



7550 Forest Road, Cincinnati, Ohio 45255

513-231-3600

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
FOREST HILLS LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION  
AND THE  
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES  
AND ITS LOCAL NO. 177**

This Memorandum of Understanding is made this 25<sup>th</sup> of July 2011 by and between the **FOREST HILLS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (hereinafter referred to as the "Board") and the **OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES AND ITS LOCAL NO. 177** (hereinafter referred to as the "OAPSE") for the purpose of modifying the clerical salary schedule and Article 20 of the Collective Bargaining Agreement in the following manner:

1. to remove obsolete positions from Bracket II (Library Aide) and Bracket III (Secondary Media Secretary in secondary buildings with a Media Specialist)
  2. to include a position in Bracket III (Elementary Media Secretary)
  3. to remove the following position from the clerical salary schedule, thus creating a stand-alone position that is no longer a part of the clerical salary schedule or Article 20.0302 (Clerical) of the Collective Bargaining Agreement for the purposes of Reduction in Work Force Procedures
    - a. print-shop operator (formerly known as off-set operator)
  4. to add the following classification to the end of Article 20.0302
    - a. Print-Shop Operator 1) Print Shop Operator
  5. to add the revised Clerical Salary schedule attached hereto as Exhibit A; and to add the stand-alone salary schedule for the print-shop operator, attached hereto as Exhibit B.
- 
1. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Memorandum of Understanding shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provision of the current Collective Bargaining Agreement unless agreed to in writing between the parties.

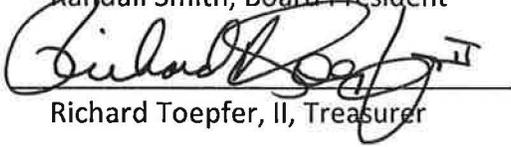
**IN WITNESS WHEREOF**, the duly authorized representative of the **Forest Hills Local School District Board of Education** and the **Ohio Association of the Public School Employees and its Local No. 177** have executed this Memorandum of Understanding hereby intended to amend the current Collective Bargaining Agreement effective between the parties and incorporate such terms and conditions of this Memorandum as of July 1, 2011.

**FOREST HILLS LOCAL SCHOOL  
DISTRICT BOARD OF EDUCATION**

Date: 7/25/2011

Date: 7/25/11

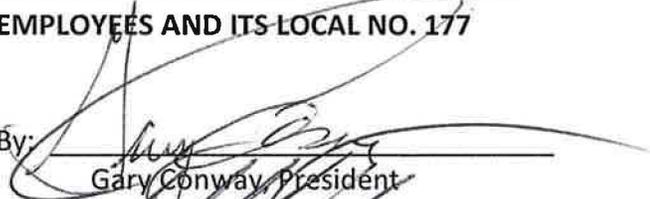
By:   
Randall Smith, Board President

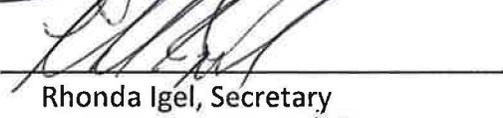
By:   
Richard Toepfer, II, Treasurer

**OHIO ASSOCIATION OF PUBLIC SCHOOL  
EMPLOYEES AND ITS LOCAL NO. 177**

Date: 7/25/11

Date: July 25, 11

By:   
Gary Conway, President

By:   
Rhonda Igel, Secretary

**Exhibits attached:**

1. Revised Clerical Salary Schedule
2. Print Shop Operator Salary Schedule

**CLERICAL SALARY SCHEDULE**

(Per Board approval of Negotiation Agreement between  
Forest Hills Board of Education and Ohio Public School Employees - Local #177)  
2011-2012 and 2012-2013 SCHOOL YEARS

(HOURLY RATES)

<u>Step</u>	<u>II</u>	<u>III</u>	<u>IV</u>	<u>V</u>	<u>Step</u>
0	14.60	15.47	16.07	16.63	0
1	14.91	15.84	16.39	16.80	1
2	15.22	16.19	16.78	17.25	2
3	15.63	16.44	17.22	17.56	3
4	15.96	16.79	17.53	17.95	4
5	16.33	17.24	17.83	18.27	5
6	16.71	17.55	18.17	18.62	6
7	17.05	17.94	18.59	19.01	7
8	17.42	18.26	18.94	19.39	8
9	17.76	18.60	19.27	19.69	9
10	18.06	19.00	19.64	20.05	10
11	18.44	19.30	19.99	20.40	11
12	18.83	19.66	20.31	20.79	12
13	19.15	20.04	20.55	21.10	13
14	19.52	20.38	20.87	21.46	14

