

**ADDENDUM TO THE
MASTER AGREEMENT**

between the

***WEST CLERMONT HELPING
OHIO'S PUBLIC EMPLOYEES
(H.O.P.E.)***
an affiliate of the
OHIO EDUCATION ASSOCIATION
and the
NATIONAL EDUCATION ASSOCIATION

and the

***WEST CLERMONT
BOARD OF EDUCATION***
of the
WEST CLERMONT LOCAL SCHOOL DISTRICT

JULY 1, 2016 THROUGH JUNE 30, 2020

**This package contains only altered language to the
Master Agreement. Please keep this with your original
August 1, 2016 Master Agreement.**

**ARTICLE 6:
EMPLOYMENT PRACTICES**

6.18 District Fingerprinting

The Board will pay for the costs incurred by members to undergo fingerprinting background checks as required by law and the Board as a condition of their employment.

**ARTICLE 9:
SALARY AND FRINGE BENEFITS**

9.01 SALARY SCHEDULES

9.0101 Beginning with the 2016-2017 school year, and thereafter, employees will resume moving through the salary schedule from their current positions. Salary schedules in effect shall be designated as Appendix C-1 through C-8 attached hereto and made a part hereof, calculated as follows:

A. 2016-2017 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2015-2016 contract year will move one step on the classified salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a three percent (3.0%) increase to their base rate of pay for the 2016-2017 contract year.

B. 2017-2018 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2016-2017 contract year will move one step on the classified salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a two percent (2.0%) increase to their base rate of pay.

C. 2018-2019 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2017-2018 contract year will move one step on the classified salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a 3.85% increase to their base rate of pay, according to the West Clermont Local School District Salary Schedule effective 2018-2019. (Exhibits C1 – C8 attached).

All eligible bargaining unit members who worked or were on paid leave for at least 120 days during the 2012-2013 school year and that were working under the HOPE Master Contract shall be restored one additional step on the salary schedule.

D. 2019-2020 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2018-2019 contract year will move one step on the classified salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a 5.02% increase to their base rate of pay, according to the

West Clermont Local School District Salary Schedule effective 2018-2019. (Exhibits C1 – C8 attached).

E. JEDD (Joint Economic Development District) Differential

Bargaining unit members employed on or before March 1, 2018, shall be entitled to an additional 1% (one percent) increase to their base (Exhibits D1-D7 attached WCHS JEDD) when assigned to work at West Clermont High School. This increase will be in full effect at the beginning date of the current JEDD income tax, and will expire upon its conclusion.

Bargaining unit members employed after March 1, 2018, shall not be entitled to the differential.

For the Association

For the Board of Education

BY: _____

BY: _____

APPENDIX C-1

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

Custodial – Elementary

Step	1 st Shift		2 nd Shift		3 rd Shift	
	7/1/18	7/1/19	7/1/18	7/1/19	7/1/18	7/1/19
0	15.84	16.63	15.93	16.73	16.27	17.09
1	16.01	16.82	16.14	16.95	16.47	17.30
2	16.20	17.01	16.27	17.09	16.66	17.49
3	16.41	17.23	16.48	17.31	16.81	17.66
4	16.57	17.41	16.67	17.50	17.03	17.89
5	16.75	17.59	16.83	17.68	17.19	18.05
6	16.95	17.80	17.04	17.90	17.38	18.26
7	17.14	18.00	17.23	18.09	17.60	18.49
8	17.31	18.18	17.41	18.28	17.75	18.64
9	17.48	18.36	17.62	18.51	17.96	18.86
10	17.66	18.55	17.75	18.64	18.09	19.00
15	17.85	18.75	17.98	18.88	18.32	19.24
20	18.59	19.52	18.72	19.66	19.06	20.01

APPENDIX C-2

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

Custodial – Middle/High

Step	1 st Shift		2 nd Shift		3 rd Shift	
	7/1/18	7/1/19	7/1/18	7/1/19	7/1/18	7/1/19
0	16.21	17.02	16.28	17.10	16.66	17.49
1	16.41	17.23	16.48	17.31	16.81	17.66
2	16.57	17.41	16.67	17.50	17.03	17.89
3	16.75	17.59	16.82	17.67	17.18	18.04
4	16.95	17.80	17.04	17.90	17.38	18.26
5	17.09	17.95	17.23	18.09	17.55	18.43
6	17.32	18.19	17.41	18.28	17.75	18.64
7	17.45	18.32	17.61	18.50	17.96	18.86
8	17.66	18.55	17.76	18.65	18.09	19.00
9	17.85	18.75	17.98	18.88	18.32	19.24
10	18.03	18.93	18.11	19.02	18.49	19.41
15	18.23	19.14	18.34	19.26	18.67	19.61
20	18.97	19.93	19.07	20.02	19.42	20.39

