

**SUCCESSOR MASTER AGREEMENT BETWEEN  
THE HILLIARD CITY SCHOOL DISTRICT BOARD OF EDUCATION  
AND  
THE HILLIARD EDUCATION ASSOCIATION (OEA/NEA)**

Except as specifically indicated as changed below, all of the provisions of the [2008-2011 Master Agreement](#) between the Hilliard City School District Board of Education (“Board”) and the Hilliard Education Association (OEA/NEA) (“Association”) shall be included in the parties’ 2011-2013 Master Agreement.

**ARTICLE 28 – INSURANCE**

**B.** The Board shall make available a medical, surgical, and major medical insurance program to all bargaining unit members.

1. The employee shall pay the following percentage of the premium listed below:

<u>More than 30 Hours</u>	<b>Single</b>	<b>Family</b>
Effective 1/1/11	10%, not to exceed \$50.19/mo	10%, not to exceed \$135.52/mo
<b>Effective 7/1/11</b>	<b>15%</b>	<b>15%</b>

**ARTICLE 29 - SALARY**

**B. 1.** The computation Base for the Salary Index shall remain \$38,362 as was effective on January 1, 2010 and the base salary shall not be increased during the life of this Master Agreement. There shall be no vertical advancement through the steps of the current salary index through January 31, 2013. However, that delayed step advancement shall be reinstated effective February 1, 2013. In addition the regular vertical step will be implemented effective for the 2013-2014 school year. The net effect shall be that all current bargaining unit members will be one (1) step behind vertically on the salary schedule index as of September 2013. This shall have no effect on seniority.

## **NEW - RETIREMENT INCENTIVE ARTICLE**

**The Board and the Association agree to the following retirement incentive:**

**A retirement stipend of \$40,000 is offered to employees who qualify.**

**For those choosing to participate, this retirement incentive shall be paid out over a period of five (5) years in equal installments, with the first installment to be paid in January following the bargaining unit member's effective year of retirement.**

**In order to participate in this retirement incentive, a bargaining unit member must give written notice to the Board's Treasurer, on or before February 1, 2012, of an irrevocable intent to retire under STRS effective not later than June 30, 2012. However, if, and only if, a bargaining unit member has either 29 or 34 years of credited service under STRS as of June 2012, the employee may opt to retire after June 30, 2012, but not later than June 30, 2013, but the employee's irrevocable written notice of the intent to retire in such a case must still be received by the Treasurer on or before February 1, 2012.**

**This retirement incentive is being offered to bargaining unit members in order to address the Board's budgetary and operational needs going into Fiscal years 2013 and 2014. It is mutually intended that this retirement incentive expires with the expiration of this Master Agreement and will not survive beyond the expiration of this Master Agreement except to the extent necessary to fulfill its terms. The district further will not rehire any bargaining unit member who retires under this Article.**

## **ARTICLE 26 – B.4 RETIREMENT PAY / SEVERANCE**

**The above retirement incentive does not affect a bargaining unit member's retirement (severance) pay under Article 26 of the Master Agreement except that bargaining unit members who retire in May or June of 2012 will not receive their retirement pay prior to July 15, 2012.**

## **ARTICLE 42 - IMPLEMENTATION AND DURATION**

### **A. Duration**

**This Agreement shall be effective at 12:01 A.M. on June 15, 2011, replaces the current Master Agreement and its extension, and shall continue in full force and effect through midnight December 31, 2013.**

