

**Memorandum of Understanding
#2012-02**

RE: Section 25.29 – Nurse Course Coordinator/Lead Instructor Compensation

This agreement is made by and between:

The North Central State College Board of Trustees (hereafter, "College") and the North Central State Faculty Association – American Association of University Professors (hereafter, "NCSFA-AAUP") together collectively (hereafter, "Parties").

It is agreed that Section 25.29 of the Collective Bargaining Agreement be replaced and superseded by the following for the remainder of the agreed upon term of the agreement:

Section 25. 29 Nurse Course Coordinator/Lead Instructor Compensation

The Director of Nursing Programs will monitor and approve duties of Nurse Coordinator and Lab Instructors. Additional expanded duties will be made in collaboration with nursing faculty. This includes one (1) course coordinator for RNUR1010 and one (1) course coordinator for RNUR1050, one (1) lab coordinator for RNUR1010 and one (1) lab coordinator for RNUR1050. Compensation for the ADN course coordinator and lab coordinator positions will be (5) five load hours per term course is taught.

This section may be modified after review by the workload committee consistent with Section 21.10.

Signed this 1st day of November, 2012 by the designated representatives of the Parties hereto in duplicated originals.

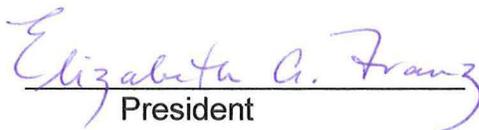
It is so agreed,

For the College

For the NCSFA-AAUP



Vice President – Business &
Administrative Services



President



Director – Human Resources



Grievance and Contract
Administration Officer

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTHEASTERN LOCAL BOARD OF EDUCATION
AND
THE NORTHEASTERN LOCAL EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into by and between the Northeastern Local School District Board of Education ("Board") and the Northeastern Local Education Association ("Association") for the purpose of setting forth certain terms and conditions as set forth below.

1. The language below will supersede collective bargaining language in Article 6, Section 6.043 Non-Student Contact Time.

Every certified employee working the normally scheduled seven and one-half (7 ½) hour school day shall be entitled to at least ninety (90) minutes per day exclusive of travel time and change of class time or four hundred fifty (450) minutes per week at intermediate and high school and ninety five (95) minutes per day exclusive of travel time and change of class time or four hundred seventy five (475) minutes per week at the elementary grades of non-student contact time for the purpose of receiving non-student contact time.

2. The Board agrees that there will be no Reduction in Force (RIF) of the certified staff in FY2012 and there will be no Reduction in Force (RIF) in FY 2013 if the state reduction is 8% or less. This agreement means that there will be no suspension of contracts, but there may be possible reduction of teaching positions due to attrition or declining enrollment.

NORTHEASTERN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION



Richard Broderick, Superintendent Date

NORTHEASTERN LOCAL ASSOCIATION
OF SCHOOL EMPLOYEES

 3/23/2011

Carlye Stewart, NELEA President Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE NORTHEASTERN LOCAL BOARD OF EDUCATION AND THE NORTHEASTERN
LOCAL EDUCATION ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into by and between the Northeastern Local School District Board of Education, henceforth referred to as the "Board" and the Northeastern Local Education Association, referred to as the "Association," for the purpose of clarifying and setting forth certain terms and conditions of the current collective bargaining agreement set to expire June 30th, 2015.

Both the Board and the Association agree to the following:

1. The **LANGUAGE** below will be added to the previously collectively bargained language of the current Negotiated Agreement.

11.01 FINANCIAL:

2013-2014 School Year

In the first pay of January 2014, the Board shall pay each bargaining unit member then employed in active pay status $\frac{1}{2}$ of 1 (.5) per diem day in addition to the member's regular pay on that payday. A "per diem" is one one hundred eighty-fourth (1/184) of the particular member's annual salary for the 2013-2014 school year.

In the first pay of January 2014, the Board shall pay each bargaining unit member, then employed in active pay status and not receiving a step increase on the salary schedule for the 2013-2014 school year a stipend of \$1,800.

ARTICLE TWELVE - FRINGE BENEFITS:

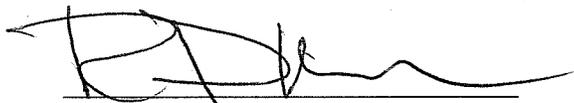
No change.

All other provisions of the Negotiated Agreement between the parties will not be affected by this Memorandum of Understanding and are to remain unchanged.

