

10-17-2017
1393-02
14-MED-04-0598
K31107

MEMORANDUM OF UNDERSTANDING

This Memorandum is effective as of the 1st day of February, 2017, by and between the Ohio Association of Public School Employees Local #208 ("OAPSE") and the Amherst Board of Education ("Board").

Whereas, OAPSE and the Board are parties to a collective bargaining agreement in effect for the period of June 30, 2014, through June 29, 2019; and

Whereas, the parties have met to discuss and collaborate on the procedures for filling vacancies in the position of bus driver which occur following the annual bid by drivers for specific routes;

It is therefore the agreement of the parties as follows:

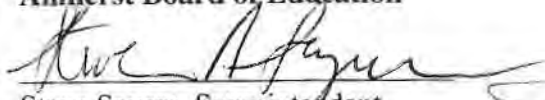
1. Effective immediately, the Board agrees to employ a new driver in any position vacated after the beginning of the school year, without necessity of a general rebid of all routes, and with the express understanding that the route so assigned will be returned to annual (seniority based) bidding at the outset of the new school year.
2. As such, the parties further agree that for the remainder of the term of the parties' agreement, and unless changed through subsequent successor negotiations, Article III, Paragraph A "Bus Drivers" Section 3, will read as follows:

Bus Routes

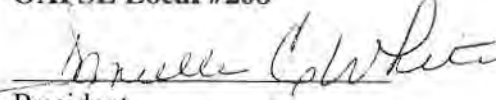
Bidding of bus routes with assigned buses will take place at least seven (7) prior to the start of school. Any driver bidding on a handicap bus must be pre-qualified prior to the start of the bidding process. The Drivers shall bid according to seniority, with the most senior having first choice. In case of disputed seniority, the Board minutes shall prevail.

When a vacancy occurs after the annual bidding (due to resignation, retirement, or termination), the Board will fill that position/route with a new driver for the duration of the school year without a general rebid. The regular seniority based bidding procedure for that and all other routes will be followed at the beginning of the new school year as set forth above.

Amherst Board of Education


Steve Sayers, Superintendent

OAPSE Local #208


President

Column Row	CLASSIFIED SALARY SCHEDULE							1.75%	CLASSIFIED SALARY SCHEDULE							1.75%	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
	Mail Run Preschool Bus Aides	Clinic Meda & Teachers Aides, Monitors Student Att.	School Secretary	Jr. High Head Custodian	Harris Head Custodian	B & G Maint Nord & Powers Head Custodian	Custodian Class III	Head Maint & Mechanic	Asst. Maint. & Mechanic	Bus Driver	Head Cook	Asst Cook	Part Time Cook	Sign Interpr	Custodian Class II Cleaners	Steele Head Custodians	
0	12.85	12.85	14.42	20.64	20.09	20.38	18.52	23.93	21.54	18.59	14.54	12.99	12.26	21.58	11.82	20.95	
1	13.55	13.55	15.00	21.08	20.52	20.79	18.98	24.67	22.20	18.82	14.90	13.40	12.45	22.37	12.18	21.39	
2	14.20	14.20	15.53	21.53	21.03	21.29	19.48	25.17	22.64	19.06	15.26	13.79	12.71	23.21	12.53	21.78	
3	14.42	14.49	16.13	22.03	21.47	21.79	20.04	25.58	23.16	19.30	15.66	14.19	13.02	24.06	12.97	22.27	
4	14.90	15.26	16.72	22.52	21.97	22.25	20.42	26.07	23.54	19.59	16.32	14.62	13.26	24.85	13.31	22.79	
5	15.11	16.25	17.43	23.00	22.48	22.76	20.82	26.50	24.00	19.89	16.93	15.10	13.58	25.65	13.60	23.23	
6	15.46	16.82	18.10	23.48	22.95	23.22	21.24	26.92	24.46	20.15	17.60	15.53	13.83	26.45	13.92	23.75	
7	15.59	18.25	18.90	24.02	23.47	23.71	21.59	27.42	24.89	20.40	18.34	15.92	14.10	27.32	14.22	24.33	
8	15.78	19.28	19.76	24.51	23.95	24.24	22.06	27.92	25.36	20.70	18.96	16.34	14.37	28.21	14.55	24.77	
9	16.08	20.25	20.65	25.00	24.48	24.75	22.40	28.30	25.81	20.88	19.70	16.80	14.61	29.13	14.89	25.25	
10	16.64	20.79	21.18	25.54	24.97	25.28	22.95	28.89	26.37	21.42	20.16	17.31	15.16	30.09	15.39	25.76	
11	17.13	21.30	21.70	26.03	25.51	25.79	23.47	29.35	26.86	21.93	20.70	17.85	15.68	31.08	15.88	26.22	
Longevity																	
12yr-5%	0.64	0.64	0.72	1.03	1.00	1.02	0.93	1.200	1.08	0.93	0.73	0.65	0.61	1.08	0.59	1.05	
15yr-\$.25	0.89	0.89	0.97	1.28	1.25	1.27	1.18	1.45	1.33	1.18	0.98	0.90	0.86	1.33	0.84	1.30	
20yr-\$.25	1.14	1.14	1.22	1.53	1.50	1.52	1.43	1.70	1.58	1.43	1.23	1.15	1.11	1.58	1.09	1.55	
25yr-\$.25	1.39	1.39	1.47	1.78	1.75	1.77	1.68	1.95	1.83	1.68	1.48	1.40	1.36	1.83	1.34	1.80	

