

K 32494
1944-01
15-MED-03-0154
11-2-2015

Memorandum of Agreement

This Memorandum of Agreement is entered into by and between the Rootstown Local School District Board of Education ("Board") and the Rootstown Education Association ("REA" or "Association") on this 2/12 day of October 2015 in order to address certain issues surrounding the current salary schedule and certain requirements for teachers mandated by the State of Ohio.

WHEREAS, the Board and the Association are parties to a collective bargaining agreement ("Master Agreement") in effect between August 1, 2015 and July 31, 2016; and,

WHEREAS, in the negotiations for the current Master Agreement, the parties made certain modifications to the requirements of Article 25.D ("DESCRIPTION AND PROVISIONS OF SALARY SCHEDULE"), Article 26.B ("SALARY SCHEDULE INDEX FOR PLACEMENT") and the attendant "SALARY SCHEDULE EFFECTIVE AUGUST 1, 2015" with the intent of effecting a simple conversion of the requirements and salary schedule column credit amounts from quarter hours to semester hours; and,

WHEREAS, an error in the calculation of the semester credit hour figures intended by the parties has been discovered in Article 26.B and the attendant schedule which inadvertently increases the amount of credits necessary to achieve a given column, done in a way unintended by the parties; and,

WHEREAS, the parties acknowledge certain requirements from the State of Ohio relative to the School Improvement Process, specifically related to the number of required minutes per month teachers must engage in Teacher-Based Team (TBT) meetings, which must increase from the current eighty (80) minutes per month to one hundred sixty (160) minutes per month; and,

WHEREAS, the parties are desirous of incorporating both the corrected salary schedule credit amounts as well as the increase of TBT minutes into the application of the Master Agreement;

NOW THEREFORE, the parties hereby agree to the following:

1. The Salary Schedule Index for Placement found in Article 26.B shall be replaced by the corrected Salary Schedule Index for Placement included in this Memorandum of Agreement as Attachment A, which shall include the amended semester credit hour figures. The corrected Salary Schedule Effective August 1, 2015, included in this Memorandum of Agreement as Attachment B, shall replace the one found in the current Master Agreement.
2. Any bargaining unit member who was placed in an inappropriate column of the salary schedule on the basis of the erroneous salary schedule index and/or salary schedule shall be immediately placed in the appropriate column. The effective date of such placement shall be deemed August 1, 2015.

3. Not later than the second (2nd) pay following adoption of this Memorandum of Agreement, such bargaining unit members shall receive the additional salary amounts which would have been paid to all such individuals retroactive through the first pay period of the 2015-2016 school year.
4. Teachers shall decide within their respective grade levels/departments as to when and how to implement the remainder of the required TBT time.
5. Article 39 (CONTINUOUS IMPROVEMENT PLAN) shall be amended by adding the following language:

B. While the district is subject to the Ohio Improvement process, each bargaining unit member shall devote one hundred sixty (160) minutes per month to the Ohio Improvement Process.
6. All other terms of the Master Agreement shall remain in full force and effect, except as expressly modified herein.
7. This Memorandum of Agreement constitutes the full understanding of the parties regarding the matters addressed herein, and no other agreement shall exist except as may be reduced to writing and duly ratified by both parties' respective memberships.

IN WITNESS WHEREOF, the parties hereby signify their agreement by affixing the signatures of their respective representatives below.

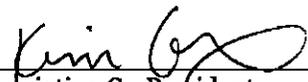
FOR THE BOARD:



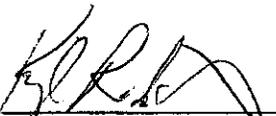
 Superintendent

 Board President/Designee

FOR THE ASSOCIATION:



 Association Co-President



 Association Co-President

SALARY SCHEDULE 2015-2016

<u>YEARS</u>	<u>BACH</u>	<u>BA + 8</u>	<u>BA + 16</u>	<u>BA + 24</u>	<u>MAST</u>	<u>MA+8</u>	<u>MA+20</u>
STEP 0	33,779	35,468	36,481	37,748	39,015	40,704	43,237
STEP 1	35,468	36,819	37,832	39,268	40,788	42,477	45,011
STEP 2	36,819	38,170	39,184	40,788	42,562	44,250	46,784
STEP 3	38,170	39,521	40,535	42,308	44,335	46,024	48,557
STEP 4	39,521	40,873	41,886	43,828	46,108	47,797	50,331
STEP 5	40,873	42,224	43,237	45,348	47,882	49,571	52,104
STEP 6	42,224	43,575	44,588	46,868	49,655	51,344	53,878
STEP 7	43,575	44,926	45,939	48,388	51,429	53,117	55,651
STEP 8	44,926	46,277	47,291	49,908	53,202	54,891	57,424
STEP 9	46,277	47,628	48,624	51,429	54,975	56,664	59,198
STEP 10	47,628	48,980	49,993	52,949	56,749	58,438	60,971
STEP 11	48,980	50,331	51,344	54,469	58,522	60,211	62,744
STEP 12	50,331	51,682	52,695	55,989	60,296	61,984	64,518
STEP 13	51,682	53,033	54,046	57,509	62,069	63,758	66,291
STEP 14	53,371	54,722	55,735	59,367	64,180	65,869	68,402
STEP 15	53,371	54,722	55,735	59,367	64,180	65,869	68,402
STEP 16	53,371	54,722	55,735	59,367	64,180	65,869	68,402
STEP 17	53,371	54,722	55,735	59,367	64,180	65,869	68,402
STEP 18	55,060	56,411	57,424	61,224	66,291	67,980	70,514
STEP 19	55,060	56,411	57,424	61,224	66,291	67,980	70,514
STEP 20	55,060	56,411	57,424	61,224	66,291	67,980	70,514
STEP 21	55,060	56,411	57,424	61,224	66,291	67,980	70,514
STEP 22	56,749	59,113	59,113	63,082	68,402	70,091	72,203
STEP 23	56,749	59,113	59,113	63,082	68,402	70,091	72,203
STEP 24	56,749	59,113	59,113	63,082	68,402	70,091	72,203
STEP 25	56,749	59,113	59,113	63,082	68,402	70,091	72,203
STEP 26	58,438	60,802	60,802	64,940	70,514	72,203	73,892
STEP 27	58,438	60,802	60,802	64,940	70,514	72,203	73,892
STEP 28	58,438	60,802	60,802	64,940	70,514	72,203	73,892
STEP 29	58,438	60,802	60,802	64,940	70,514	72,203	73,892
STEP 30	58,438	60,802	60,802	64,940	70,514	72,203	73,892

SALARY SCHEDULE INDEX FOR PLACEMENT

YEARS	BACH	BA+8	BA+16	BA+24	MAST	MA+8	MA+20
0	1.0000	1.0500	1.0800	1.1175	1.1550	1.2050	1.2800
1	1.0500	1.0900	1.1200	1.1625	1.2075	1.2575	1.3325
2	1.0900	1.1300	1.1600	1.2075	1.2600	1.3100	1.3850
3	1.1300	1.1700	1.2000	1.2525	1.3125	1.3625	1.4375
4	1.1700	1.2100	1.2400	1.2975	1.3650	1.4150	1.4900
5	1.2100	1.2500	1.2800	1.3425	1.4175	1.4675	1.5425
6	1.2500	1.2900	1.3200	1.3875	1.4700	1.5200	1.5950
7	1.2900	1.3300	1.3600	1.4325	1.5225	1.5725	1.6475
8	1.3300	1.3700	1.4000	1.4775	1.5750	1.6250	1.7000
9	1.3700	1.4100	1.4400	1.5225	1.6275	1.6775	1.7525
10	1.4100	1.4500	1.4800	1.5675	1.6800	1.7300	1.8050
11	1.4500	1.4900	1.5200	1.6125	1.7325	1.7825	1.8575
12	1.4900	1.5300	1.5600	1.6575	1.7850	1.8350	1.9100
13	1.5300	1.5700	1.6000	1.7025	1.8375	1.8875	1.9625
14	1.5800	1.6200	1.6500	1.7575	1.9000	1.9500	2.0250
15	1.5800	1.6200	1.6500	1.7575	1.9000	1.9500	2.0250
16	1.5800	1.6200	1.6500	1.7575	1.9000	1.9500	2.0250
17	1.5800	1.6200	1.6500	1.7575	1.9000	1.9500	2.0250
18	1.6300	1.6700	1.7000	1.8125	1.9625	2.0125	2.0875
19	1.6300	1.6700	1.7000	1.8125	1.9625	2.0125	2.0875
20	1.6300	1.6700	1.7000	1.8125	1.9625	2.0125	2.0875
21	1.6300	1.6700	1.7000	1.8125	1.9625	2.0125	2.0875
22	1.6800	1.7200	1.7500	1.8675	2.0250	2.0750	2.1375
23	1.6800	1.7200	1.7500	1.8675	2.0250	2.0750	2.1375
24	1.6800	1.7200	1.7500	1.8675	2.0250	2.0750	2.1375
25	1.6800	1.7200	1.7500	1.8675	2.0250	2.0750	2.1375
26	1.7300	1.7700	1.8000	1.9225	2.0875	2.1375	2.1875
27	1.7300	1.7700	1.8000	1.9225	2.0875	2.1375	2.1875
28	1.7300	1.7700	1.8000	1.9225	2.0875	2.1375	2.1875
29	1.7300	1.7700	1.8000	1.9225	2.0875	2.1375	2.1875
30	1.7300	1.7700	1.8000	1.9225	2.0875	2.1375	2.1875