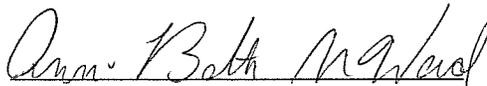
The parties agree that any alleged violation of this Agreement shall be enforceable through the grievance procedure outlined in Article Three of the Agreement.

This MOU will terminate and have no further affect at the conclusion of the current contract between the parties on June 30th, 2015.

This language was approved by vote of the Association and approved by the Board on **THURSDAY, June 27th, 2013.**



Mr. R. Douglas Murphy, Board President
FOR THE BOARD



Mrs. Ann-Beth Ward, Association President
FOR THE ASSOCIATION

COLLECTIVE BARGAINING TENTATIVE AGREEMENT EXTENTION

The Northeastern Local Education Association (the "Association") and the Northeastern Local Board of Education (The "Board") mutually agree to extend the Collective Bargaining Agreement between the parties currently in effect from July 1, 2010 - June 30 2012. All provisions of the collective bargaining agreement including but not limited to the terms and language will remain unchanged and in full force and-effect.

For the 2011-2012 and 2012-2013 school year, all Bargaining Unit members will remain or be frozen on the same salary step as their placement during the 2010-2011 school year. Further there shall be a reopener for base salary only and health insurance as specified in the parties Addendum Salary Schedule for the 2012-2013 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2013-2014 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2014-2015 school year.

Furthermore there will be -1% reduction on the base salary for the 2011-2012 school year.

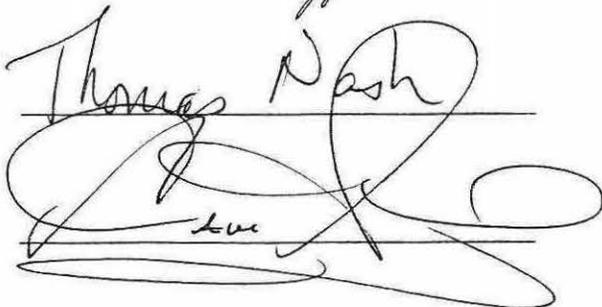
This agreement shall be in effect from March 9, 2011 until June 30, 2015. All terms, conditions and language including all of the parties' Memorandum of Understanding that were contained in the last Agreement will remain unchanged until July 1, 2011 when the paragraphs above take effect.

For the Association

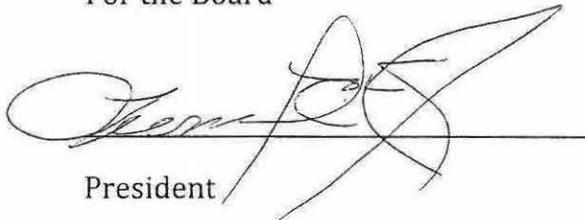


President

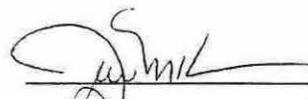


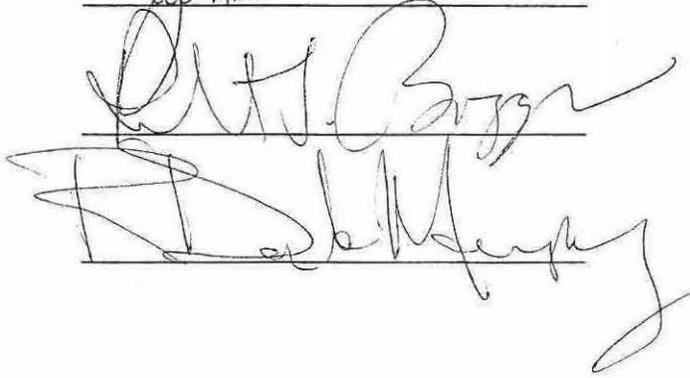


For the Board



President





**Memorandum of Understanding
#2013-01**

**2013 AGREEMENT REGARDING POTENTIAL CHANGES TO THE POSITIONS OF
PROGRAM DIRECTORS AND COORDINATORS**

Whereas the North Central State College Board of Trustees (hereafter, the "College") and the North Central State Faculty Association-American Association of University Professors (hereafter, the "NCSFA-AAUP") (hereafter collectively, the "Parties") are signatories to an existing collective bargaining agreement effective Fall Term, 2013 through Spring Term, 2014 (hereafter, the "Agreement"); and

WHEREAS, the NCSFA-AAUP represents Program Directors and Program Coordinators whose terms and conditions of employment are governed by the Agreement; and

WHEREAS, the College desires to potentially modify the terms and conditions of employment with respect to those positions, which would require the Agreement to be re-opened; and

WHEREAS, the NCSFA-AAUP is willing to negotiate such changes, subject to the conditions of this Agreement;

NOW, THEREFORE, the Parties agree as follows:

The Parties agree to enter into negotiations regarding the potential changes to terms and conditions of employment regarding Program Directors and Program Coordinators, provided, however, that if the Parties do not reach agreement regarding such changes, the status quo shall be maintained for the duration of the Agreement with respect to these positions, and, provided further that, if the Parties do reach agreement, any such changes shall be effective only upon the ratification of the NCSFA-AAUP's membership and approval by the College's Board of Trustees.

