

School district contract settlements a la 2009

by Renee L. Fambro
deputy director of labor relations

It's that time of year when we publish one of the most popular features in *SMN*: a recap of the prior year's settled labor agreements. This is the ideal time of year to provide this information, because with the approach of spring also comes the approach of expiring labor agreements and thus, another round of bargaining. As districts prepare for bargaining, one useful piece of information is comparable, recently-negotiated labor agreements. While we provide this information monthly, many schools want one source that includes the entire year's contract settlements.

Because our main source for contract settlements is local newspapers, we don't capture every district's settlement. If your settlement isn't published, please contact the author at rfambro@ohioschoolboards.org or (614) 540-4000, ext. 243, with the details so that it can be included in *SMN*. The more complete information we have, the better resource we can provide to our members.

Lastly, remember that SERB is another helpful resource for negotiations. You can download complete labor agreements on SERB's Web site at <http://links.osba-ohio.org/serb/contracts/>.

Certified contracts

District: Tecumseh Local (Clark)
Settlement date: October 2008
Contract term: two years
Contract particulars: 3% base salary increase effective Jan. 1, 2009, 2.2% base salary increase effective July 1, 2009.

District: Lakota Local (Butler)
Settlement date: November 2008
Contract term: two years, retroactive to Aug. 31
Contract particulars: 2% base salary increase in both years.

District: Bath Local (Allen)
Settlement date: December 2008
Contract term: three years
Contract particulars: 3% base salary increase in each year.

District: Buckeye Local (Ashtabula)
Settlement date: January 2009
Contract term: three years
Contract particulars: 2% base salary increase in each year; employees will now contribute to health insurance premiums; drug-free workplace language added.

District: New Albany-Plain Local (Franklin)
Settlement date: February 2009
Contract term: three years
Contract particulars: 2.9% base salary increase in year one, 3.1% base salary increase in year two, 3% base salary increase in year three.

District: Crestline EV
Settlement date: March 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Groveport Madison Local (Franklin)
Settlement date: March 2009
Contract term: one year
Contract particulars: 0% base salary increase; no layoffs through June 2010.

District: Akron City
Settlement date: April 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Barberton City
Settlement date: April 2009
Contract term: three years
Contract particulars: 2.5% base salary increase in years one and two; salary re-opener in year three; reduction in class size from 26 to 25 students.

District: Boardman Local (Mahoning)
Settlement date: April 2009
Contract term: two-year contract extension
Contract particulars: 0% base salary increase in both years; freeze on supplemental contracts; teachers not eligible for step increases will receive an \$83 monthly stipend in year one, \$104 monthly stipend in year two.

District: Coventry Local (Summit)
Settlement date: April 2009
Contract term: change to terms of existing contract
Contract particulars: Waiver of negotiated 2.5% base salary increase for the 2009-10 school year; freeze on step increases.

District: Crestview Local (Van Wert)
Settlement date: April 2009
Contract term: three years
Contract particulars: 1% base salary increase in all three years; life insurance benefit increased from \$10,000 to \$20,000; creation of a yearly \$5,000 tuition reimbursement fund; reimbursement for fingerprinting costs.

District: Forest Hills Local (Hamilton)
Settlement date: April 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Grandview Heights City
Settlement date: April 2009
Contract term: three years
Contract particulars: 0% base salary increase in year one, 2% base salary increase in year two, 2.75% base salary increase in year three.

District: Marysville EV
Settlement date: April 2009
Contract term: one-year, retroactive to Jan. 1, 2009
Contract particulars: 0% base salary increase; small modification to step increases.

District: Louisville City
Settlement date: April 2009
Contract term: three years
Contract particulars: 1.25% base salary increase in year one, 1% base salary increase in years two and three; increase in employee share of health insurance premium; an additional salary increase of up to 1% in year three contingent upon the district having reduced expenditures and more savings from health insurance; early retirement incentive.

District: Northridge Local (Licking)
Settlement date: April 2009
Contract term: one year contract extension
Contract particulars: 0% base salary increase.

District: South-Western City
Settlement date: April 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Tallmadge City
Settlement date: April 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Winton Woods City
Settlement date: April 2009
Contract term: one-year contract extension
Contract particulars: 0% base salary increase.

District: Alliance City
Settlement date: May 2009
Contract term: three years
Contract particulars: no base salary increases; 1% signing bonus in September 2009, September 2010 and June 2011.

District: Salem City
Settlement date: May 2009
Contract term: three years
Contract particulars: 1.5% base salary increase in each year.

