

12-28-15  
14-MED-03-0467  
2143-01  
K32883

Letter of Concurrence  
between the  
Old Fort Local Education Association  
and the  
Old Fort Local Board of Education

This Letter of Concurrence is entered into this 12th day of October, 2015 between the Old Fort Local Education Association (Association) and the Old Fort Local Board of Education (Board).

Insofar as the Board and Association have a Master Agreement beginning on July 1, 2014 and continuing until June 30<sup>th</sup>, 2017;

It is agreed that the language contained in Article IV-RIGHTS OF TEACHERS; Section C; pages 10-11, shall be amended as follows:

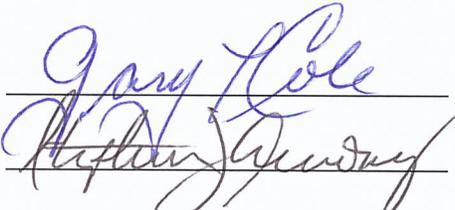
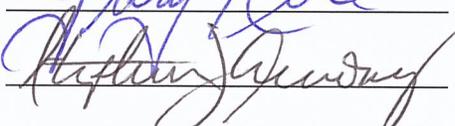
2. Ohio Teacher Evaluation System (OTES)

The standards-based teacher evaluation policy outlined in this Section applies to all employees employed under a license issued under Section 3319 of the Ohio Revised Code or under a professional or permanent teacher's certificate issued under former Section 3319.222 of the Ohio Revised Code and who spend at least fifty percent (50%) of the time employed providing student instruction. Each evaluation shall result in an effectiveness rating of: "Accomplished," "Skilled," "Developing," or "Ineffective." An effectiveness rating is based upon the following two (2) categories: 1) Teacher Performance and 2) Student Growth Measures. Fifty percent (50%) of the evaluation shall be attributed to teacher performance and fifty percent (50%) shall be attributed to multiple measures of student growth.

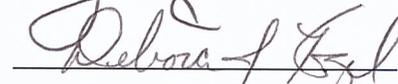
**Teachers in Category A-1 shall be evaluated on 100% of the teacher's performance.**

**Beginning in 2015-2016, teachers in Category A-1 who have an effectiveness rating of Accomplished or Skilled shall be evaluated each year.**

For the Board

  
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For the Association

  
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**Memorandum of Understanding  
between the  
Old Fort Local Education Association  
and the  
Old Fort Local Board of Education**

**This Memorandum of Understanding** is entered into this 12<sup>th</sup> day of October, 2015 by and between the Old Fort Local Education Association (Association) and the Old Fort Local Board of Education (Board).

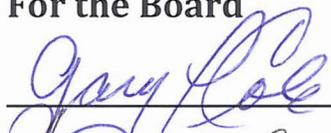
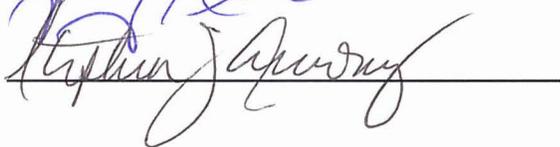
**INSOFAR AS THE** Board and Association have a Master Agreement beginning on July 1, 2014 and continuing until June 30<sup>th</sup>, 2017;

**IT IS AGREED THAT** the following language will be deleted from the Supplemental Salary Schedule on page 61 of the Negotiated Master Agreement between the two entities:

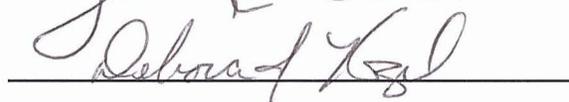
\*\* When the yearbook is offered as a class in the curriculum, the supplemental salary will be one half the percentage rate identified in the Appendix. The other half of the percentage will be set aside in a fund to be used for supplies and other costs for the Yearbook curriculum.

Beginning with the 2015-16 school year and through the duration of the agreement, the Yearbook advisor will be paid the full stipend of 5% of the base salary for the appropriate school year.

**For the Board**

  
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**For the Association**

  
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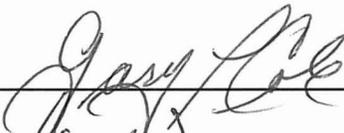
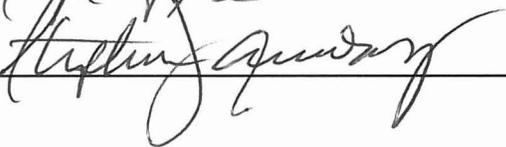
**Memorandum of Understanding  
between the  
Old Fort Local Education Association  
and the  
Old Fort Local Board of Education**

**This Memorandum of Understanding** is entered into this 12<sup>th</sup> day of May, 2015 by and between the Old Fort Local Education Association (Association) and the Old Fort Local Board of Education (Board).

