

10-27-15
14-MED-02-0131
0854-01
K32277

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
WEST GEAUGA BOARD OF EDUCATION
AND THE
WEST GEAUGA EDUCATION ASSOCIATION

The West Geauga Local Board of Education, hereinafter "Board," and the West Geauga Education Association, hereinafter "Association hereby enter into this Memorandum of Understanding (MOU) pertaining to the salary of the district Licensed Practical Nurse and Medical Assistant on this 13th day of October, 2014.

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement dated July 1, 2014 through June 30, 2017; and

WHEREAS, the Board hired a Licensed Practical Nurse and Medical Assistant to assist with nursing issues in the district and such positions are members of the Association; and

WHEREAS, the Board and the Association did not bargain a salary schedule for these positions prior to hiring; and

WHEREAS, the Board and the Association desire to construct a salary schedule for the aforementioned positions prior to the end of the 2014-2015 school year.

NOW THEREFORE, be it resolved that:

No later than March 30, 2015 the Negotiation Teams of the Board and the Association will meet to bargain to agreement a salary schedule for the Licensed Practical Nurse and the Medical Assistant.

For the Board:

For the Association:


Michael Nutter, Superintendent


Thomas Booth, President

Date: 10/13/14

Date: 10-13-14

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Tentative Agreement

Between The
West Geauga Board of Education
And The
West Geauga Education Association
2-18-2015

Terms of TA to become effective July 1, 2015

Article IX

H. SUPPLEMENTAL CONTRACTS – DEPARTMENT HEADS-2014-2017

Add:

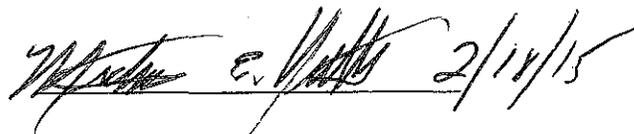
The following Department Heads/Steering Teachers/**Team Leader** will be paid at a rate of 0.01 per person, per department, per building. Total compensation is not to exceed 0.04.

Team Leader:

Registered Nurse

Agreed: 2/18/15


WGEA

 2/18/15

2-18-15

The parties agree as follows:

The RN, LPN and Medical Assistant shall receive five extended days either before or after school (days to be determined by the ^{Team Leader} ~~employees~~).

Tom Kott 2-18-15
WGEA

M. J. [Signature] 2/18/15

West Geauga Local Schools
 Teacher Salary Index Schedule
 2014-15 Base Salary

\$37,623

New Columns: Medical Assistant and LPN

2014-15		
Exp	Medical Assistant	LPN
0	\$ 20,500 0.5449	\$ 25,000 0.6645
1	\$ 21,244 0.5646	\$ 25,907 0.6886
2	\$ 21,986 0.5844	\$ 26,813 0.7127
3	\$ 22,733 0.6042	\$ 27,723 0.7369
4	\$ 23,473 0.6239	\$ 28,626 0.7609
5	\$ 24,220 0.6437	\$ 29,536 0.7851
6	\$ 24,961 0.6634	\$ 30,440 0.8091
7	\$ 25,706 0.6833	\$ 31,349 0.8332
8	\$ 26,447 0.7029	\$ 32,252 0.8573
9	\$ 27,144 0.7215	\$ 33,102 0.8798
10	\$ 27,934 0.7425	\$ 34,066 0.9054

West Geauga Local Schools
 Teacher Salary Index Schedule
 2014-15 Base Salary

\$38,470

New Columns: Medical Assistant and LPN

2105-16		
Exp	Medical Assistant	LPN
\$ -	\$ 20,962 0.5449	\$ 25,563 0.6645
\$ 1	\$ 21,720 0.5646	\$ 26,490 0.6886
\$ 2	\$ 22,482 0.5844	\$ 27,418 0.7127
\$ 3	\$ 23,244 0.6042	\$ 28,349 0.7369
\$ 4	\$ 24,001 0.6239	\$ 29,272 0.7609
\$ 5	\$ 24,763 0.6437	\$ 30,203 0.7851
\$ 6	\$ 25,521 0.6634	\$ 31,126 0.8091
\$ 7	\$ 26,287 0.6833	\$ 32,053 0.8332
\$ 8	\$ 27,041 0.7029	\$ 32,980 0.8573
\$ 9	\$ 27,756 0.7215	\$ 33,846 0.8798
\$ 10	\$ 28,564 0.7425	\$ 34,831 0.9054

Approved overtime will be paid @ the hourly rate.

