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NEGOTIATED AGREEMENT

between the

**WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**OHIO ASSOCIATION OF PUBLIC SCHOOL
EMPLOYEES, CHAPTER #599**

July 1, 2013 - June 30, ~~2016~~ 2017

MEMORANDUM OF UNDERSTANDING

Between

The OAPSE Chapter #599 and the Waynesfield-Goshen Board of Education

In exchange for a one year extension of the negotiated agreement through June 30, 2017 the Board of Education offers the following:

Section One

The OAPSE and W-G Board of Education agree to the following changes to insurance, due to changes made by the Mercer-Auglaize Benefit Trust (MABT):

Current agreement states:

The Board will provide hospitalization and major coverage for regular full-time employees. The Employee may select medical coverage under either the current P.P.O. Plan or the P.P.O. Alternative Plan offered by the Mercer-Auglaize Employee Benefit Trust. The Board will pay eighty-five percent (85%) of the current P.P.O. premium rates for Family and Single Plan coverages. The Board will pay ninety percent (90%) of the current P.P.O Alternative (Alt) rates for Family and Single Plans. If a bargaining unit employee requests additional insurance coverage, he/she will be responsible for any additional costs.

Updated due to MABT changes:

The Board will provide hospitalization and major coverage for regular full-time employees. The Employee may select medical coverage under either the current **HSA Plan** or the P.P.O. Alternative Plan offered by the Mercer-Auglaize Employee Benefit Trust. **The Board will pay ninety percent (90%) of the current HSA rates for Family and Single Plans. Bargaining unit members will pay ten percent (10%). In addition, the Board will contribute \$2,400 to an employee's HSA account for those on a Family plan and \$1,300 to an employee's HSA account for those on a Single plan for Calendar year 2015. Further the Board will contribute \$2,000 to an employee's HSA account for those on a Family plan and \$1,000 to an employee's HSA account for those on a Single plan for the 2016 and 2017 Calendar years. The full Board contribution for the calendar year will be deposited in January of each year (2015, 2016, and 2017).** The Board will pay ninety percent (90%) of the current P.P.O Alternative (Alt) rates for Family and Single Plans. Bargaining unit members will pay ten percent (10%). The new premium increase will take effect the first pay in December 2014 for calendar year 2015. If a bargaining unit employee requests additional insurance coverage, he/she will be responsible for any additional costs.

Section Two

Current agreement states:

A. Wage Provisions

1. Classified employees will be compensated on the Wage Rate Schedules (Appendices A-C) for the 2013-14, 2014-15, and 2015-16.

Updated:

The Board will increase the Wage Rate Schedule for 2015-16 by 2% and if the negotiated agreement is extended for one year the 2016-17 school year schedule will increase by 3% over the 2015-16 schedule.

For the Board:

David Beede 10-13-14
Board President Date

John B. Bites 10-14-14
Superintendent Date

For the Association:

Casey Egg 9-12-14
Association President Date

MOU #1 FY15

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
NON-CERTIFIED EMPLOYEE WAGE RATE SCHEDULE - UPDATED 10/13/14
July 1, 2015 through June 30, 2016

POSITION	YEARS OF EXPERIENCE												
	0	1	2	3	4	5	10	12	15	20	25	28	30
Lead Custodian	15.74	16.65	16.78	17.09	17.42	17.68	17.92	17.97	18.07	18.18	18.28	18.33	18.43
Bus Driver	15.74	16.65	16.78	17.09	17.42	17.68	17.92	17.97	18.07	18.18	18.28	18.33	18.43
Custodian/Building Cleaner	13.42	13.88	14.18	14.47	14.80	15.07	15.31	15.36	15.46	15.57	15.67	15.72	15.82
School Secretary	13.02	13.32	13.61	13.84	14.15	14.42	14.67	14.72	14.82	14.92	15.02	15.08	15.18
Paraprofessional	13.02	13.32	13.61	13.85	14.15	14.42	14.67	14.72	14.82	14.92	15.02	15.08	15.18
Food Service Employee	12.51	12.81	13.10	13.34	13.64	13.91	14.16	14.21	14.31	14.41	14.51	14.57	14.67
Bus Aide	12.51	12.81	13.10	13.34	13.64	13.91	14.16	14.21	14.31	14.41	14.51	14.57	14.67

Lead Custodian: Major responsibility for the building and grounds; second shift employee monitoring; in charge when the operations manager is out

Bus Driver

Major responsibility for the care of students, both in cautious driving and maintaining orderly control; ensuring all students arrive safely to school and home

Custodian/bldg. cleaner - increased responsibility 12 months of the year

Secretary

State Accounting Stipend-EMIS \$780 (\$30 per pay period)

State Accounting Stipend-SIS-DASL-Progress Book \$439 (\$17 per pay period)

Paraprofessional/Aide

Paraprofessional/Aide stipend- paraprofessional license required; held and maintained \$439 (\$17 per pay period)

Paraprofessional/Aide stipend-individually teaches a support subject area \$200 per class period per 36 weeks

Paraprofessional/Aide holding a teaching certificate in a subject area supported/taught \$439 (\$17 per pay period)

Paraprofessional/Aide holding a state approved reading endorsement \$200

UPDATED TO INCREASE AN ADDITIONAL 2 PERCENT OVER NEGOTIATED AGREEMENT AMOUNTS - APPROVED AT THE 10/13/14 BOARD MEETING

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
NON-CERTIFIED EMPLOYEE WAGE RATE SCHEDULE - UPDATED 10/13/14
July 1, 2016 through June 30, 2017

POSITION	YEARS OF EXPERIENCE												
	0	1	2	3	4	5	10	12	15	20	25	28	30
Lead Custodian	16.21	17.15	17.28	17.60	17.94	18.21	18.46	18.51	18.62	18.72	18.83	18.88	18.98
Bus Driver	16.21	17.15	17.28	17.60	17.94	18.21	18.46	18.51	18.62	18.72	18.83	18.88	18.98
Custodian/Building Cleaner	13.83	14.30	14.60	14.91	15.24	15.52	15.77	15.82	15.93	16.03	16.14	16.19	16.29
School Secretary	13.41	13.72	14.02	14.26	14.57	14.86	15.11	15.16	15.27	15.37	15.48	15.53	15.63
Paraprofessional	13.41	13.72	14.02	14.27	14.57	14.86	15.11	15.16	15.27	15.37	15.48	15.53	15.63
Food Service Employee	12.88	13.20	13.49	13.74	14.05	14.33	14.58	14.63	14.74	14.84	14.95	15.00	15.11
Bus Aide	12.88	13.20	13.49	13.74	14.05	14.33	14.58	14.63	14.74	14.84	14.95	15.00	15.11

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Paraprofessional/Aide holding a teaching certificate in a subject area supported/taught \$439 (\$17 per pay period)
Paraprofessional/Aide holding a state approved reading endorsement \$200

UPDATED TO INCREASE 3 PERCENT - APPROVED AT THE 10-13-14 BOARD MEETING