

10-17-2019  
17-MED-03-0216

**COLLECTIVE BARGAINING AGREEMENT**

between the

**TUSLAW CLASSROOM  
TEACHERS' ASSOCIATION**

and the

**TUSLAW LOCAL SCHOOLS  
BOARD OF EDUCATION**

**(Stark County, Ohio)**

**- Effective -**

**July 1, 2017 – June 30, 2020  
Extension July 1, 2020 – June 30, 2023**

## Fiscal Year 2021

<i>SALARY</i>							
<i>BASE:</i>	<b>34639.00</b>						
	<i>Non-Degree</i>	<i>BA</i>	<i>BA+16</i>	<i>BA+32</i>	<i>MA</i>	<i>MA+16</i>	<i>MA+32</i>
0	32,907	34,639	36,648	36,648	37,930	39,696	40,389
1	34,293	36,128	38,241	38,241	39,904	41,671	42,363
2	35,678	37,618	39,835	39,835	41,879	43,645	44,338
3	37,064	39,107	41,428	41,428	43,853	45,620	46,312
4	38,449	40,597	43,022	43,022	45,827	47,594	48,287
5	39,835	42,260	44,927	44,927	47,802	49,568	50,261
6	41,220	43,922	46,832	46,832	49,776	51,543	52,236
7	42,606	45,585	48,737	48,737	51,751	53,517	54,210
8	43,992	47,248	50,642	50,642	53,725	55,492	56,184
9	45,377	48,910	52,547	52,547	55,700	57,466	58,159
10	46,763	50,573	54,453	54,453	57,674	59,441	60,133
11	46,763	52,236	56,358	58,003	59,648	61,415	62,108
12	46,763	53,898	58,263	59,943	61,623	63,389	64,082
13	46,763	55,561	60,168	61,883	63,597	65,364	66,057
14	46,763	57,224	62,073	63,822	65,572	67,338	68,031
16	46,763	58,886	63,978	65,762	67,546	69,313	70,005
18	46,763	59,718	64,931	66,645	68,360	69,953	70,646
20	46,763	60,549	65,883	67,529	69,174	70,594	71,287
23	46,763	61,242	66,542	68,204	69,867	71,114	71,807
25	46,763	61,935	67,200	68,880	70,560	71,633	72,326
27	46,763	62,662	68,654	70,127	71,599	72,673	73,365
29	46,763	63,701	69,694	71,166	72,638	73,712	74,405
30	46,763	64,740	70,733	72,205	73,677	74,751	75,444

## Fiscal Year 2022

<b>SALARY</b>							
<b>BASE:</b>	<b>35332.00</b>						
	<i>Non-Degree</i>	<i>BA</i>	<i>BA+16</i>	<i>BA+32</i>	<i>MA</i>	<i>MA+16</i>	<i>MA+32</i>
0	33,565	35,332	37,381	37,381	38,689	40,490	41,197
1	34,979	36,851	39,007	39,007	40,702	42,504	43,211
2	36,392	38,371	40,632	40,632	42,716	44,518	45,225
3	37,805	39,890	42,257	42,257	44,730	46,532	47,239
4	39,219	41,409	43,882	43,882	46,744	48,546	49,253
5	40,632	43,105	45,826	45,826	48,758	50,560	51,267
6	42,045	44,801	47,769	47,769	50,772	52,574	53,281
7	43,458	46,497	49,712	49,712	52,786	54,588	55,295
8	44,872	48,193	51,655	51,655	54,800	56,602	57,309
9	46,285	49,889	53,599	53,599	56,814	58,616	59,322
10	47,698	51,585	55,542	55,542	58,828	60,630	61,336
11	47,698	53,281	57,485	59,163	60,842	62,644	63,350
12	47,698	54,977	59,428	61,142	62,856	64,658	65,364
13	47,698	56,673	61,372	63,121	64,870	66,671	67,378
14	47,698	58,368	63,315	65,099	66,883	68,685	69,392
16	47,698	60,064	65,258	67,078	68,897	70,699	71,406
18	47,698	60,912	66,230	67,979	69,728	71,353	72,060
20	47,698	61,760	67,201	68,880	70,558	72,007	72,713
23	47,698	62,467	67,873	69,569	71,265	72,537	73,243
25	47,698	63,174	68,544	70,258	71,971	73,067	73,773
27	47,698	63,916	70,028	71,530	73,031	74,127	74,833
29	47,698	64,976	71,088	72,590	74,091	75,186	75,893
30	47,698	66,036	72,148	73,650	75,151	76,246	76,953

