work day.
 - b) Compensation for days worked beyond the teacher calendar shall be at the regular per diem salary rate, prorated for the hours worked, if the duties are an extension of the curriculum specialists' regular duties during the school year.
 - c) If the duties are outside the regular scope of the Curriculum Consultant's duties, the rate of compensation will be based on the rates established by the TAWLS Master Agreement for that purpose.
 - d) Upon mutual agreement of the Director of Curriculum and the Curriculum Consultants, compensatory time may be substituted for additional salary to be used at a mutually agreed time.

Patrick C. Hickey, Superintendent  Date: 5-27-15

Christopher L. Hodnicki, President of TAWLS  Date: 5-11-15

CHERIE MOURLAM, Ed.S.
Assistant Superintendent



Ph: 419.473.8221
Fax: 419.473.8247

washington local schools

13+

June 11, 2015

Ms. Tammy Johnson
Ohio State Employment Relations Board
Research and Training Section
65 East State Street, 12th Floor
Columbus, OH 43215

STATE EMPLOYMENT
RELATIONS BOARD
2015 JUN 15 PM 3:17

Dear Ms. Johnson,

Enclosed please find a signed copy of a Memorandum of Agreement regarding curriculum consultants between the Board of Education of Washington Local Schools and TAWLS.

If you have any questions, please feel free to contact me at 419.473.8222.

Sincerely,

Cherie Mourlam

Cherie Mourlam
Assistant Superintendent

Enclosure

cc: Patrick Hickey

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3505 W. Lincolnshire Blvd. Toledo, OH 43606-1299 • www.wls4kids.org

13-MED-02-01260

WASHINGTON LOCAL SCHOOLS

MEMORANDUM OF UNDERSTANDING

K2986

Between Administration and the Teachers' Association

1439-01

OHIO TEACHER EVALUATION SYSTEM

August 2015

The following is mutually agreed between the Washington Local Schools Board of Education and the Teacher Association of Washington Local Schools.

The district will use 50% teaching performance and 50% shared attribution to calculate the final rating for all teachers who are evaluated under the Ohio Teacher Evaluation System (OTES). In January of 2016, the OTES Committee will meet to determine what portion of the district data will be used for shared attribution.

THIS MEMORANDUM IS UNDERSTOOD TO BE EFFECTIVE FOR THE 2015-2016 SCHOOL YEAR AND IS TO BE NON-PRECEDENT SETTING.

Patrick C. Hickey, Superintendent [Signature] Date: 9-22-15

Christopher L. Hodnicki, TAWLS President [Signature] Date: 9-24-15

CHERIE MOURLAM, Ed.S.
Assistant Superintendent



Ph: 419.473.8221
Fax: 419.473.8247

washington local schools

September 24, 2015

Ms. Tammy Johnson
Ohio State Employment Relations Board
Research and Training Section
65 East State Street, 12th Floor
Columbus, OH 43215

STATE EMPLOYMENT
RELATIONS BOARD
2015 09 24 PM 1:03

Dear Ms. Johnson,

Enclosed please find a signed copy of a Memorandum of Understanding regarding the Ohio Teacher Evaluation System between the Board of Education of Washington Local Schools and TAWLS.

If you have any questions, please feel free to contact me at 419.473.8222.

Sincerely,

Cherie Mourlam
Assistant Superintendent

Enclosure

cc: Patrick Hickey

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3505 W. Lincolnshire Blvd. Toledo, OH 43606-1299 • www.wls4kids.org

CHERIE MOURLAM, Ed.S.
Superintendent



Ph: 419.473.8221
Fax: 419.473.8247

washington local schools

29586
1439-01
13-MED-02-0126

December 21, 2015

Ms. Tammy Johnson
Ohio State Employment Relations Board
Research and Training Section
65 East State Street, 12th Floor
Columbus, OH 43215

STATE EMPLOYMENT
RELATIONS BOARD
2015 DEC 28 P 1:41

Dear Ms. Johnson,

Enclosed please find a signed copy of a Memorandum of Agreement for a Career Coordinator between the Board of Education of Washington Local Schools and TAWLS.

If you have any questions, please feel free to contact me at 419.473.8222.

Sincerely,

Cherie Mourlam

Cherie Mourlam
Superintendent

Enclosure

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Between Board of Education and the Teachers' Association

CAREER COORDINATOR

2015 DEC 28 P 1:41

November 2015

It is hereby mutually agreed between the Washington Local Board of Education and TAWLS that a Career Coordinator position may be established at the discretion of the administration under the following conditions:

The position(s):

1. Will be a contracted teaching position subject to the collective bargaining agreement between TAWLS and the WLS Board of Education.
2. Will be filled on an "interview only" basis and shall be designated as a separate "teaching field" for purposes of reduction in force.
3. Will be issued a one year contract.
4. Will be compensated per the ODE career-technical associated weighted funds, and the salary will be contingent on the annual amount of revenue provided to the Washington Local School District by the state of Ohio.
5. The schedule and number of work hours will vary and will be contingent on the amount of funding provided to the Washington Local School District by the state of Ohio.

THIS MEMORANDUM IS UNDERSTOOD TO BE EFFECTIVE FOR THE 2015-16
SCHOOL YEAR AND IS TO BE NON-PRECEDENT SETTING.

Cherie Mourlam, Interim Superintendent Cherie Mourlam Date: 12/17/15

Chris L. Hodnicki, President of TAWLS Chris L. Hodnicki Date: 12-14-15