



10-MED-06-0836
2362-02
K27644
04/09/2012

MEMORANDUM OF UNDERSTANDING

The following Memorandum of Understanding is entered into by and between the Dover City School District Board of Education and OAPSE Local 392 and is for the purpose of resolving pending negotiations between the parties. Accordingly, the parties agree as follows:

Section 1: For the purpose of resolving the reopener negotiations for the current OAPSE Negotiated Agreement, the parties agree to modify the current Negotiated Agreement in the areas of Article XVIII (B) (1) – Insurance Programs and Article XIX (A) – Wages, as found in Attachment A to this Agreement.

Section 2: The parties also agree to enter into a new Negotiated Agreement for a three-year term (July 1, 2011 through June 30, 2014) under the terms and conditions detailed in Attachment B to this Agreement.

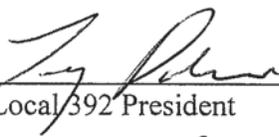
IN WITNESS WHEREOF, the parties have executed this Agreement this 25th day of January, 2011.

FOR THE BOARD:

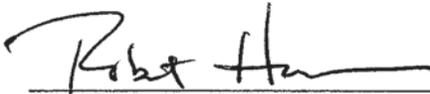
FOR THE UNION:



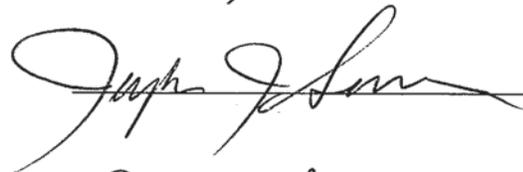
Board President

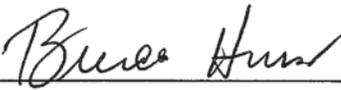


OAPSE Local 392 President

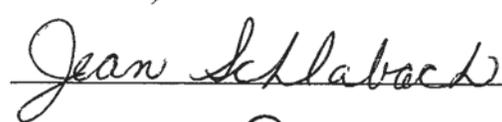


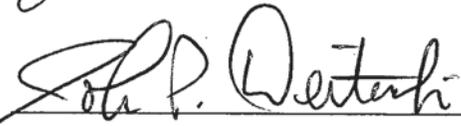
Superintendent





Treasurer





ARTICLE XVIII - FRINGE BENEFITS

* * *

B. Insurance ProgramsI. Hospitalization and Major Medical

- a. The Board will pay all but the following premium costs prorated in accordance with Section A above for the PPO coverage detailed below:

The Union agrees to pay eighty percent (80%) of the Dover Education Association's Employee amount of premium.

b. Summary of Benefits

	<u>In-Network</u>	<u>Out-of-Network</u>
Hospital Services	90% after deductible	80% after deductible
Physician Services		
Office Visits	90% after deductible	80% after deductible
Surgery in office	90% after deductible	80% after deductible
Surgery in hospital	90% after deductible	80% after deductible
All Other Eligible Services	90% after deductible	80% after deductible
Hospice Services	Cover under MM 180-day lifetime max	
Chiropractic Services Limits	\$1,000 per calendar year	
Prescription Drug Benefit	90% after deductible*	--
Well Child Annual Maximum	\$1,000/\$250	
Plan Deductible (Annual)		
Per Person	\$200	\$400
Per Family	\$400	\$800
Out-of-Pocket Limit		
Per Person	\$400	\$1,000
Per Family	\$600	\$1,800
Emergency Room Co-pay	\$50	\$50

c. Miscellaneous Coverage Provisions

- Occupational therapy is included as an eligible expense.
- Preventive diagnostic tests include a waiver of deductibles for routine pap test, mammography, and prostate exams paid at 100%, including the office visit.
- Home health care will be covered for 120 visits per year under major medical coverage.
- The definition of physician will include optometrists.
- Disability extension of benefits will be excluded.
- Deductible carryover benefits shall be eliminated.
- An optional mail order prescription plan for maintenance drugs will be implemented.