APPENDIX C-3

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

Building & Grounds - Maintenance

Step	Skilled		Unskilled	
	7/1/18	7/1/19	7/1/18	7/1/19
0	18.46	19.39	17.18	18.04
1	18.63	19.57	17.41	18.28
2	18.82	19.76	17.56	18.44
3	19.01	19.97	17.76	18.65
4	19.17	20.13	17.96	18.86
5	19.38	20.35	18.11	19.02
6	19.54	20.53	18.32	19.24
7	19.73	20.72	18.49	19.41
8	19.94	20.94	18.67	19.61
9	20.09	21.10	18.87	19.82
10	20.30	21.32	19.04	19.99
15	20.48	21.51	19.20	20.17
20	21.21	22.27	19.95	20.95

APPENDIX C-4

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE

Cafeteria – Lunchroom Cooks

Step	7/1/18	7/1/19
0	14.32	15.04
1	14.45	15.17
2	14.63	15.37
3	14.75	15.49
4	14.94	15.69
5	15.05	15.80
6	15.23	16.00
7	15.37	16.14
8	15.53	16.30
9	15.66	16.45
10	15.83	16.62
15	15.95	16.75
20	16.70	17.54

APPENDIX C-5

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE

Health Clinic Aides

Step	7/1/18	7/1/19
0	15.03	15.78
1	15.20	15.97
2	15.36	16.13
3	15.49	16.27
4	15.66	16.45
5	15.80	16.59
6	15.95	16.75
7	16.11	16.92
8	16.25	17.07
9	16.44	17.26
10	16.57	17.41
15	16.71	17.55
20	17.45	18.32

APPENDIX C-6

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

Paraprofessional

Step	(6.5 Hours) Elementary Library		(6 Hours) Elementary		(7 Hours) Middle Library		(6.5 Hours) MS & HS	
	7/1/18	7/1/19	7/1/18	7/1/19	7/1/18	7/1/19	7/1/18	7/1/19
0	15.27	16.03	15.03	15.78	15.54	16.32	15.54	16.32
1	15.41	16.18	15.20	15.97	15.70	16.49	15.70	16.49
2	15.55	16.33	15.36	16.13	15.85	16.64	15.85	16.64
3	15.71	16.50	15.49	16.27	16.01	16.82	16.01	16.82
4	15.88	16.68	15.66	16.45	16.14	16.95	16.14	16.95
5	16.01	16.82	15.80	16.59	16.28	17.10	16.28	17.10
6	16.16	16.97	15.95	16.75	16.47	17.30	16.47	17.30
7	16.28	17.10	16.11	16.92	16.62	17.45	16.62	17.45
8	16.47	17.30	16.25	17.07	16.76	17.60	16.76	17.60
9	16.62	17.45	16.44	17.26	16.93	17.78	16.93	17.78
10	16.76	17.60	16.57	17.41	17.05	17.91	17.05	17.91
15	16.93	17.78	16.71	17.55	17.23	18.09	17.23	18.09
20	17.66	18.55	17.45	18.32	17.96	18.86	17.96	18.86

APPENDIX C-7

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

School Secretary

Step	7/1/18	7/1/19
0	16.13	16.94
1	16.28	17.10
2	16.51	17.34
3	16.70	17.54
4	16.85	17.70
5	17.08	17.94
6	17.29	18.16
7	17.45	18.32
8	17.66	18.55
9	17.85	18.75
10	18.04	18.94
15	18.25	19.16
20	18.98	19.94

Cashier's Stipend

High School - annual	2,095	2,200
Middle School - annual	1,762	1,851
Elementary School - annual	1,432	1,504

APPENDIX C-8

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE

School Nurse

Step	7/1/18	7/1/19
0	43,356	45,533
1	44,245	46,466
2	45,132	47,398
3	46,020	48,330
4	46,909	49,264
5	47,795	50,194
6	48,684	51,128
7	49,572	52,060
8	50,460	52,993
9	51,347	53,924
10	52,234	54,857
15	53,123	55,790
20	54,010	56,722

APPENDIX D-1

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE**

**Custodial – High – JEDD Differential
Hired prior to March 1, 2018**

Step	1 st Shift		2 nd Shift		3 rd Shift	
	7/1/18	7/1/19	7/1/18	7/1/19	7/1/18	7/1/19
0	16.37	17.20	16.45	17.27	16.82	17.67
1	16.57	17.40	16.65	17.48	16.98	17.83
2	16.74	17.58	16.83	17.68	17.20	18.07
3	16.92	17.77	16.99	17.84	17.35	18.22
4	17.12	17.98	17.21	18.08	17.56	18.44
5	17.26	18.13	17.40	18.27	17.73	18.62
6	17.50	18.37	17.58	18.46	17.93	18.83
7	17.62	18.51	17.79	18.68	18.14	19.05
8	17.84	18.74	17.94	18.84	18.27	19.19
9	18.03	18.94	18.16	19.07	18.50	19.43
10	18.21	19.12	18.29	19.21	18.67	19.61
15	18.41	19.33	18.52	19.45	18.86	19.81
20	19.16	20.13	19.26	20.22	19.61	20.60

