



MEMORANDUM OF AGREEMENT

The West Clermont Education Association ("Association") and the West Clermont Local School District Board of Education ("Board") hereby enter this Memorandum of Agreement, to be effective August 1, 2014 through July 31, 2016. The terms and conditions of employment governing the employees in the bargaining unit represented by the Association shall be the same as those set forth in the current Master Agreement between the parties, which will expire by its terms on July 31, 2014, with the following exceptions:

1. The teacher salary schedule for the 2013-2014 contract year shall continue for the 2014-2015 and 2015-2016 contract years. There shall be no increase on the base salary. Bargaining unit members who accrue additional years of service credit will not advance on the salary schedule.
2. The 2013-2014 supplemental salary schedule shall be applicable to the 2014-2015 and 2015-2016 contract years. There shall be no increase on the base salary. Bargaining unit members who accrue additional years of service credit will not advance on the salary schedule.
3. Beginning August 1, 2014, Articles 12.0201 and 12.0202 shall be amended as follows:

12.0201 All staff members are expected to be ready to deliver instruction at the start of the student day and provide supervision throughout the end of the work day. The maximum workday for bargaining unit members shall be seven and one-half (7.5) hours in length which shall include at least thirty (30) consecutive uninterrupted duty-free minutes for lunch. The thirty (30) minutes shall start when the elementary teacher drops off students for lunch and end when the teacher resumes supervision of students. For secondary teachers, the thirty (30) minutes shall start when the scheduled class dismissed for lunch and end when class if scheduled to resume. The providing of a lunch period shall not lengthen the contractual work day.

4. The aforementioned changes to Articles 12.0201 and 12.0202 of the Master Agreement shall be incorporated into a successor Master Agreement, unless said provisions are further modified by mutual agreement of the parties during negotiations for a successor Master Agreement.
5. A joint committee of an equal number of teachers (selected by the Association President) and administrators (selected by the Superintendent) shall convene no later than February 1, 2014 to begin studying alternative compensation models. A goal of this committee will be to recommend an alternative compensation model to be considered during negotiations for the 2016-2017 contract year.

The details of this committee, procedures, and the specific areas of study/goals will be agreed upon, in writing, by the Association President and Superintendent prior to the

committee's first meeting. Once established, the joint committee may further modify the areas of study, procedures and its goals, as need be.

This Memorandum of Understanding becomes effective upon ratification by the Association and acceptance by the West Clermont Local School District Board of Education.

For the Association:

Jean C. Lewis 12-10-13
Date
Rodd A. Gu 12-10-13
Date

Date

For the Board:

[Signature] 12-9-13
Board President Date
Alana J. Cropper 12-9-13
Board Treasurer Date
[Signature] 12-9-13
Superintendent Date