*All eligible prescription drugs will be covered at the in-network coinsurance rate.

d. This commences the first of the month following the Board meeting approving employment, or the beginning of the contract, whichever is later.

e. The Board may, at its discretion, change insurance carriers; however, the amount of coverage shall remain the same or greater than the current policy.

f. The amount of insurance premiums paid by the Board shall be pro-rated for part-time employees based upon the percentage of full-time hours actually worked.

g. Additional Surgical Opinion Benefits

1) The plan will pay ninety percent (90%) in-network and eighty percent (80%) out-of-network of the usual, reasonable and customary (URC) charges for examination and consultation in connection with an additional surgical opinion. Additional surgical opinions are optional.

2) If the second opinion does not confirm the need for surgery, the employee or dependent may elect to obtain a third opinion.

h. Pre-certification

Pre-certification of any hospital stay is mandatory with a non-compliance penalty of fifty percent (50%) of hospital facility charges.

i. Opt Out Option

- 1) Full-time employees who were on the District's medical insurance plan but who are no longer on the plan shall be paid Two Thousand Dollars (\$2,000.00) per year to opt out of the plan. This payment will be made within thirty (30) days after the end of the plan year (July 1 – June 30). Employees who enroll in the plan during the plan year after opting out shall receive a pro-rata payment. Part-time employees who opt out and are no longer on the plan shall receive a pro-rata payment.
- 2) This payment will not be made unless five (5) full-time employees opt out of the plan.

j. Section 125 Plan

A premium-only IRS Section 125 plan shall be implemented at Board expense.

k. Dependent Coverage

Dependent coverage is being changed by state law until October 1, 2010, and then federal law thereafter.

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ARTICLE XIX -- WAGES

A. Wage increases shall be implemented according to the following schedule:

<u>Effective Date of Increase</u>	<u>Percentage Increase</u>
July 1, 2010	1.5%

These increases shall also apply to Bus Driver, field trip rate, shift differential, and Food Van Driver.

**DOVER CITY SCHOOL DISTRICT
2010-11 CLASSIFIED EMPLOYEE WAGE RATE SCHEDULE**

JOB TITLE	YEARS OF EXPERIENCE									
	0	1	2	3	4	5	10	15	18	20
Audio Visual/Auditorium Assistant	\$11.13	\$11.54	\$11.99	\$12.39	\$12.79	\$13.21	\$13.71	\$14.50	\$15.10	\$16.02
Bus Driver***	\$15.37	\$15.80	\$16.20	\$16.62	\$17.03	\$17.46	\$18.04	\$18.60	\$19.18	\$20.06
Bus Mechanic	\$17.90	\$18.35	\$18.80	\$19.18	\$19.76	\$20.23	\$20.74	\$21.26	\$21.81	\$22.34
Cafeteria Assistant Manager	\$11.36	\$11.79	\$12.23	\$12.75	\$13.17	\$13.64	\$14.18	\$14.80	\$15.37	\$16.33
Cafeteria Manager	\$12.19	\$12.64	\$13.13	\$13.58	\$14.00	\$14.47	\$15.06	\$15.52	\$16.22	\$17.15
Cafeteria Worker*	\$10.56	\$10.92	\$11.30	\$11.64	\$12.03	\$12.40	\$12.86	\$13.38	\$13.97	\$14.88
Classroom Assistant	\$11.06	\$11.45	\$11.85	\$12.23	\$12.60	\$13.01	\$13.62	\$14.12	\$14.69	\$15.58
Driver	\$11.87	\$12.29	\$12.67	\$13.13	\$13.53	\$13.97	\$14.53	\$15.10	\$15.65	\$16.76
Library Assistant	\$11.06	\$11.45	\$11.85	\$12.23	\$12.60	\$13.01	\$13.62	\$14.12	\$14.69	\$15.58
Media/PR Assistant	\$11.13	\$11.54	\$11.99	\$12.39	\$12.79	\$13.21	\$13.71	\$14.50	\$15.10	\$16.02
Secretaries	\$11.47	\$11.99	\$12.38	\$12.81	\$13.25	\$13.64	\$14.15	\$15.23	\$15.83	\$16.73
Special Education Assistant	\$11.06	\$11.45	\$11.85	\$12.23	\$12.60	\$13.01	\$13.62	\$14.12	\$14.69	\$15.58
Technology Assistant	\$12.54	\$12.92	\$13.39	\$13.77	\$14.17	\$14.56	\$15.12	\$15.61	\$16.19	\$16.81
Telephone Caller	\$11.06	\$11.45	\$11.85	\$12.23	\$12.60	\$13.01	\$13.62	\$14.12	\$14.69	\$15.58

