

MASTER CONTRACT CHANGES

between the

JEFFERSON LOCAL BOARD OF EDUCATION

and the

WEST JEFFERSON EDUCATION ASSOCIATION/OEA/NEA

July 1, 1998, through June 30, 1999

*** These are changes that were made to the July, 1995-June, 1998 Master Contract.**

OLD

NEW

ARTICLE V - Salary and Fringe Benefits

A. Salary

The base salary (step 0) on index attached as Appendix A shall be as follows: July 1, 1997, through June 30, 1998 - \$20,910.

The base salary (step 0) on index attached as Appendix A shall be as follows: July 1, 1998, through June 30, 1999 - \$21,537.

G. Extra Duty Salary Schedule

All percentages are calculated on base salary of 1997-1998 - \$19,717.

All percentages are calculated on base salary of 1998-1999 - \$20,111.

M.S. Athletic Director - Level IV
M.S. Cheerleader Advisor, Football - Level VI
M.S. Cheerleader Advisor, Basketball - Level VI

Level III
Level V
Level V

Add:

H.S. Varsity J Advisor - Level VII
M.S. Assistant Football (2) - Level V

V. H. S. Cross Country Co-Ed
V. H.S./M.S. Music Assistant
VI. BOLD/Peer Listening
VI. Just Say No
VI. H.S. Soccer
VII. Ski Club
VII. FHA
** should the membership exceed thirty, a second contract will be issued.

V. Delete
V. Delete
VI. Delete
VI. Delete
VI. Delete (already listed under III)
VII. Delete
VII. Delete
** Delete

OLD (Cont'd.)

G II

Bargaining unit members shall be placed on this supplemental salary schedule based on their experience at West Jefferson whether it is consecutive or non-consecutive experience.

K. Fringe Benefits

K 2. Comprehensive Major Medical
July '97-June '98, \$135 single deduc.
250 family

K 3. Prescription Drug
1997-98
Generic - \$5.00/Brand - \$12.00

K 4. Dental Insurance
Family - \$5.00/Individual - \$2.50

K 5. Optical Insurance
Family - \$4.00/Individual - \$2.00

K 6.	Payment of Premiums		
	Insurance	Family	Indiv.
	Maj. Med.	\$36.00 + \$10.	\$18.00
	Pres. Drug	\$5.00	\$2.50

NEW (Cont'd.)

Bargaining unit members shall be placed on this supplemental salary schedule based on their experience whether it is consecutive or non-consecutive experience in that activity.

For the duration of this contract, to be placed on an advanced step of the Extra Duty Salary Schedule, bargaining unit members currently under a supplemental contract must provide documentation of their prior related experience to the superintendent or his designee.

J. Severance Pay

1. ...not to exceed 260 days.

1. ...not to exceed 265 days for the 1998/1999 school year.

K 2. Current language.

K 3. Current language.

K 4. Current language.

K 5. Current language.

K 6.	Payment of Premiums		
	Insurance	Family	Indiv.
	Maj. Med.	\$40.00 + \$14.	\$20.00
	Pres. Drug	\$6.00	\$3.00

If during any time of the duration of this contract that the district elects to change health insurance carriers, which results in a change of benefit levels and/or premium costs, this will automatically constitute reopening of negotiations for those two purposes: benefit levels and premium costs for health insurance.

OLD (Cont'd.)

K 10. None

NEW (Cont'd.)

K 10. Any absence of three or more consecutive days will be applied to the 12-week family medical leave, if the absence is FMLA-qualifying. The annual period for FMLA shall be from July 1st through June 30th.

ARTICLE VI - Leaves of Absence

A. Sick Leave

Maximum sick leave accumulation shall be 260 days.

Maximum sick leave accumulation shall be 265 days for the 1998-99 school year.

NEW

CUMULATIVE SICK LEAVE

Bargaining unit members shall be compensated for unused sick leave under either of the two (2) plans listed below:

1. **PLAN ONE**

A bargaining unit member may elect to maintain his/her current sick leave.

2. **PLAN TWO**

A bargaining unit member may elect to be compensated for the current year's accrued and unused sick leave if he/she has accumulated two hundred sixty-five (265) days or more of unused sick leave in the current year and has used no more than five (5) days in the current school year.

- a. Each eligible bargaining unit member shall submit a signed voucher provided by the Treasurer requesting payment for all unused sick leave between July 1 and June 30 of that year.
- b. Unused sick leave days accumulated between July 1 and June 30 will be reported in the paycheck and will be paid in the July check of that year.

NEW (Cont'd.)