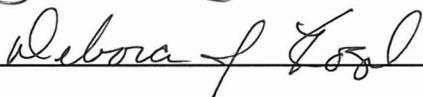
**INSOFAR AS THE** Board and Association have a Master Agreement beginning on July 1, 2014 and continuing until June 30<sup>th</sup>, 2017;

**IT IS AGREED THAT** a Supplemental Position named "FFA Advisor" shall be created and will be in effect beginning in the 2015-16 school year. It is further agreed that this supplemental will be a Class 3 Supplemental and will be paid eight (8) percent of the salary scheduled at Experience Level 0; Column BA, on the Old Fort Local Schools – Teacher Salary Schedule.

**For the Board**

  
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**For the Association**

  
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**Memorandum of Understanding  
between the  
Old Fort Local Education Association  
and the  
Old Fort Local Board of Education**

**This Memorandum of Understanding** is entered into this 12<sup>th</sup> day of May, 2015 by and between the Old Fort Local Education Association (Association) and the Old Fort Local Board of Education (Board).

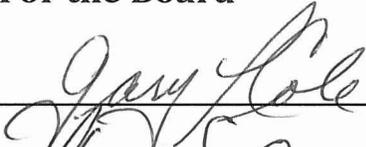
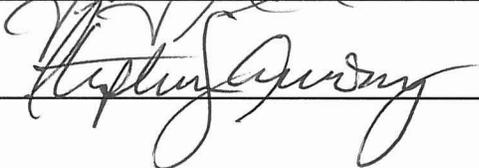
**INSOFAR AS THE** Board and Association have a Master Agreement beginning on July 1, 2014 and continuing until June 30<sup>th</sup>, 2017;

**IT IS AGREED THAT** the language contained in Article V-Work Year; Section A-3; page 26, shall be amended as follows:

3. Seven (7) hours will be scheduled for mandatory conference sessions for the elementary and high school buildings during the first semester of the school year. Building schedule times will be determined by the Board, based upon the recommendation of the Superintendent. The Superintendent's recommendation will be based upon input from the staff and the building principals.

Nothing in this section shall prohibit the principal from scheduling a short faculty meeting and/or short in-service on the conference/special reports day.

**For the Board**

  
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**For the Association**

  
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**Letter of Concurrence  
between the  
Old Fort Local Education Association  
and the  
Old Fort Local Board of Education**

**This Letter of Concurrence** is entered into this 10 day of February, 2015 by and between the Old Fort Local Education Association (Association) and the Old Fort Local Board of Education (Board).

**INSOFAR AS THE** Board and the Association have a Master Agreement beginning on July 1, 2014 and continuing until June 30<sup>th</sup>, 2017;

The Association and the Board have conferred; and

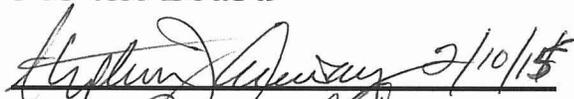
**IT IS AGREED THAT** the language contained in Article V-Work Year; Section A-6; pages 26-27, shall be amended as follows:

6. Prior to September 1 of each school year, the Board shall adopt a contingency plan under which the District's students will make-up up to five (5) days beyond eight (8) calamity days.

Makeup days will be scheduled to utilize President's Day, the first day of Easter break, and three days at the end of the school year. The maximum exposure to make up days is five (5) before President's Day, four (4) after President's Day, and three (3) after Easter break. No more than five (5) days will be made up, unless we fall below the state's minimum hourly requirement.

Any calamity days occurring after Easter break will not be made up. This will be effective whether the school year is based on hours or days as prescribed by the Ohio Department of Education. Any compensation which has previously been paid to teachers for days when school was not in session due to calamity shall be considered to be compensation for any scheduled make-up days. In no event shall the amount of days in session or compensation for days in session exceed one hundred eighty-four (184) days.

**For the Board**

  
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**For the Association**

  
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MEMORANDUM OF UNDERSTANDING

Between the Old Fort Local Schools Board of Education and the Old Fort Local Schools Education Association

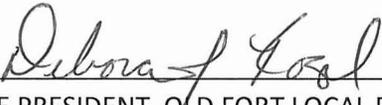
K. Payroll Deductions

2. Association Dues - Payroll deductions for OFLEA, NWOEA, OEA, and NEA dues will be deducted from the pay of those teachers who authorize same. The deductions will be made from the first and second check of each month during the nine-month period from October through June.

This Memorandum of Understanding will take effect on the paycheck issued January 2, 2015.

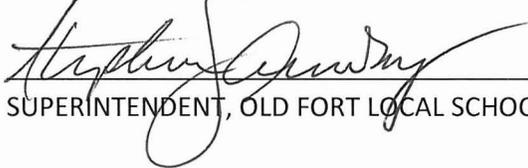
Approved at the December 8, 2014 meeting of the Board of Education of the Old Fort Local Schools.

  
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PRESIDENT, OLD FORT LOCAL EDUCATION  
ASSOCIATION

  
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VICE PRESIDENT, OLD FORT LOCAL EDUCATION  
ASSOCIATION

  
\_\_\_\_\_  
DATE SIGNED

  
\_\_\_\_\_  
PRESIDENT, OLD FORT LOCAL SCHOOLS BOARD  
OF EDUCATION

  
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SUPERINTENDENT, OLD FORT LOCAL SCHOOLS