JOB TITLE	0	1	2	3	4	5	6	10	15	18	20
Custodian **	\$14.35	\$14.70	\$15.07	\$15.41	\$15.75	\$16.03	\$16.38	\$16.81	\$17.36	\$17.88	\$18.85
Custodian/Maintenance	\$15.37	\$15.77	\$16.15	\$16.54	\$16.90	\$17.29	\$17.65	\$18.22	\$18.74	\$19.34	\$20.23
Custodian/ Bus Driver	\$14.86	\$15.25	\$15.63	\$16.01	\$16.39	\$16.74	\$16.92	\$17.43	\$17.98	\$18.53	\$19.45

* Food/Van Driver --Additional \$.31/hr
 ** Custodial Afternoon Shift Differential--Additional \$.36/hr
 *** Bus Driver Trip Rate \$13.67

ARTICLE XIX -- WAGES

A. Wage increases shall be implemented according to the following schedule:

<u>Effective Date of Increase</u>	<u>Percentage Increase</u>
July 1, 2011	1.5%
July 1, 2012	1.5%
July 1, 2013	1.75%

These increases shall also apply to Bus Driver, field trip rate, shift differential, and Food Van Driver.

All other provisions of the 2008-2011 Agreement shall remain in effect for the duration of July 1, 2011 through June 30, 2014.

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**DOVER CITY SCHOOL DISTRICT
2011-12 CLASSIFIED EMPLOYEE WAGE RATE SCHEDULE**

JOB TITLE	YEARS OF EXPERIENCE									
	0	1	2	3	4	5	10	15	18	20
Audio Visual/Auditorium Assistant	\$11.30	\$11.71	\$12.17	\$12.58	\$12.98	\$13.40	\$13.92	\$14.72	\$15.33	\$16.26
Bus Driver***	\$15.60	\$16.04	\$16.44	\$16.86	\$17.29	\$17.72	\$18.31	\$18.88	\$19.47	\$20.36
Bus Mechanic	\$18.17	\$18.63	\$19.08	\$19.47	\$20.06	\$20.53	\$21.05	\$21.58	\$22.14	\$22.68
Cafeteria Assistant Manager	\$11.53	\$11.97	\$12.41	\$12.94	\$13.37	\$13.85	\$14.39	\$15.02	\$15.60	\$16.58
Cafeteria Manager	\$12.37	\$12.83	\$13.33	\$13.78	\$14.21	\$14.69	\$15.29	\$15.75	\$16.46	\$17.41
Cafeteria Worker*	\$10.71	\$11.09	\$11.47	\$11.82	\$12.21	\$12.59	\$13.05	\$13.58	\$14.18	\$15.10
Classroom Assistant	\$11.23	\$11.62	\$12.02	\$12.41	\$12.79	\$13.21	\$13.83	\$14.33	\$14.91	\$15.81
Driver	\$12.04	\$12.48	\$12.86	\$13.33	\$13.73	\$14.18	\$14.75	\$15.33	\$15.89	\$17.01
Library Assistant	\$11.23	\$11.62	\$12.02	\$12.41	\$12.79	\$13.21	\$13.83	\$14.33	\$14.91	\$15.81
Media/PR Assistant	\$11.30	\$11.71	\$12.17	\$12.58	\$12.98	\$13.40	\$13.92	\$14.72	\$15.33	\$16.26
Secretaries	\$11.64	\$12.17	\$12.57	\$13.00	\$13.44	\$13.85	\$14.36	\$15.45	\$16.07	\$16.98
Special Education Assistant	\$11.23	\$11.62	\$12.02	\$12.41	\$12.79	\$13.21	\$13.83	\$14.33	\$14.91	\$15.81
Technology Assistant	\$12.72	\$13.11	\$13.59	\$13.98	\$14.38	\$14.77	\$15.35	\$15.84	\$16.43	\$17.06
Telephone Caller	\$11.23	\$11.62	\$12.02	\$12.41	\$12.79	\$13.21	\$13.83	\$14.33	\$14.91	\$15.81

