

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE RIVERSIDE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION (the "Board")
AND THE UNITED RIVERSIDE EDUCATION ASSOCIATION (the "Association")**

As per the *Duration Clause* of the Collective Bargaining Agreement between the above-mentioned parties, the Board and the Association negotiated a contract reopener on June 9, 2014. The Board and the Association agreed to, and ratified, the following:

Article 16 - SALARY SCHEDULES (See Attached)

For the 2014-2015 school year, 1% increase to the base (\$29,796.00)
For the 2015-2016 school year, 1.5% increase to the base (\$30,243.00)

For the 2014-15 and 2015-16 school years, newly hired teachers with zero (0) years of experience shall be placed on Step 1 of the salary schedule and shall remain on Step 1 for years 1 and 2 of employment, with subsequent step movement beginning in year 3.

The parties agree to form a committee to study the feasibility of merit pay and to develop a structure for a potential merit pay system. The committee shall consist of four (4) members from the Administration/ Board and four (4) Association members appointed by the Association President. The committee will present its findings to both the Board and the Association with the understanding that any potential changes to compensation must be negotiated and agreed to by the Board and Association during bargaining that shall commence prior the expiration of the current Collective Bargaining Agreement.

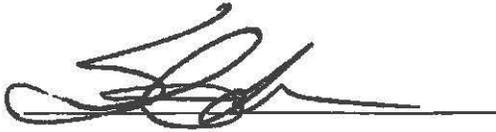
Article 16 – Supplemental Salary Schedule (See Attached)

The base for supplemental salaries shall be \$30,000 for the 2014-15 and 2015-16 school years.

The following positions shall be added to the list of permanent supplemental positions:

Varsity Girls Golf (9.5%)
Varsity Wrestling (9.5%)
Cross Country (9.5%)
Junior High Wrestling (6.0%)
Interact (3.0%)
Model United Nations (3.0%)
Elementary Musical (2.0%)

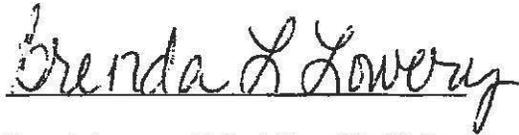
This Memorandum of Understanding shall be attached to the current Collective Bargaining Agreement and, since salary has been agreed upon for Years 2 and 3 of the current contract, it shall negate the necessity for a reopener as stipulated in the *Duration Clause* of the Collective Bargaining Agreement expiring June 30, 2016.



Scott Mann, Riverside Local School Superintendent

7-7-14

Date



Brenda Lowery, United Riverside EA President

7-18-14

Date

UNITED RIVERSIDE

SALARY SCHEDULE 2014-2015

1% Increase

Step	BA	BY	M	M+15
0	29,796 1.00000	31,018 1.04100	32,746 1.09900	32,984 1.10700
1	30,928 1.03900	32,299 1.08400	34,176 1.14700	34,563 1.16000
2	32,080 1.07600	33,580 1.12700	35,606 1.19500	36,143 1.21300
3	33,193 1.11400	34,861 1.17000	37,066 1.24400	37,722 1.26600
4	34,325 1.15200	36,143 1.21300	38,526 1.29300	39,331 1.32000
5	35,457 1.19000	37,424 1.25600	39,986 1.34200	40,940 1.37400
6	36,589 1.22800	38,705 1.29900	41,446 1.39100	42,549 1.42800
7	37,722 1.26600	40,016 1.34300	42,906 1.44000	44,158 1.48200
8	38,854 1.30400	41,327 1.39700	44,366 1.48900	45,767 1.53600
9	40,016 1.34300	42,638 1.43100	45,826 1.53800	47,376 1.59000
10	41,178 1.38200	43,949 1.47500	47,286 1.58700	48,985 1.64400
11	42,340 1.42100	45,260 1.51900	48,746 1.63600	50,594 1.69800
12	43,502 1.46000	46,571 1.56300	50,206 1.68500	52,203 1.75200
13	44,664 1.49900	47,882 1.60700	51,666 1.73400	53,812 1.80600
14	45,826 1.53800	49,193 1.65100	53,126 1.78300	55,421 1.86000
15	46,988 1.57700	50,504 1.69500	54,586 1.83200	56,970 1.91200
16	48,150 1.61600	51,815 1.73900	56,076 1.88200	58,579 1.96600
20	49,342 1.65600	53,242 1.78690	57,381 1.92580	60,118 2.01760
25	50,534 1.69600	54,670 1.83480	58,686 1.96960	61,654 2.06920
27	51,797 1.73840	56,036 1.88067	60,153 2.01884	63,195 2.12093