CLASSIFIED SALARY SCHEDULE

2018-2019

2.25%

CLASSIFIED SALARY SCHEDULE

2018-2019

Mail Run Preschool Bus Aides	Clinic Meda & Teachers Aides, Monitors Student Att.	School Secretary	Jr. High Head Custodian	Harris Head Custodian	B & G Maint Nord & Powers Head Custodian	Custodian Class III	Head Maint & Mechanic	Asst. Maint. & Mechanic	Bus Driver	Head Cook	Asst Cook	Part Time Cook	Sign Interpr	Custodian Class II Cleaners	Steele Head Custodians
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Column
Row

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
0	13.14	13.14	14.75	21.10	20.54	20.83	18.94	24.46	22.03	19.01	14.87	13.28	12.54	22.06	12.09	21.43
1	13.85	13.85	15.34	21.56	20.98	21.25	19.41	25.23	22.70	19.24	15.23	13.70	12.73	22.87	12.45	21.87
2	14.52	14.52	15.88	22.02	21.50	21.77	19.92	25.74	23.15	19.49	15.60	14.10	12.99	23.73	12.81	22.27
3	14.75	14.81	16.49	22.52	21.95	22.28	20.49	26.16	23.68	19.73	16.01	14.51	13.31	24.60	13.26	22.77
4	15.23	15.60	17.10	23.03	22.46	22.75	20.88	26.66	24.07	20.03	16.69	14.95	13.56	25.41	13.61	23.30
5	15.45	16.61	17.82	23.52	22.99	23.27	21.29	27.09	24.54	20.34	17.31	15.44	13.89	26.23	13.91	23.75
6	15.80	17.20	18.51	24.01	23.46	23.74	21.72	27.52	25.01	20.61	18.00	15.88	14.14	27.05	14.23	24.28
7	15.94	18.66	19.33	24.56	24.00	24.25	22.07	28.04	25.45	20.86	18.75	16.28	14.41	27.93	14.54	24.87
8	16.14	19.71	20.21	25.06	24.49	24.79	22.56	28.55	25.93	21.17	19.39	16.71	14.69	28.85	14.88	25.33
9	16.44	20.70	21.11	25.56	25.03	25.30	22.90	28.93	26.39	21.35	20.14	17.18	14.94	29.79	15.22	25.82
10	17.01	21.25	21.65	26.11	25.53	25.85	23.46	29.54	26.96	21.90	20.62	17.70	15.50	30.77	15.74	26.34
11	17.52	21.78	22.19	26.62	26.08	26.37	24.00	30.01	27.47	22.43	21.17	18.25	16.03	31.78	16.23	26.81

Longevity

12yr-5%	0.66	0.66	0.74	1.06	1.03	1.04	0.95	1.22	1.10	0.95	0.74	0.66	0.63	1.10	0.60	1.07
15yr-\$.25	0.91	0.91	0.99	1.31	1.28	1.29	1.20	1.47	1.35	1.20	0.99	0.91	0.88	1.35	0.85	1.32
20yr-\$.25	1.16	1.16	1.24	1.56	1.53	1.54	1.45	1.72	1.60	1.45	1.24	1.16	1.13	1.60	1.10	1.57
25yr-\$.25	1.41	1.41	1.49	1.81	1.78	1.79	1.70	1.97	1.85	1.70	1.49	1.41	1.38	1.85	1.35	1.82

1.75%