JOB TITLE	0	1	2	3	4	5	6	10	15	18	20
Custodian **	\$14.57	\$14.92	\$15.30	\$15.64	\$15.99	\$16.27	\$16.63	\$17.06	\$17.62	\$18.15	\$19.13
Custodian/Maintenance	\$15.60	\$16.01	\$16.39	\$16.79	\$17.15	\$17.54	\$17.92	\$18.49	\$19.02	\$19.63	\$20.53
Custodian/ Bus Driver	\$15.08	\$15.47	\$15.87	\$16.25	\$16.64	\$16.99	\$17.17	\$17.69	\$18.25	\$18.81	\$19.74

* Food/Van Driver --Additional \$.32/hr
 ** Custodial Afternoon Shift Differential--Additional \$.37/hr
 *** Bus Driver Trip Rate \$13.88

DOVER CITY SCHOOL DISTRICT
2012-13 CLASSIFIED EMPLOYEE WAGE RATE SCHEDULE

JOB TITLE	YEARS OF EXPERIENCE									
	0	1	2	3	4	5	10	15	18	20
Audio Visual/Auditorium Assistant	\$11.47	\$11.89	\$12.35	\$12.77	\$13.18	\$13.60	\$14.13	\$14.94	\$15.56	\$16.50
Bus Driver***	\$15.83	\$16.28	\$16.69	\$17.12	\$17.55	\$17.99	\$18.58	\$19.17	\$19.76	\$20.66
Bus Mechanic	\$18.45	\$18.91	\$19.37	\$19.76	\$20.36	\$20.84	\$21.36	\$21.91	\$22.47	\$23.02
Cafeteria Assistant Manager	\$11.70	\$12.15	\$12.60	\$13.13	\$13.57	\$14.05	\$14.61	\$15.25	\$15.83	\$16.82
Cafeteria Manager	\$12.56	\$13.02	\$13.53	\$13.99	\$14.42	\$14.91	\$15.52	\$15.99	\$16.71	\$17.67
Cafeteria Worker*	\$10.88	\$11.25	\$11.64	\$11.99	\$12.39	\$12.78	\$13.25	\$13.78	\$14.39	\$15.33
Classroom Assistant	\$11.40	\$11.80	\$12.20	\$12.60	\$12.98	\$13.41	\$14.03	\$14.55	\$15.13	\$16.05
Driver	\$12.22	\$12.66	\$13.05	\$13.53	\$13.94	\$14.39	\$14.97	\$15.56	\$16.12	\$17.26
Library Assistant	\$11.40	\$11.80	\$12.20	\$12.60	\$12.98	\$13.41	\$14.03	\$14.55	\$15.13	\$16.05
Media/PR Assistant	\$11.47	\$11.89	\$12.35	\$12.77	\$13.18	\$13.60	\$14.13	\$14.94	\$15.56	\$16.50
Secretaries	\$11.82	\$12.35	\$12.76	\$13.20	\$13.65	\$14.05	\$14.58	\$15.69	\$16.31	\$17.23
Special Education Assistant	\$11.40	\$11.80	\$12.20	\$12.60	\$12.98	\$13.41	\$14.03	\$14.55	\$15.13	\$16.05
Technology Assistant	\$12.91	\$13.31	\$13.79	\$14.19	\$14.60	\$15.00	\$15.58	\$16.08	\$16.68	\$17.32
Telephone Caller	\$11.40	\$11.80	\$12.20	\$12.60	\$12.98	\$13.41	\$14.03	\$14.55	\$15.13	\$16.05

