

April 17, 2014

Mr. Dominic Marsano, President
State Council of Professional Educators
OEA/NEA
4 Platinum Drive
Chesapeake, OH 45619

Dear Dominic,

I am writing to clarify some items that were address during the 2009 round of negotiations.

State employees who were employed during the 2009-2012 collective bargaining agreement were under a freeze on step movement from July 1, 2009 through June 30, 2011. Under Section 21.02(A), new hires are given credit for prior service in accordance with the provisions of Section 3317.13 (A)(1)(a), (b), (c), and (d) of the Ohio Revised Code, up to a total of 10 years through placement in a step on the Teacher's Salary Schedule corresponding with the amount of prior service. Any prior service earned during the 2003-2005 step freeze is excluded from that calculation. It was the intent of the parties that service time between July 1, 2009 and June 30, 2011 also be excluded from the calculation of prior service for employees.

Additionally, anyone newly hired into a classification eligible for prior service credit under Section 21.02(A) shall make a good faith effort to present proof of prior service within 90 days of hire in order to be appropriately placed on the pay scale. Any service time presented after the 90 day timeframe without evidence of a good faith effort to comply will not be counted toward the employee's step rate (i.e. no retroactive adjustment will be made after 90 days unless a good faith effort is demonstrated).

In accordance with Section 21.02(E)(d), employees who were employed during the 2003-2005 and/or the 2009-2012 step freeze(s) must attain 27 years of teaching service with the State of Ohio in order to be placed into Step 13.

If you are in agreement that this letter summarizes the intent of the parties during the 2009 round of negotiations, please sign below and return this letter to my office. If you have any questions, please feel free to contact me at 614-466-0651 or Kristen Rankin at 614-644-0518.

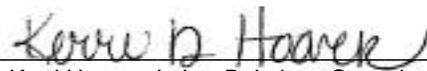
Sincerely,



Michael P. Duco
Deputy Director
Office of Collective Bargaining



Dominic Marsano, President, SCOPE OEA/NEA



Kerri Hoover, Labor Relations Consultant, OEA/NEA