District: Lordstown Local (Trumbull)
Settlement date: May 2009
Contract term: three years
Contract particulars: 0% base salary increase in all three years; elimination of employees' contribution to health insurance premiums.

District: Whitehall City
Settlement date: May 2009
Contract term: one year
Contract particulars: 2% base salary increase; language requiring prior notice for doctors' appointments.

District: Columbus City
Settlement date: June 2009
Contract term: two years
Contract particulars: 1.75% base salary increase in year one, 2% base salary increase in year two; health benefit eligibility for same-sex domestic partners, 70% employer share of health insurance premiums for new employees and those with domestic partners (90% for a majority of other union members).

District: Mason City
Settlement date: June 2009
Contract term: three years
Contract particulars: 0% base salary increase in year one, 2.5% base salary increase in years two and three; increase in health care deductible.

District: Minerva Local (Stark)
Settlement date: June 2009
Contract term: three years
Contract particulars: 0.5% base salary increase in year one, 0.75% base salary increase in year two, 1% base salary increase in year three; employee share of family health insurance premiums to increase to \$50 per month in year one and \$75 per month in year two.

District: Osnauburg Local (Stark)
Settlement date: June 2009
Contract term: three years
Contract particulars: 0.5% base salary increase in year one, 1% base salary increase in year two and 1.5% base salary increase in year three; employees to pay \$45 per month for family health insurance coverage and \$20 per month

in single health coverage in year two, 9% of health insurance premiums in year three.

District: Southeastern Local (Ross)
Settlement date: June 2009
Contract term: three years
Contract particulars: 3% base salary increase in each year; addition of a second health insurance option (high-deductible, low-premium).

District: Struthers City
Settlement date: June 2009
Contract term: two years
Contract particulars: 2% base salary increase in both years; elimination of health insurance coverage for spouses who have benefits available through their own employers.

District: Amherst EV
Settlement date: July 2009
Contract term: one year
Contract particulars: 0% base salary increase; prescription co-pays and office visit co-pays increased approximately \$10; creation of a districtwide professional development committee; change from 26 pay periods to 24 pay periods.

District: Coshocton County Career Center
Settlement date: July 2009
Agreement: certified and classified staff
Contract term: two years
Contract particulars: 0% base salary increase in year one, salary re-opener in year two; academic class size capped at 30 students; tuition reimbursement opened to support staff; sick leave maximum accumulation increased to 220 days in year one and 225 days in year two.

District: Fremont City
Settlement date: July 2009
Contract term: two years
Contract particulars: 2.5% base salary increase in both years; increase in health insurance premiums and deductibles.

District: Green Local (Summit)
Settlement date: July 2009
Contract term: one year
Contract particulars: 0% base salary

increase; addition of a formal definition of maternity leave; increased planning and conference time; tuition waiver for dependents, if space allows.

District: Olmsted Falls City

Settlement date: July 2009

Contract term: one year

Contract particulars: 0% base salary increase; increase in employee share of health insurance premiums; in-network deductibles raised from \$0 to \$200/\$400, out-of-network deductibles raised from \$200/\$400 to \$400/\$800, and increased prescription co-pays.

District: Bluffton EV

Settlement date: August 2009

Contract term: two years

Contract particulars: 1% base salary increase in both years; increased health insurance co-pays and deductibles.

District: Canal Winchester Local (Franklin)

Settlement date: August 2009

Contract term: one year

Contract particulars: 1% base salary increase; one additional paid work day without students to attend mandatory training.

District: Delaware City

Settlement date: August 2009

Contract term: two years

Contract particulars: 2% base salary increase in year one, 1.5% base salary increase in year two; defined planning time for elementary teachers; clarified special education language related to individualized education programs; roll-over provision for unused personal leave; included art and general music classes in the target class size ratios; in year two the calendar will be adjusted to include an additional day of professional development prior to the beginning of school while eliminating the 21-hour requirement for teachers to complete independently.

District: Huber Heights City

Settlement date: August 2009

Contract term: two years

Contract particulars: 2% base salary

increase in both years; one additional work day added at the end of the second grading period at a per diem rate; two-hour early release changed to a 90-minute early release.

District: East Liverpool City

Settlement date: August 2009

Contract term: two years

Contract particulars: 3% base salary increase in both years; \$100 signing bonus.

District: Springfield City

Settlement date: August 2009

Contract term: two years

Contract particulars: 1.59% base salary increase in both years; increased health insurance co-pays and out-of-pocket deductibles.

District: Bloom-Carroll Local (Fairfield)

Settlement date: September 2009

Contract term: three years

Contract particulars: 4% base salary increase in year one, 2% base salary increases in years two and three.