JOB TITLE	0	1	2	3	4	5	6	10	15	18	20
Custodian **	\$14.79	\$15.14	\$15.53	\$15.87	\$16.23	\$16.51	\$16.88	\$17.32	\$17.88	\$18.42	\$19.42
Custodian/Maintenance	\$15.83	\$16.25	\$16.64	\$17.04	\$17.41	\$17.81	\$18.18	\$18.77	\$19.30	\$19.92	\$20.84
Custodian/ Bus Driver	\$15.31	\$15.71	\$16.10	\$16.49	\$16.89	\$17.24	\$17.43	\$17.95	\$18.52	\$19.09	\$20.04

- * Food/Van Driver --Additional \$.33/hr
- ** Custodial Afternoon Shift Differential--Additional \$.38/hr
- *** Bus Driver Trip Rate \$14.09

**DOVER CITY SCHOOL DISTRICT
2013-14 CLASSIFIED EMPLOYEE WAGE RATE SCHEDULE**

JOB TITLE	YEARS OF EXPERIENCE									
	0	1	2	3	4	5	10	15	18	20
Audio Visual/Auditorium Assistant	\$11.67	\$12.10	\$12.57	\$12.99	\$13.41	\$13.84	\$14.37	\$15.20	\$15.83	\$16.79
Bus Driver***	\$16.11	\$16.57	\$16.98	\$17.42	\$17.85	\$18.30	\$18.91	\$19.50	\$20.11	\$21.02
Bus Mechanic	\$18.77	\$19.24	\$19.70	\$20.11	\$20.72	\$21.21	\$21.74	\$22.29	\$22.86	\$23.42
Cafeteria Assistant Manager	\$11.91	\$12.36	\$12.82	\$13.36	\$13.81	\$14.30	\$14.86	\$15.51	\$16.11	\$17.12
Cafeteria Manager	\$12.78	\$13.25	\$13.77	\$14.24	\$14.67	\$15.17	\$15.79	\$16.27	\$17.00	\$17.98
Cafeteria Worker*	\$11.07	\$11.45	\$11.84	\$12.20	\$12.61	\$13.00	\$13.48	\$14.02	\$14.64	\$15.60
Classroom Assistant	\$11.60	\$12.00	\$12.42	\$12.82	\$13.20	\$13.64	\$14.28	\$14.80	\$15.40	\$16.33
Driver	\$12.44	\$12.88	\$13.28	\$13.77	\$14.18	\$14.64	\$15.24	\$15.83	\$16.41	\$17.57
Library Assistant	\$11.60	\$12.00	\$12.42	\$12.82	\$13.20	\$13.64	\$14.28	\$14.80	\$15.40	\$16.33
Media/PR Assistant	\$11.67	\$12.10	\$12.57	\$12.99	\$13.41	\$13.84	\$14.37	\$15.20	\$15.83	\$16.79
Secretaries	\$12.02	\$12.57	\$12.98	\$13.43	\$13.88	\$14.30	\$14.83	\$15.96	\$16.60	\$17.53
Special Education Assistant	\$11.60	\$12.00	\$12.42	\$12.82	\$13.20	\$13.64	\$14.28	\$14.80	\$15.40	\$16.33
Technology Assistant	\$13.14	\$13.54	\$14.03	\$14.44	\$14.85	\$15.26	\$15.85	\$16.36	\$16.97	\$17.62
Telephone Caller	\$11.60	\$12.00	\$12.42	\$12.82	\$13.20	\$13.64	\$14.28	\$14.80	\$15.40	\$16.33

JOB TITLE	0	1	2	3	4	5	6	10	15	18	20
Custodian **	\$15.04	\$15.41	\$15.80	\$16.15	\$16.51	\$16.80	\$17.17	\$17.62	\$18.19	\$18.75	\$19.76
Custodian/Maintenance	\$16.11	\$16.53	\$16.93	\$17.34	\$17.72	\$18.12	\$18.50	\$19.10	\$19.64	\$20.27	\$21.21
Custodian/ Bus Driver	\$15.58	\$15.98	\$16.39	\$16.78	\$17.18	\$17.54	\$17.74	\$18.27	\$18.84	\$19.43	\$20.39

- * Food/Van Driver --Additional \$.34/hr
- ** Dustodial Afternoon Shift Differential--Additional \$.39/hr
- *** Bus Driver Trip Rate \$14.34