

**RESOLUTION TO IMPLEMENT LAST, BEST AND FINAL OFFER FOR
A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
(Ohio Revised Code Chapter 4117)**

The Board of Education of the West Branch Local School District ("Board"), Beloit, Mahoning County, Ohio, met in special session on the 6th day of September, 2012, at the offices of said Board, with the following members present:

<u>Mr. Criss</u>	<u>Mr. Wallace</u>
<u>Mr. Trimmer</u>	<u>Mrs. McLaughlin</u>
<u>Mrs. Kanagy</u>	

The Treasurer advised the Board that the notice requirements of R.C. §121.22 and the implementing rules adopted by the Board pursuant thereto were complied with for the meeting.

_____ moved the adoption of the following Resolution:

RESOLUTION

WHEREAS, authorized representatives of the Board and the West Branch Education Association met on numerous occasions over the past year for the purpose of negotiating a collective bargaining agreement to replace the agreement between the parties that expired on June 30, 2012; and

WHEREAS, the parties reached a tentative agreement on or about July 20, 2012; and

WHEREAS, the West Branch Education Association rejected the tentative agreement on August 20, 2009; and

WHEREAS, the Board and the West Branch Education Association met for the purpose of reaching agreement for a new collective bargaining agreement on August 27, 2012; and

WHEREAS the Board provided the West Branch Education Association with its last, best and final offer on August 27, 2012, which offer was rejected by the West Branch Education Association on August 28, 2012. A true and accurate copy of the Board's last, best and final offer is attached hereto as Exhibit A; and

WHEREAS, the parties have exhausted all dispute resolution procedures pursuant to the expired collective bargaining agreement and the requirements of Revised Code Section 4117.14.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the West Branch Local School District, County of Mahoning, State of Ohio, that:

Section 1: The last, best and final offer for a successor collective bargaining agreement, provided by the Board to the West Branch Education Association, is fair, competitive and realistic under the current and projected economic conditions facing the District.

Section 2: Having exhausted all dispute resolution procedures, it is found and determined that the Board and the West Branch Education Association are at impasse, with no realistic possibility that continued discussions at this time will be fruitful.

Section 3: The Board hereby implements its last, best and final offer for a successor collective bargaining agreement which agreement shall be retroactive to July 1, 2012 and effective until June 30, 2014.

Section 4: The Treasurer of the Board is authorized and directed to furnish the West Branch Education Association with notice of this action and further authorizes the Superintendent and the Treasurer to take all necessary steps to comply with the terms of said collective bargaining agreement.

Section 5: It is found and determined that all formal actions of the Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Board and that all deliberations of the Board and any of its committees that resulted in such formal action were in meetings in compliance with all legal requirements, including R.C. §121.22.

_____ seconded the motion and upon roll call, the vote was as follows:

Mr. Wallace

Mrs. Kanagy

Mrs. McLaughlin

Mr. Trimmer

Mr. Criss

I hereby certify that the foregoing is a true, accurate, and correct excerpt from the minutes of the special meeting of the Board of Education of the West Branch Local School District held on the 6th day of September, 2012, showing the adoption of the Resolution hereinabove set forth.

Dan Telzrow, Treasurer
West Branch Local School District
Board of Education
Mahoning County, Ohio

**SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
EFFECTIVE JULY 1, 2012 TO JUNE 30, 2014**

SUMMARY OF NEW CONTRACT PROVISIONS

FINANCIAL PROVISIONS OF THE CONTRACT:

- There is no increase or decrease in salaries for the first year of the two year contract. In the second year of the contract, a one-half step on the vertical aspect of the salary grid, which amounts to a 2.5% to just over a 3.0% increase during the 2013-2014 school year, will be applied for employees eligible for step movement on the negotiated salary schedule.
- The offer also includes additional compensation for advanced education – full horizontal column movement on the salary schedule in each year of the two year contract. Column movement results in substantial monetary rewards, especially for out younger teachers. For example, a teacher on Step 5, moving from the BA to the MA column, will receive an annual salary increase of \$4,006.00. A teacher on Step 10, in the same circumstance, will receive an increase of \$5,546.00.
- Supplemental salaries (coaching and extra curriculars) will continue to be paid at the same rates except that years of experience in a sport, whether boys or girls, will result in added compensation after 5, 10, 15 and 20 years up to 4% over the supplemental stipend. This added compensation was not available in the previous contract unless a teacher coached only a girls' or boys' team. Several supplemental that are no longer used were deleted from the contract.
- Employee health insurance costs will be slightly more each month but the new contract freezes those rates for the next two years. This increase matches the employee insurance contributions currently in place for the District's support staff and its Administrators.
- A new vision plan will now be available as part of the employee benefits package. With the contract effective, beginning September 3, 2012, teachers may now sign up for this new plan.
- Tuition reimbursement was suspended for the term of the contract.

LANGUAGE PROVISIONS/CHANGES OF THE CONTRACT:

- Administrative support for grievance arbitration hearings was changed from the American Arbitration Association to the Federal Mediation and Conciliation Service to reduce costs.
- Based upon a change in legislation, the rate at which sick leave is awarded and accrued was reduced for part-time employees.

WEST BRANCH LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION – SPECIAL BOARD MEETING
SEPTEMBER 6, 2012 – 6:00 P.M.
WEST BRANCH HIGH SCHOOL – MEDIA CENTER

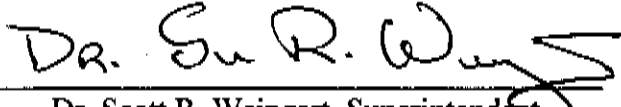
ROLL CALL:

ACCOUNTS PAYABLE:

- | | |
|---------------------------------|------------|
| 1. Index Blue "School Point" | |
| Subscription (7/1/12 – 6/30/13) | \$ 750.00 |
| Web Hosting (7/1/12 – 6/30/13) | \$4,000.00 |

NEW BUSINESS:

1. Recommend approval to accept a resolution to implement the last, best & final offer for a successor collective bargaining agreement with the WBEA for the period of July 1, 2012 through June 30, 2014.



Dr. Scott R. Weingart, Superintendent