Tom Kothe 2-18-15
 WGEA

W. J. ... 2/18/15

West Geauga Local Schools
 Teacher Salary Index Schedule

2014-15 Base Salary

\$ 39,239

New Columns: Medical Assistant and LPN

2016-17		
Exp	Medical Assistant	LPN
0	\$ 21,381 0.5449	\$ 26,074 0.6645
1	\$ 22,154 0.5646	\$ 27,020 0.6886
2	\$ 22,931 0.5844	\$ 27,966 0.7127
3	\$ 23,708 0.6042	\$ 28,915 0.7369
4	\$ 24,481 0.6239	\$ 29,857 0.7609
5	\$ 25,258 0.6437	\$ 30,807 0.7851
6	\$ 26,031 0.6634	\$ 31,748 0.8091
7	\$ 26,812 0.6833	\$ 32,694 0.8332
8	\$ 27,581 0.7029	\$ 33,640 0.8573
9	\$ 28,311 0.7215	\$ 34,522 0.8798
10	\$ 29,135 0.7425	\$ 35,527 0.9054

Tom North 2-18-15
 WGEA

Matthew E. North 2/18/15

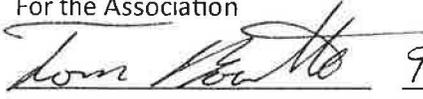
Memorandum of Understanding

This Memorandum of Understanding, between the West Geauga Local School District Board of Education ("Board") and the West Geauga Education Association ("Association") is intended to set forth the following terms and conditions regarding Teacher Evaluation during the 2014-15 School Year:

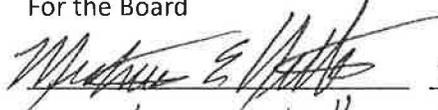
- 1) The original OTES model (ORC 3319.112) will continue to be in place with an equal 50% Teacher Performance Measure and 50% Student Growth Measure.
- 2) The Value Added component of the 50% Student Growth Measure will be addressed through the following Teacher "Categories":
 - A1 – Teacher instructs Value-Added Subjects Exclusively
Teacher level Value-Added: 50%
 - A2 – Teacher instructs Value-Added courses, but not exclusively
Teacher level Value-Added proportionate to teacher's schedule: 10-50%
District measure proportionate: 0-40%
 - C – No teacher-level Value-Added data available
District measure: 50%
- 3) The "District Measure" will be based on a district shared attribution measure. This measure will be based on either a single District Reading score or a single District Math score or a combination of the District Math and Reading scores whichever rating is higher. This measure will be determined when scores are released.
- 4) Teachers evaluated as a summative accomplished rating in the 2013-14 school year will be evaluated one time within the next three school years (in accordance with HB 362).
- 5) Teachers evaluated as a summative skilled rating in the 2013-14 school year will be evaluated one time within the next two school years (in accordance with HB 362).
- 6) Evaluation cycles will be determined first by volunteer basis, then by contract type, limited and then continuing, and then by lowest seniority to equal, no greater than, one third (1/3) of the educators to be evaluated by building per year. The desired goal is to equitably distribute teacher evaluation numbers among administration. Teachers that are evaluated as "developing" or "ineffective" in the observation can be put through the OTES cycle within that school year.
- 7) All accomplished teachers evaluated in any of the three contracted school years shall not be evaluated for the following two contracted years.
- 8) All skilled teachers evaluated in any of the two contracted school years shall not be evaluated for the following contracted year.
- 9) This Memorandum of Understanding will expire at the conclusion of the 2014-15 school year.

