
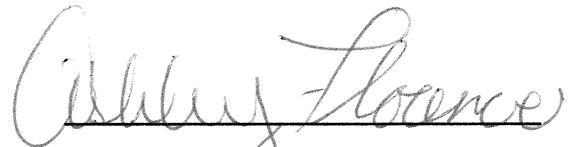


**Memorandum of Understanding between
the Athena-Weston School District and
the Athena-Weston Education Association**

By virtue of signing this Agreement the AWSD and the AWEA hereby agree to the changes in Article 14 and 15 as written below effective October 24, 2018. This MOU will remain in effect until the expiration of the current Collective Bargaining Agreement. The language will then be incorporated into the successor Collective Bargaining Agreement.



For the District



For the Association

Article 14: "Fair Share" and Article 15: "Payroll Deductions" becomes Article 14: "Dues and Deductions"

A. Association Dues

1. Dues Deduction Authorization

Prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify AWSD of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The Association and/or employee shall also notify AWSD when a bargaining unit member should no longer have dues deducted. AWSD shall enact dues deduction changes on the pay period following a notification.

2. Processing AWEA/OEA/NEA Dues Deductions

Dues deductions shall be made monthly in an amount equal to one-tenth (1/10) of annual dues, commencing with the month of November and continuing through the August pay period. Deductions for employees who join the Association after the beginning of the school year shall be prorated on a twelve-month proration schedule.

3. Remittance of Dues Checks

a. Data to OEA

Within ten (10) days after each pay period, AWSD shall send the Association an Excel-compatible register of the NEA/OEA/AWEA dues, including voluntary Association contributions, deducted from each member's paycheck.

b. Payment to OEA

Within ten (10) days after each pay period, AWSD shall send to OEA, in a single payment, the combined NEA and OEA dues, including voluntary Association contributions, deducted for the month.

c. Payment to AWEA

AWEA dues payments will be deducted and paid separately from OEA/NEA dues and shall be remitted to the AWEA Treasurer.

4. Indemnification

The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the district concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or District conduct that would constitute an Unfair Labor Practice. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

B. Employee Information

1. Employee List

AWSD shall provide to the OEA Membership Specialist an Excel-compatible database of each employee in the bargaining unit annually.

2. Change in Employment Status

AWSD shall promptly notify the OEA Membership Specialist whenever an employee in the bargaining unit is placed on an unpaid leave of absence, retires, is laid off, resigns, or changes their name.

Memorandum of Understanding

Between

Athena-Weston School District Board of Directors

And

Athena-Weston Teachers Association

The following agreement has been entered into for the school year 2018-2019. The District and the Association agree to the following:

1. The addition of a \$50.00 insurance cap increase beginning September 2018.
2. The addition of Four (4) responsibility days will be provided for professional learning, collaboration and additional professional responsibilities beyond regular contract hours. Responsibility days will be documented and approved by building principals. Responsibility days will be paid in the summer "Balance of Contract" checks. The language for the additional 4 responsibility days will sunset at the end of the 2018-2019 school year.

This memorandum of understanding shall be in effect beginning August 2018 through June 2019.



Rob McIntyre

Athena-Weston Teacher Association

6-18-18

Date



Scott Rogers

Board President

Date

ATTACHMENT A

2018-2019 CERTIFIED SALARY SCHEDULE

1.5% COLA

Experience	Column A	Column B	Column C	Column D	Column E MA/MS	Column F
	<u>BA/BS</u>	<u>BA/BS +15</u>	<u>BA/BS +30</u>	<u>BA/BS +45</u>	<u>BA/BS +60</u>	<u>MS + 30 BA/BS + 90</u>
0	37,297	38,341	39,386	40,434	42,283	43,702
1	38,657	39,703	40,753	41,796	43,666	45,084
2	40,022	41,165	42,116	43,161	45,051	46,466
3	41,385	42,430	43,478	45,583	46,433	47,849
4	42,749	43,792	44,841	45,884	47,816	49,235
5	44,109	45,155	46,295	47,250	49,198	50,623
6	45,478	46,523	47,566	48,616	50,582	51,996
7	46,840	47,885	48,931	49,982	51,964	53,381
8		49,246	50,295	51,337	53,347	54,764
9			51,660	52,702	54,729	56,148
10				54,072	56,110	57,530
11					57,497	58,912
12					58,875	60,296
13					61,607	61,679
14						64,410

EXTRA DUTY PAY SCHEDULE 2018-19 (1590)

Levels/Position	0	1	2	3	4
H.S. Athletic Director (JH is 1/2 step)	3,595	4,038	4,484	4,938	5,384
Head Football, Basketball, Baseball & Volleyball	3,436	3,542	3,642	3,749	3,849
Head Cross Country Track & Tennis	2,926	3,005	3,083	3,160	3,237
Asst. Football, Basketball Baseball & Volleyball	2,147	2,210	2,282	2,346	2,417
Asst. Track & Tennis	1,929	1,981	2,035	2,086	2,142
All "C" Squads, FBLA & FFA Advisors	1,710	1,764	1,818	1,871	1,929
All Junior High Squads , Rally, H.S. Annual and Weight Training	1,349	1,391	1,433	1,473	1,517
JH Annual & Drama (per play)	683	705	730	754	776