## Fiscal Year 2023

<i>SALARY</i>							
<i>BASE:</i>	<b>36039.00</b>						
	<i>Non-Degree</i>	<i>BA</i>	<i>BA+16</i>	<i>BA+32</i>	<i>MA</i>	<i>MA+16</i>	<i>MA+32</i>
0	34,237	36,039	38,129	38,129	39,463	41,301	42,021
1	35,679	37,589	39,787	39,787	41,517	43,355	44,076
2	37,120	39,138	41,445	41,445	43,571	45,409	46,130
3	38,562	40,688	43,103	43,103	45,625	47,463	48,184
4	40,003	42,238	44,760	44,760	47,680	49,518	50,238
5	41,445	43,968	46,743	46,743	49,734	51,572	52,293
6	42,886	45,697	48,725	48,725	51,788	53,626	54,347
7	44,328	47,427	50,707	50,707	53,842	55,680	56,401
8	45,770	49,157	52,689	52,689	55,896	57,734	58,455
9	47,211	50,887	54,671	54,671	57,951	59,789	60,509
10	48,653	52,617	56,653	56,653	60,005	61,843	62,564
11	48,653	54,347	58,635	60,347	62,059	63,897	64,618
12	48,653	56,077	60,618	62,365	64,113	65,951	66,672
13	48,653	57,807	62,600	64,384	66,168	68,006	68,726
14	48,653	59,536	64,582	66,402	68,222	70,060	70,781
16	48,653	61,266	66,564	68,420	70,276	72,114	72,835
18	48,653	62,131	67,555	69,339	71,123	72,781	73,502
20	48,653	62,996	68,546	70,258	71,970	73,447	74,168
23	48,653	63,717	69,231	70,961	72,691	73,988	74,709
25	48,653	64,438	69,916	71,664	73,411	74,529	75,249
27	48,653	65,195	71,429	72,961	74,493	75,610	76,331
29	48,653	66,276	72,510	74,042	75,574	76,691	77,412
30	48,653	67,357	73,592	75,123	76,655	77,772	78,493

**ARTICLE 31 - SUPPLEMENTAL SALARIES**

31.01 All supplemental salary indices shall be multiplied by the BA (0) Base salary.

<b><u>POSITION</u></b>	<b><u>1st - 4th Yr.</u></b>	<b><u>5th Yr.</u></b>
Assistant Athletic Director	0.090	0.110
Site Manager – M.S.	0.060	0.070
<b>Head Football Coach</b>	0.190	0.200
Assistant Varsity Football	0.120	0.130
Head 9 <sup>th</sup> Grade Football	0.100	0.110
Head 8 <sup>th</sup> Grade Football	0.080	0.090
Head 7 <sup>th</sup> Grade Football	0.080	0.090
Assistant 9 <sup>th</sup> Grade Football	0.080	0.090
Assistant 8 <sup>th</sup> Grade Football	0.070	0.080
Assistant 7 <sup>th</sup> Grade Football	0.070	0.080
<b>Head Varsity Boys Basketball</b>	0.190	0.200
Assistant Varsity Basketball	0.120	0.130
Reserve Basketball Coach	0.120	0.130
9 <sup>th</sup> Basketball Coach	0.100	0.110
<b>Head Varsity Boys Basketball</b>	0.190	0.200
8 <sup>th</sup> Basketball Coach	0.080	0.090
7 <sup>th</sup> Basketball Coach	0.080	0.090
Grade "B" Basketball	0.035	0.040