PROVISIONS

**NOTE - For the 2011-12 and 2012-13 contract years, the following language supersedes any other provisions of this salary schedule:**

The wage schedule for 2010-11 shall remain in effect through June 30, 2013; provided, however, that no employee shall advance vertically on the Steps or Longevity Steps of the schedule or contract during the term of this contract. Completion of one hundred and twenty (120) days or more of paid service with Forest Hills during the 2010-11, 2011-12, and 2012-13 contract years shall not entitle an employee to a step increase or longevity step increase, regardless of any other provisions of the Agreement. Employees who earned a longevity step (years 17, 22 and 27 only ) between July 1, 2010 and June 30, 2011 will be credited with and retain that longevity step.

- A. Any employee who has completed one hundred twenty (120) days or more of paid service with the Forest Hills School District during the current contract year will be entitled to a step increase on the salary schedule at the beginning of the next contract year.
- B. Any employee hired January 1 or later will receive a contract for the remainder of that contract year. Employee will then receive a one-year contract followed by a two-year contract if employment continues.
- C. The Forest Hills Board of Education shall grant longevity steps. There will be a six hundred forty (\$640) increment, providing the employee has seventeen (17) years of service within the Forest Hills School District, a six hundred forty dollar (\$640) increment, providing the employee has twenty-two (22) years of service within the Forest Hills School District, and a six hundred forty dollar (\$640) increment, providing the employee has twenty- seven (27) years of service within the Forest Hills School District.

D. BRACKET II - 44-week Clerical

BRACKET III - School Secretary / Elementary Media Secretary

BRACKET IV - Assistant Principal Secretary / Supervisor Secretary/Secondary Media Secretary (in secondary buildings with no Media Specialist)

BRACKET V - High School Principal Secretary / Elementary School Principal Secretary/ Coordinator Secretary/ Transportation Specialist

**PRINT SHOP OPERATOR SALARY SCHEDULE**  
(Per Board approval of Negotiation Agreement between  
Forest Hills Board of Education and Ohio Public School Employees - Local #177)  
2011-2012 and 2012-2013 SCHOOL YEARS

(HOURLY RATES)

<u>Step</u>	<u>RATE</u>
0	15.47
1	15.84
2	16.19
3	16.44
4	16.79
5	17.24
6	17.55
7	17.94
8	18.26
9	18.60
10	19.00
11	19.30
12	19.66
13	20.04
14	20.38

PROVISIONS

**NOTE - For the 2011-12 and 2012-13 contract years, the following language supersedes any other provisions of this salary schedule:**

The wage schedule for 2010-11 shall remain in effect through June 30, 2013; provided, however, that no employee shall advance vertically on the Steps or Longevity Steps of the schedule or contract during the term of this contract. Completion of one hundred and twenty (120) days or more of paid service with Forest Hills during the 2010-11, 2011-12, and 2012-13 contract years shall not entitle an employee to a step increase or longevity step increase, regardless of any other provisions of the Agreement. Employees who earned a longevity step (years 17, 22 and 27 only ) between July 1, 2010 and June 30, 2011 will be credited with and retain that longevity step.

- A. Any employee who has completed one hundred twenty (120) days or more of paid service with the Forest Hills School District during the current contract year will be entitled to a step increase on the salary schedule at the beginning of the next contract year.
- B. Any employee hired January 1 or later will receive a contract for the remainder of that contract year. Employee will then receive a one-year contract followed by a two-year contract if employment continues.
- C. The Forest Hills Board of Education shall grant longevity steps. There will be a six hundred forty (\$640) increment, providing the employee has seventeen (17) years of service within the Forest Hills School District, a six hundred forty dollar (\$640) increment, providing the employee has twenty-two (22) years of service within the Forest Hills School District, and a six hundred forty dollar (\$640) increment, providing the employee has twenty- seven (27) years of service within the Forest Hills School District.