- c. Not later than the July payroll, the Treasurer shall remit to each bargaining unit member a sick leave check equal to unused sick leave days for year times twenty-five percent (25%) of his/her regular daily pay.
- d. All days purchased by the Board shall be removed from the individual total sick leave accumulation.

This section shall supersede Section 3319.141 of the Ohio Revised Code.

ARTICLE VI

OLD (Cont'd.)

I. Professional Leave

- a) Professional workshops, seminars and/or conventions..
- f) Funds shall be \$4,000.

NEW (Cont'd.)

- a) Professional workshops, seminars, and/or conventions relating to area of teaching. One of these days may be related to extra duty assignments.
- f) Funds shall be \$5,000.

ARTICLE VII

A. Evaluation

a. Peer Observation

Another teacher or department member may observe. Strengths and weaknesses should be identified and documented.

Reciprocal observations will not be permitted.

F. Class Size

- 1. Elementary School
29 students.

27 students with same current contract language.

NEW

ARTICLE XI

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE (LPDC)

A. Purpose

A Local Professional Development Committee (LPDC) shall be established, in accordance with R. C. 3319.22, to review and approve course work and other professional development activities that educators propose to complete for the purpose of license renewal.

B. Committee Composition and Selection

1. The committee will be comprised of seven (7) voting members and two (2) alternates.
2. The members of the LPDC will be chosen by mutual agreement between the Superintendent and the President of the WJEA for the 1998-99 school year.

Therefore, members of the LPDC will be chosen by the following procedures:

- a. Four (4) of the five (5) voting teacher members shall be chosen in accordance with WJEA yearly elections. Each of these four members will represent each of the four (4) different school buildings.
- b. The fifth voting teacher member will be chosen by the WJEA Executive Committee.
- c. An alternate teacher member will be chosen by the WJEA Executive Committee.
- d. One principal will be elected by the administrative team for a one year term.
- e. An alternate teacher member will be chosen by the administrative team.
- f. One member will be selected by the superintendent for a one year term. This person must be an employee assigned to the West Jefferson school district who holds a valid Ohio certificate/license issued by the Ohio Department of Education.

C. Term of Office

Committee members will be elected for the following terms:

1. The Norwood building representative will be elected for a two (2) year term.
2. The Frey building representative will be elected for a three (3) year term.

NEW (Cont'd.)

3. The Memorial building representative will be elected for a two (2) year term.
4. The High School representative will be elected for a three (3) year term.
5. The member elected by the WJEA executive committee will serve a one (1) year term and will be replaced by the alternate.
6. The WJEA Executive Committee will elect an alternate to serve a one year term.
7. The principal, elected by the administrative team, will serve a one (1) year term and be replaced by the administrative alternate.
8. The administrative team will elect an alternate to serve a one (1) year term.
9. The member selected by the Superintendent will serve a one (1) year term.

D. Chairperson

The Committee chairperson will be elected by LPDC majority vote for a one (1) year term.

E. Decision-Making

For LPDC purposes, a quorum shall be five (5) of the seven (7) members.

ARTICLE IX

Duration

The duration of this Agreement shall be as of 12:01 a.m., on July 1, 1998, through midnight June 30, 1998.

The duration of this Agreement shall be as of 12:01 a.m., on July 1, 1998, through midnight June 30, 1999.

NEW (Cont'd.)

MEMORANDUM OF UNDERSTANDING

The West Jefferson Education Association and the Jefferson Local Board of Education mutually agree to place the members of the Local Professional Development Committee on the Extra Duty Salary Schedule for the 1998-99 school year as follows:

LPDC Chairperson =	\$1,600.00
Secretary =	\$1,600.00
Members =	\$1,200.00 each

ARTICLE IX

IMPLEMENTATION AND DURATION

- A. This Agreement, in addition to the July 1, 1995- June 30, 1998 master contract, represents the full understanding and commitment between the parties and replaces all previous agreements relative to items contained herein. This Agreement may be added to, deleted from, or otherwise changed by an agreement properly signed by each party.
- B. The Board shall change its personnel policies and practices as may be necessary in order to give full force and effect to this Agreement. Should there be a conflict between this Agreement and any policy(ies) or practice(s), then the terms of this Agreement shall prevail.
- C. The duration of this Agreement shall be as of 12:01 A.M. on July 1, 1998 through midnight June 30, 1999.

In witness whereof, we affix our signatures on this 1st day of July, 1998.

For the West Jefferson Education
Association/OEA/NEA

Deborah Kay Jones
President

Carol A. Pajo
Member

Rebecca R. Ransom
Member

Stephanie Stephens
Member

For the Jefferson Local Board of
Education

Thomas P. Hult
President

Vicky J. Wentzel
Member

Doreen M. Unger
Treasurer

James L. Hult
Superintendent