<b><u>POSITION</u></b>	<b><u>1st - 4th Yr.</u></b>	<b><u>5th Yr.</u></b>
<b>Head Girls Basketball Coach</b>	0.190	0.200
Assistant Girls Basketball	0.120	0.130
Reserve Basketball Coach	0.120	0.130
9 <sup>th</sup> Basketball Coach	0.100	0.110
8 <sup>th</sup> Basketball Coach	0.080	0.090
7 <sup>th</sup> Basketball Coach	0.080	0.090
<b>Head Wrestling Coach</b>	0.170	0.180
Assistant Wrestling Coach	0.100	0.110
Jr Hi Wrestling Coach	0.080	0.090
Assistant Jr Hi Wrestling Coach	0.070	0.080
<b>Head Volleyball Coach</b>	0.120	0.130
Assistant Volleyball Coach	0.080	0.090
9 <sup>th</sup> Volleyball Coach	0.080	0.090
7 <sup>th</sup> /8 <sup>th</sup> Grade Volleyball	0.070	0.080
<b>Head Track Coach/Boys</b>	0.120	0.130
Assistant Track Coach	0.080	0.090
Jr Hi Track Coach	0.070	0.080
Assistant Jr Hi Track Coach	0.060	0.070
<b>Head Track Coach/Girls</b>	0.120	0.130
Assistant Track Coach	0.080	0.090
Jr Hi Track Coach	0.070	0.080
Assistant Jr Hi Track Coach	0.060	0.070
<b>Head Softball Coach</b>	0.120	0.130
Assistant Softball Coach	0.080	0.090
Reserve Softball Coach	0.080	0.090
<b>Head Baseball Coach</b>	0.120	0.130
Assistant Baseball Coach	0.080	0.090
Reserve Baseball Coach	0.080	0.090
9 <sup>th</sup> Grade Baseball Coach	0.080	0.090

<b><u>POSITION</u></b>	<b><u>1st - 4th Yr.</u></b>	<b><u>5th Yr.</u></b>
<b>Head Soccer Coach/Boys</b>	0.120	0.130
Assistant Soccer Coach	0.080	0.090
9 <sup>th</sup> Grade Soccer Coach	0.080	0.090
7 <sup>th</sup> /8 <sup>th</sup> Grade Soccer Coach	0.070	0.080
<b>Head Soccer Coach/Girls</b>	0.120	0.130
Assistant Soccer Coach	0.080	0.090
9 <sup>th</sup> Grade Soccer Coach	0.080	0.090
7 <sup>th</sup> /8 <sup>th</sup> Grade Soccer Coach	0.070	0.080
Golf	0.080	0.090
Tennis	0.080	0.090
Cross Country	0.090	0.100
Cross Country – Jr High	0.070	0.080
Assistant Cross Country	0.070	0.080
Conditioning/Weight Training (not to exceed four seasons)	0.050	0.060
Cheerleader Advisor (Fall)/ Varsity	0.070	0.080
Cheerleader Advisor (Fall/ Reserve & 9 <sup>th</sup>	0.055	0.065
Cheerleader Advisor (Fall)/9 <sup>th</sup>	0.045	0.055
Cheerleader Advisor (Fall)/Jr Hi	0.045	0.055
Cheerleader Advisor (Winter)/ Varsity & Reserve	0.080	0.090
Cheerleader Advisor (Winter)/9 <sup>th</sup>	0.045	0.055
Cheerleader Advisor (Winter)/Jr Hi	0.045	0.055
Pep Club	0.030	0.035
Head Speech & Debate	0.070	0.080
Assistant Speech & Debate	0.060	0.070
Yearbook Advisor HS	0.070	0.080
Yearbook Advisor Jr HI	0.020	0.030
Musical	0.065	0.075

