

## COLLECTIVE BARGAINING AGREEMENT

This Agreement is entered into by and between the Hilliard City School District Board of Education (“Board”) and the Ohio Association of Public School Employees (OAPSE/AFSCME Local 4/AFL-CIO) and its Local #310 (“Union”) to confirm their bargaining representatives’ agreement on the terms of a successor contract to their current collective bargaining agreement, such successor contract to be effective through December 31, 2013. The parties hereby agree as follows:

1. Except as otherwise specified below, all terms of the parties’ current collective bargaining agreement are carried forward verbatim and shall constitute the terms of the parties’ successor contract.
2. Insurance--Article 18, Section 18.01, subsection 1. of the parties’ current collective bargaining agreement is retained as currently written except for the last provision applicable to bargaining unit employees regularly scheduled to work 36 or more hours per week; that last provision is rewritten to read as follows:

36-above hours/week - term life insurance, premium 100% Board-paid; dental insurance, premium 100% Board-paid; hospitalization and major medical insurance, premium 90% Board-paid through June 2011, 87.5% Board-paid from July 2011 through June 2012, and 85% Board-paid from July 2012 through December 2013.

3. Wages-- Article 31, Section 31.03 of the parties’ collective bargaining agreement is rewritten to read as follows:

Each employee shall be paid at the appropriate hourly rate set forth in the wage schedule that became effective on January 1, 2010, and no wage appearing in such schedule will be increased until July 1, 2012, at which point the wage rates for each employee group will be increased by one percent (1%) rounded to the nearest whole cent. Additionally, there shall be no advancement through the steps of the wage schedule until July 1, 2013, at which point step advancement will be reinstated but shall not be retroactive; the net effect of this provision is that an employee as of July 2013 will be placed at the step of the wage schedule where the employee would have been placed on July 1, 2011 had the implementation of steps not been frozen for the 2-year period from July 1, 2011 to July 1, 2013. If an employee transfers for any reason from one (1) classification to another, the employee will be placed at Step 0 of the new classification unless such placement would result in a lower hourly wage rate, in which case the employee will be placed at the Step applicable to the new classification that yields a rate closest to, but not above, the employee’s current rate; in no event however, will the employee be placed at a higher Step than the Step at which the employee was placed in the prior classification.