APPENDIX D-2

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
High School Based – Maintenance – JEDD Differential
Hired prior to March 1, 2018**

Step	Skilled		Unskilled	
	7/1/18	7/1/19	7/1/18	7/1/19
0	18.65	19.59	17.35	18.22
1	18.82	19.76	17.58	18.46
2	19.01	19.96	17.74	18.63
3	19.21	20.17	17.94	18.84
4	19.36	20.33	18.14	19.05
5	19.57	20.55	18.29	19.21
6	19.74	20.73	18.50	19.43
7	19.93	20.93	18.67	19.61
8	20.14	21.15	18.86	19.81
9	20.30	21.31	19.06	20.01
10	20.51	21.54	19.23	20.19
15	20.68	21.72	19.39	20.37
20	21.42	22.49	20.15	21.16

APPENDIX D-3

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
Cafeteria – Lunchroom Cooks – JEDD Differential
Hired prior to March 1, 2018

Step	7/1/18	7/1/19
0	14.46	15.19
1	14.59	15.32
2	14.78	15.52
3	14.89	15.64
4	15.09	15.85
5	15.20	15.96
6	15.39	16.16
7	15.52	16.30
8	15.68	16.47
9	15.82	16.61
10	15.99	16.79
15	16.11	16.92
20	16.87	17.71

APPENDIX D-4

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
Health Clinic Aides – JEDD Differential
Hired prior to March 1, 2018

Step	7/1/18	7/1/19
0	15.18	15.94
1	15.36	16.13
2	15.51	16.29
3	15.65	16.43
4	15.82	16.61
5	15.95	16.75
6	16.11	16.92
7	16.27	17.08
8	16.42	17.24
9	16.60	17.44
10	16.74	17.58
15	16.88	17.72
20	17.62	18.51

APPENDIX D-5

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
Paraprofessional – JEDD Differential
Hired prior to March 1, 2018

Step	(6.5 Hours) HS	
	7/1/18	7/1/19
0	15.69	16.48
1	15.86	16.66
2	16.01	16.81
3	16.17	16.99
4	16.30	17.12
5	16.45	17.27
6	16.64	17.47
7	16.78	17.62
8	16.93	17.78
9	17.10	17.96
10	17.22	18.09
15	17.40	18.27
20	18.14	19.05

APPENDIX D-6

**WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
School Secretary – JEDD Differential
Hired prior to March 1, 2018**

Step	7/1/18	7/1/19
0	16.29	17.11
1	16.45	17.27
2	16.68	17.51
3	16.87	17.71
4	17.02	17.88
5	17.25	18.12
6	17.46	18.34
7	17.62	18.51
8	17.84	18.74
9	18.03	18.94
10	18.22	19.13
15	18.43	19.35
20	19.17	20.14

Cashier's Stipend

High School - annual	2,095	2,200
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APPENDIX D-7

WEST CLERMONT LOCAL SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
High School Nurse – JEDD Differential
Hired prior to March 1, 2018

Step	7/1/18	7/1/19
0	43,790	45,988
1	44,688	46,931
2	45,583	47,872
3	46,480	48,814
4	47,378	49,757
5	48,273	50,696
6	49,171	51,639
7	50,067	52,581
8	50,964	53,523
9	51,860	54,463
10	52,757	55,405
15	53,655	56,348
20	54,550	57,289

Memorandum of Agreement

Contract Extension

This Memorandum of Agreement (MOA) is entered into by and between the West Clermont Board of Education (The Board) and West Clermont Helping Ohio's Public Employees (H.O.P.E.) this 23rd day of May 2018.

WHEREAS, the Board and H.O.P.E. have entered into a Collective Bargaining Agreement (CBA), which is effective from July 1, 2016, through June 30, 2019;

WHEREAS, the parties intend to amend their current Collective Bargaining Agreement as set forth hereinafter, and further intend that all remaining sections of the Collective Bargaining Agreement that are not inconsistent herewith, shall remain in full force and effect;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and H.O.P.E. as follows:

- 1) that the following language shall constitute their Agreement as it relates to this matter.

Article 10.04 EXTENSION OF CONTRACT

The parties agree that the collective bargaining agreement shall be extended one additional year with an expiration on June 30, 2020, under the same terms and conditions of employment set forth in the current collective bargaining agreement. The parties agree that to comply with ORC 4117, the initial contract will expire on June 30, 2019, and the extension shall be effective until June 30, 2020.

- 2) Except as delineated above, this Memorandum of Agreement does not alter, modify or change any existing provision of the Agreement currently in effect between the parties or Board policy. All other provisions of the Contract will remain current contract language.
- 3) This Memorandum of Agreement shall constitute the full and complete understanding of the parties concerning this subject matter, and any amendments or modifications shall be in writing and signed by the parties.
- 4) This Memorandum shall become part of the Collective Bargaining Agreement. This Memorandum shall become effective upon the signatures by the H.O.P.E. President and the Board's representative.

For H.O.P.E.

For the Board of Education

BY: _____

BY: _____