<b><u>POSITION</u></b>	<b><u>1st - 4th Yr.</u></b>	<b><u>5th Yr.</u></b>
Newspaper HS	0.040	0.050
Newspaper Jr Hi	0.020	0.030
Audio-Visual	0.025	0.035
Assistant Musical	0.030	0.040
Freshman Class Advisor	0.030	0.040
Sophomore Class Advisor	0.070	0.080
Junior Class Advisor	0.045	0.055
Senior Class Advisor	0.030	0.040
Student Council Advisor HS	0.030	0.040
Student Council Advisor Jr Hi	0.030	0.040
News Releases	0.020	0.030
New Horizons	0.040	0.045
Jazz Band	0.040	0.045
Pep Band	0.030	0.035
Head Teacher/BG	0.045	0.055
Head Teacher/MS (per principal)	0.045	0.055
Elementary Musical	0.015	0.025
HS Choir Performances	0.025	0.035
HS Band Performances	0.025	0.035
Assistant Marching Band	0.080	0.090
Majorette Advisor	0.030	0.040
Science Olympiad	0.025	0.035
Foreign Language Club	0.025	0.035
Teen Institute	0.025	0.035
National Honor Society	0.025	0.035
Future Educators of America	0.025	0.035
Academic Challenge	0.030	0.040
Drama Advisor	0.050	0.060
FCA	0.025	0.035
FCCLA	0.025	0.035
DC Trip (Teachers taking trip)	0.025	0.035
LPDC	0.045	0.050
Detention – High/Middle School	0.060	0.060
Detention – Elementary School	0.040	0.040
Post Prom	0.035	0.040
Power of the Pen	0.025	0.035
Resident Educator (Mentor)	0.040	
Lead Mentor	\$1,000	
Outdoor Education	0.025	0.035
Leo Club	0.025	0.035
Technology Assistant (1/bldg.)	0.090	0.100
Graphic Designer	0.060	0.070

**COLLECTIVE BARGAINING AGREEMENT**  
**between the**  
**TUSLAW CLASSROOM TEACHERS'**  
**ASSOCIATION**  
**and the**  
**TUSLAW LOCAL SCHOOLS BOARD OF**  
**EDUCATION**  
**July 1, 2017 – June 30, 2020**  
**Extension July 1, 2020 – June 30, 2023**  
**Clarifications and Corrections 5/17/19**

**ARTICLE 14 - LEAVES OF ABSENCE**

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14.12 Teachers shall notify the Superintendent of their intent to return from leave by April 1<sup>st</sup> (applies to 14.03 and 14.11).

**ARTICLE 16 – LENGTH OF SCHOOL DAY**

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16.07 Bargaining unit members may be required to attend up to twenty (20) hours of in-service meetings per year, in addition to the current 184-day contract year, under the following conditions:

## **ARTICLE 25 – RETIREMENT INCENTIVE**

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- 25.01 A one-time retirement bonus in the amount of \$20,000 will be available to bargaining unit members who become first time eligible for retirement without reduced benefits under STRS guidelines and retire effective at the end of the school year in which they qualify.

## **ARTICLE 26 – RETIRE/REHIRE**

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- 26.01 4. Upon employment as a teacher, PRT's will be placed at Step 10 on the salary schedule for the duration of their employment and they shall be given full credit for their educational level. No other employment in the district qualifies for this provision, including tutors.

**ARTICLE 31 – SUPPLEMENTAL SALARIES**

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<u>POSITION</u>	<u>1<sup>st</sup>-4<sup>th</sup> Yr.</u>	<u>5<sup>th</sup> Yr.</u>
Site Manager – H.S.	0.090	0.110
Detention – High/Middle School	0.060	0.065
Detention – Elementary School	0.040	0.045
Resident Educator Mentor	0.040	0.045
Lead Mentor	0.045	0.050

**ARTICLE 33 – TUITION REIMBURSEMENT**

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33.01 E. The rate of reimbursement will be the actual rate for the quarter or semester, up to \$100.00 per quarter hour or \$150.00 per semester hour. Under no condition will a teacher be reimbursed more per hour than the actual tuition rate. Maximum reimbursement per semester will be four semester hours or six quarter hours.