District: Celina City

Settlement date: September 2009

Contract term: two years

Contract particulars: 1.65% base salary increase in year one, 1.5% base salary increase in year two; in year one the employee share of single plan insurance premiums will increase from \$30 per month to \$40 per month and increase from \$60 per month to \$98 per month on family plans, in year two the employee shares will increase to \$45 per month on single plans and \$115 per month on family plans.

District: Jackson City

Settlement date: September 2009

Contract term: one year

Contract particulars: 0% base salary increase; no changes to insurance provisions; contract expiration date changed from Aug. 31 to July 31; employees will now receive pay for unused personal days up to \$500 per year.

District: Mathews Local (Trumbull)

Settlement date: September 2009

Contract term: two years

Contract particulars: 0% base salary increase in year one, 2% base salary increase in year two; no change in employees' share of insurance premiums or in the plan structure.

District: Van Wert City

Settlement date: September 2009

Contract term: two years

Contract particulars: 1.25% base salary increase in both years; increase in employee percentage of health insurance premiums; move to a high-deductible plan with a health savings account; addition of a \$500 longevity step.

District: Auburn Career Center

Settlement date: October 2009

Contract term: three years

Contract particulars: 0% base salary increase in year one, 1% base salary increase in year two, 2% base salary increase in year three; creation of a health care deductible pool with a \$30 per month employer contribution and \$15 per month employee contribution.

District: Bexley City

Settlement date: October 2009

Contract term: two years

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- experience with these types of situations,
- valuable resources and materials for strike planning,
- consultants who work with the board's interest in mind.

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Contract particulars: 1% base salary increase in year one, 1.85% base salary increase in year two.

District: Chardon Local (Geauga)

Settlement date: October 2009

Contract term: two years

Contract particulars: no base salary increase in either year; 1% cost-of-living payment in December 2009; slight increase in employees' share of health insurance premiums in year two.

District: Jefferson Area Local (Ashtabula)

Settlement date: October 2009

Contract term: two years

Contract particulars: 2% base salary increase in both years; \$20 per month employee contribution on individual health insurance, \$40 per month on family health insurance coverage.

District: Mathews Local (Trumbull)

Settlement date: October 2009

Contract term: two years

Contract particulars: 0% base salary increase in year one, 2% base salary increase in year two.

Classified contracts

District: Conneaut Area City

Settlement date: October 2008

Contract term: third year wage re-opener

Contract particulars: 1% base salary increase; board reimbursement of fingerprinting and background check costs.

District: Swanton Local (Fulton)

Settlement date: October 2008

Contract term: two years, retroactive to Aug. 31

Contract particulars: 3% base salary increase in both years; employee share of single plan health care premium increased to \$15 per month, employee share of family plan health care premium increased to \$65 per month.

District: Newton Falls EV

Settlement date: November 2008

Contract term: two years

Contract particulars: 2.1% base salary increase in both years; employees hired

before 2003 will pay 6% of their health insurance premiums, employees hired after 2003 will pay 20% of their health insurance premiums.

District: Little Miami Local (Warren)

Settlement date: December 2008

Contract term: three years

Contract particulars: 2% base salary increase in year one, salary re-opener in years two and three.

District: Mason City

Settlement date: December 2008

Contract term: three years

Contract particulars: 2.25% base salary increase in each year.

District: Worthington City

Settlement date: December 2008

Contract term: three years

Contract particulars: 2.85% base salary increase in years one and two; salary and health insurance re-opener in year three; increase in employee share of health insurance premiums; single health insurance deductible raised to \$2,200 and family deductible raised to \$3,000; the district will contribute 67% of the deductible to the employees' health saving accounts in year one and 65% of the deductible in year two.

District: New Albany-Plain Local (Franklin)

Settlement date: February 2009

Contract term: three years

Contract particulars: 2.9% base salary increase in year one, 3.1% base salary increase in year two, 3% base salary increase in year three.

District: Buckeye Local (Ashtabula)

Settlement date: March 2009

Contract term: two years

Contract particulars: 2% base salary increase in both years; increase in employee share of health care premium and prescription premiums in year two; 12-month employees required to report to work on calamity days.

District: Crestline EV

Settlement date: March 2009

Contract term: one-year contract extension

Contract particulars: 0% base salary increase.

District: Forest Hills Local (Hamilton)

Settlement date: April 2009

Contract term: one-year contract extension

Contract particulars: 0% base salary increase.

District: Louisville City

Settlement date: April 2009

Contract term: three years

Contract particulars: 1.25% base salary increase in year one, 1% base salary increases in years two and three; increase in longevity payments; increase in uniform and shoe allowances.