Signed this 16th day of May, 2013, by the designated representatives of the Parties hereto in duplicated originals.

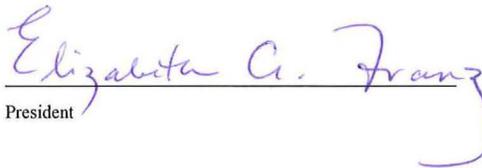
It is so agreed,

For the College

For the NCSFA-AAUP



Vice President- Business &
Administrative Services



President



Director-Human Resources



Grievance and Contract
Administration Officer

TENTATIVE AGREEMENT REGARDING 2013 RE-OPENER

WHEREAS, North Central State College (the "College") and the Chapter of the North Central State Faculty Association-AAUP (the "Chapter") (the College and the Chapter are sometimes hereinafter referred to as the "Parties") have completed negotiations regarding the Parties' 2013 re-opener in the Parties' existing collective bargaining agreement ("Agreement"); and

WHEREAS, the parties have reached agreement regarding the provisions of the Agreement which are subject to the re-opener;

NOW, THEREFORE, the Parties agree as follows:

1. The Parties agree that the following provisions of the health insurance plan will be modified as follows:
 - a. Section 17.01 – Health/Rx, Dental and Vision Insurance
 - i. Network retail prescription medication co-pays will change from \$10/\$20/\$30 for all plans to \$10/\$25/\$40 for all plans. Network mail order prescription medication co-pays will change from \$20/\$40/\$60 for all plans to \$20/\$50/\$80 for all plans. Non-network, retail prescription medication co-pays will change from 50% co-insurance/\$30 minimum to 50% co-insurance/\$40 minimum.
 - ii. Network deductible will change from \$200 single/\$400 family for High and Middle plans to \$250 single/\$500 family for High and Middle plans. Non-network deductible will change from \$400 single/\$800 family for High and Middle plans to \$500 single/\$1000 family for High and Middle plans.
 - iii. Specialist office visit co-pay will change from \$10 High plan/\$15 Middle plan/\$20 Low plan to \$25 High plan/\$30 Middle plan/\$35 Low plan.
 - iv. Emergency room co-pay will change from \$50 High plan/\$75 Middle plan/\$75 Low plan to \$125 High plan/\$150 Middle plan/\$150 Low plan.
 - v. Changes shall be effective 11/1/13.
 - b. Section 25.20 – Professional Growth for Educational Attainment – no change from current 10/26/11 levels.
 - c. Section 25.23 – Overload Compensation – no increase or decrease for the upcoming year.

- d. Section 25.24 – Salary for New Faculty – no increase or decrease for the upcoming year.
- e. Section 25.25 – Cost of Living Adjustment
 - i. 1% increase to the base salary for all faculty employed by the College at both the end of Spring Semester 2013 and the beginning of Fall Semester 2013 (includes Rob Slabodnick and Randy Storms).
- f. Section 25.26 – Retroactive Pay Adjustments – upon ratification/approval of the agreement, 1% increase to base will be retroactive to the start of the individual faculty member's 2013-2014 contract year.
- g. Section 25.27 – Equity Adjustment Calculation – will not occur for the upcoming year.

2. The Parties further agree that:

- a. Faculty professional development funds not used by June 30, 2013 will be zeroed out at the conclusion of the fiscal year as follows:
 - i. \$15,000 to be applied to the reserve fund.
 - ii. \$37,500 of the remaining faculty professional development funds will be distributed in equal amounts as a one-time payment among those members of the NCSFA-AAUP who were full-time faculty members at the end of Spring Semester 2013 and the beginning of Fall Semester 2013 (excludes Rob Slabodnick and Randy Storms) within two (2) pay periods of faculty ratification and Board of Trustees approval.

This Interim Agreement is subject to ratification of the Chapter's membership and approval by the College's Board of Trustees.

ACCEPTED AND AGREED TO:



President, North Central State College



Chief Negotiator, North Central State
Faculty Association-AAUP

Dated: 8/7/13

Dated: 8/5/13