- 10) There will be an extension of the contractual September 15 deadline (or in the case of a new teacher or within thirty (30) days of the first week worked in the case of a reassigned teacher) for administration to notify staff in writing the name of their evaluator. The new deadline will be one week after the association ratifies this MOU for school year 2014-15.
- 11) All other terms and conditions of the existing collective bargaining agreement between the Board and Association remain the same.

For the Association

 9-16-14
Tom Booth

For the Board

 9/16/14
Michael E. Nutter

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 14-MED-02-0131
 STATE EMPLOYMENT
 RELATIONS BOARD
 NOV 14 P 2:14

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into by and between the West Geauga Local School District Board of Education (the "Board") and the West Geauga Education Association (the "Association").

WHEREAS, the Board and the Association are parties to a Negotiated Agreement having a term of July 1, 2014 through June 30, 2017 (the "Agreement"); and

WHEREAS, the Board and the Association desire to amend the Agreement (as set forth hereinafter) to incorporate certain changes authorized by House Bill 64, as signed into law on June 30, 2015, which changes certain requirements of the Ohio Teacher Evaluation System for 2015-16.

NOW, THEREFORE, the Board and the Association agree to amend the Agreement as follows:

1. The district will utilize Safe Harbor and use only the teacher performance measures (with two full observation cycles) to determine the overall OTES rating for A1 teachers. Value Added data from the 2016-2017 school year will comprise the student growth portion of the teacher's evaluation but will not be used to make decisions regarding the dismissal, retention, tenure, or compensation of the district's teachers.
2. The district will utilize shared attribution for student academic growth for teachers (including A2 and C teachers) during the 2016-17 school year. The data from shared attribution will comprise 50% of the teacher's evaluation for C teachers. For A2 teachers, shared attribution data will comprise 50% of the portion of the evaluation within the student growth measure.
3. The "District Measure" will be based on a district shared attribution measure. This measure will be based on the district Value-Added rating as the overall progress letter grade as noted in the 2016-17 district report card. The score will be converted as follows:

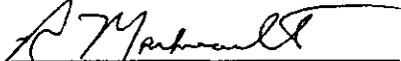
Rating	Grade	Progress Score
5	A	2.0 and up
4	B	1.0 to 1.9
3	C	-1.0 to 0.9
2	D	-2.0 to -1.1
1	F	Below -2.0

4. A1 teachers shall be evaluated annually in accordance with Ohio House Bill 64.
5. A2 and C teachers shall be evaluated in accordance with Ohio House Bill 64 as follows:
 - Accomplished - every three years
 - Skilled - every two years
 - Developing - annually
 - Ineffective - annually
6. Evaluation cycles will be determined first by volunteer basis, then by contract type, limited and then continuing, and then by lowest seniority to equal, no greater than, one third (1/3) of the educators to be evaluated by building per year. The desired goal is to equitably distribute teacher evaluation numbers among administration.
7. This Memorandum of Understanding will expire at the end of the 2016-2017 school -year.

8. There will be an extension of the contractual September 15 deadline (or in the case of a new teacher or within thirty (30) days of the first week worked in the case of a reassigned teacher) for administration to notify staff in writing the name of their evaluator. The new deadline will be two weeks after the association ratifies this MOU for school year 2016-2017.
9. All other terms and conditions of the existing collective bargaining agreement between the Board and Association remain the same.

IN WITNESS WHEREOF, the undersigned representatives have signed this Memorandum of Understanding, which shall be effective upon ratification of the Board and the Association.

For the Board:



Superintendent

For the Association:



President

Date: 11-8-16

Date: 11.8.16

Resolution Number: 5.01 2016-11-277

STATE EMPLOYMENT
RELATIONS BOARD
2016 NOV 14 P 2:14