District: Weathersfield Local (Trumbull)

Settlement date: April 2009

Contract term: one-year contract extension

Contract particulars: 0% base salary increase.

District: Amherst EV

Settlement date: June 2009

Contract term: three years

Contract particulars: 0% base salary increase in year one, wage re-opener in year two; a "me-too" clause for health insurance benefits based on what teachers negotiate.

District: Grandview Heights City

Settlement date: June 2009

Contract term: three years

Contract particulars: 0% base salary increase in year one, 2% base salary increase in year two, 2.75% base salary increase in year three; one-time lump sum payment (maximum of \$750) in year one in lieu of base salary increase.

District: Huntington Local (Ross)

Settlement date: June 2009

Union: AFSCME

Contract term: two years

Contract particulars: 2.5% base salary increase in both years; no change in insurance plan structure or premium percentages.

District: Green Local (Summit)

Settlement date: July 2009

Contract term: one year
Contract particulars: 0% base salary increase; tuition waiver for dependents, if space allows.

District: Huber Heights City
Settlement date: August 2009

Contract term: two years
Contract particulars: 2% base salary increase in both years; addition of severance language.

District: Springfield City
Settlement date: August 2009

Contract term: two years
Contract particulars: 1.59% base salary increase in both years; increased health insurance co-pays and out-of-pocket deductibles.

District: West Branch Local (Mahoning)
Settlement date: August 2009

Contract term: three years
Contract particulars: 1% base salary increase in all three years; elimination of health insurance coverage for employees' spouses if the spouses have insurance available through their employers.

District: Jackson City
Settlement date: September 2009

Contract term: one year
Contract particulars: 0% base salary increase.

District: Lorain City
Settlement date: September 2009

Contract term: three years
Contract particulars: 0% base salary increase; sets an \$11.25 per hour standard rate of pay for all new employees with a

\$1.10 per hour raise after three years and continuing each year until year 10 when employees receive a \$.50 per hour raise.

District: Auburn Career Center
Settlement date: October 2009

Contract term: three years
Contract particulars: 0% base salary increase in year one, 1% base salary increase in year two, 2% base salary increase in year three; creation of a health care deductible pool with a \$30 per month employer contribution and \$15 per month employee contribution.

District: Jefferson Area Local (Ashtabula)

Settlement date: October 2009
Contract term: one year wage re-opener
Contract particulars: \$.18 per hour increase.

District: Lakota Local (Butler)
Settlement date: October 2009

Contract term: two years
Contract particulars: 2% base salary increase in year one; wage and benefit re-opener in year two; 1% increase in employees' share of health insurance premiums.

District: Mathews Local (Trumbull)
Settlement date: October 2009

Contract term: two years
Contract particulars: 0% base salary increase in year one, 2% base salary increase in year two.

Other contract news

Margaretta Local (Erie) teachers have

agreed to give up the 2% base salary increase they were to receive in the second year of a two-year labor agreement. According to the local union president, the decision to forgo the negotiated raise was to show support for the district and students ahead of an emergency levy ballott issue.

Other salary news

Worthington City's 46 administrators have forgone their scheduled 2.85% salary increases for the 2009-10 school year. The superintendent and treasurer also agreed to forgo their 2.75% salary increases for 2009-10. These concessions are expected to save the district \$95,000.

In August, the **Celina City** Board of Education filed a unfair labor practice (ULP) against the Celina Education Association (CEA) alleging several charges of bad-faith bargaining. Among other things, the ULP alleges that CEA violated the bargaining ground rules by bringing too many people to the bargaining table; the CEA representative lied about filing required paperwork with the State Employment Relations Board designating herself as the CEA representative; CEA members blocked access to the meeting room on the first day of mediation; and the CEA representative recommended that CEA members not approve the tentative agreement despite promising a neutral recommendation during bargaining.

Source: Newspaperclips.com

FERPA guidelines for reporting on influenza in schools

by Sara C. Clark
deputy director of legal services

'Tis the season of sniffles, sneezes, fevers and flu. As the cold and flu season drags on, public health officials or the media may request information about student absences or outbreaks in your district. To assist with these types

of requests, the U.S. Department of Education recently issued guidance concerning the disclosure of a student's personally identifiable information to outside entities when addressing a flu outbreak.

In general, the Family Educational Rights and Privacy Act (FERPA) prohibits schools from disclosing

personally identifiable information from student records without the consent of a parent or eligible student. However, schools are permitted to disclose such information without consent if the disclosure is made in order to comply with a lawfully issued subpoena or as the result of a "health or safety

Continued on the back cover