UNITED RIVERSIDE

SALARY SCHEDULE 2015-16

1.5% Increase

Step	BA	5Y	M	M+15
0	30,243 1.00000	31,483 1.04100	33,237 1.09900	33,479 1.10700
1	31,392 1.03800	32,783 1.08400	34,889 1.14700	35,082 1.16000
2	32,541 1.07600	34,084 1.12700	36,140 1.19500	36,685 1.21300
3	33,691 1.11400	35,384 1.17000	37,622 1.24400	38,288 1.26800
4	34,840 1.15200	36,685 1.21300	39,104 1.29300	39,821 1.32000
5	35,989 1.19000	37,985 1.25600	40,586 1.34200	41,554 1.37400
6	37,138 1.22800	39,286 1.29900	42,068 1.39100	43,167 1.42800
7	38,288 1.26600	40,616 1.34300	43,550 1.44000	44,820 1.48200
8	39,437 1.30400	41,947 1.38700	45,032 1.48900	46,453 1.53600
9	40,618 1.34300	43,278 1.43100	46,514 1.53800	48,086 1.59000
10	41,798 1.38200	44,608 1.47500	47,996 1.58700	49,719 1.64400
11	42,978 1.42100	45,939 1.51900	49,478 1.63600	51,353 1.69800
12	44,158 1.46000	47,270 1.56300	50,960 1.68600	52,986 1.75200
13	45,334 1.49900	48,601 1.60700	52,441 1.73400	54,619 1.80600
14	46,514 1.53800	49,931 1.65100	53,923 1.78300	56,252 1.86000
15	47,693 1.57700	51,262 1.69500	55,405 1.83200	57,825 1.91200
16	48,873 1.61600	52,593 1.73900	56,917 1.88200	59,458 1.96600
20	50,082 1.65600	54,041 1.78800	58,242 1.92600	61,018 2.01760
25	51,292 1.69600	55,490 1.83480	59,567 1.96960	62,579 2.06920
27	52,574 1.73840	56,877 1.88067	61,056 2.01884	64,143 2.12093

SUPPLEMENTAL SALARY SCHEDULE 2014-15, 2015-16

EFFECTIVE 7-1-14

BASE \$30,000	STEPS = 5% INCREMENTS			
	0	1	2	3
%				
1	300	315	330	345
2	600	630	660	690
3	900	945	990	1,035
3.5	1,050	1,103	1,155	1,208
4	1,200	1,260	1,320	1,380
5	1,500	1,575	1,650	1,725
5.5	1,650	1,733	1,815	1,898
6	1,800	1,890	1,980	2,070
6.5	1,950	2,048	2,145	2,243
7	2,100	2,205	2,310	2,415
7.5	2,250	2,363	2,475	2,588
8	2,400	2,520	2,640	2,760
8.5	2,550	2,678	2,805	2,933
9.5	2,850	2,993	3,135	3,278
12.5	3,750	3,938	4,125	4,313
15.5	4,650	4,883	5,115	5,348

Coaches

Varsity Football	12.5	8 th Grade Boys Basketball	6
JV Football (1)	8.5	7 th Grade Boys Basketball	6
Assistant Football (2)	8.5	Varsity/JV Boys Basketball Cheer	6
Varsity Football Cheer	5	Jr. High Boys Basketball Cheer	4
Head Jr. High Football	7	Varsity Girls Basketball	12.5
Assistant Jr. High Football	6	JV Girls Basketball	8.5
Jr. High Football Cheer	4	Freshman Girls Basketball	6.5
Weightlifting	3.5	8 th Grade Girls Basketball	6
Varsity Volleyball	9.5	7 th Grades Girls Basketball	6
JV Volleyball	6.5	Varsity Baseball	9.5
8 th Grade Volleyball	5	JV Baseball	6.5
7 th Grade Volleyball	5	Varsity Softball	9.5
Varsity Golf	9.5	JV Softball	6.5
Varsity Girls Golf	9.5	Varsity Boys Track	9.5
JV Golf	5	Varsity Girls Track	9.5
Varsity Boys Basketball	12.5	Jr. High Boys Track	5
JV Boys Basketball	8.5	Jr. High Girls Track	5
Freshman Boys Basketball	6.5	Varsity Wrestling	9.5
Cross County	9.5	Jr. Hi Wrestling	6.0

Advisors

Junior Class (2)	2
Senior Class (2)	2
HS Student Council	4
JH Student Council	3
Elem. Student Council	2
MS/HS Science Fair	2
4 th Grade Science Fair	1
NHS	2
Senior Play	2
School Play	2
Radio/Broadcasting-1 st semester	4
Radio/Broadcasting-2 nd semester	4
SADD	2
Yearbook	5
Pep Band/Jazz Band	3
Marching/Concert Band	6
Marching Band Assistant	5
Solo/Ensemble Instrumental	2
HS Choir	2
Solo/Ensemble Vocal	2
Elementary Music K-4	1
MS Music 5-8	1
Interact	3
Model United Nations	3
Elementary Musical	2

RPDC - \$600 yearly lump sum stipend

Athletic Director - \$10,000 yearly lump sum stipend (paid in three installments) and release time within the school day, as mutually agreed upon with the administration.