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NEGOTIATED AGREEMENT

between the

**STRASBURG-FRANKLIN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**STRASBURG-FRANKLIN NON-TEACHING
PERSONNEL ASSOCIATION**

**Effective
July 1, 2018 through June 30, 2021**

The Strasburg-Franklin Local School District believes in equal employment opportunity.

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STRASBURG-FRANKLIN LOCAL SCHOOL EMPLOYEES ASSOCIATION

The Strasburg-Franklin Local Board of Education (hereinafter called the Board) recognizes the Strasburg-Franklin Non-Teaching Union/AFT/OFT/AFL-CIO/SEA 4733 (hereinafter called the Association) as the sole and exclusive representative for all regularly employed non-teaching employees now employed or to be employed in the Strasburg-Franklin Local School System. Included are: Regularly employed non-teaching employees, cooks, bus drivers, custodians, aides and secretaries. Excluded are the Treasurer, the central office secretary and the assistant to the treasurer.

ARTICLE I – RECOGNITION

- A. The Board recognizes the Strasburg Education Association as the representative for the regularly employed non-teaching employees within the employee unit for a term beginning July 1, 2015, and ending midnight June 30, 2018, so long as the majority of non-teaching employees belong to the Association. However, negotiations for certified and non-certified bargaining units shall be done separately.
- B. The Board and the Association recognize and agree that all regularly employed non-teaching employees have the right to join, participate in and assist the Association and the right to refrain from such. Membership or the payment of dues, fees or assessments shall not be a prerequisite for employment or continuation of employment of an employee.
- C. RIGHT OF THE INDIVIDUAL. Nothing contained herein shall abridge the right of any employee to express his/her views to the administration and/or Board at any scheduled meeting by the Board in accordance with Board policy, provided that during the term of recognition, negotiations shall be conducted only with the Association.

ARTICLE II – NEGOTIATION PROCEDURES

- A. Statement of Principles
 - 1. The Board and the SNU/SEA state that the principles stated in succeeding sections of this Article will govern the negotiations process between the Board and the SNU.
 - 2. “Good Faith” requires that the Board and the SNU/SEA be willing to react to each other’s proposals. If a proposal is unacceptable, the other side is obligated to give reasons why. Nothing in this contract will compel either party to agree to a proposal or to make a concession.
- B. Scope of Negotiations

Those matters which shall be negotiable are wages, hours, terms and other conditions of employment as may be mutually agreed upon by the Board and the SNU/SEA.

C. Requests for Negotiations

1. If either of the parties desires to negotiate changes in wages, hours, or other terms and conditions of employment, it will notify the other party in writing not later than ninety (90) days, and not earlier than one hundred-twenty (120) days, prior to the expiration date of any agreement reached pursuant to the terms of this negotiating procedure. Notification in writing from the SNU/SEA will be submitted to the Superintendent. Notification in writing from the Board will be addressed to the President of the SNU/SEA. The above notification will include a list of items from the party to be the subjects of negotiations.
2. Within fifteen (15) working days after receipt of such notice, an initial meeting will be held at which SNU/SEA and the Board will submit in writing their proposals. The fifteen (15) day period may be extended by mutual consent.
3. In the first negotiations session, proposals will be in form and detail specifying that to which agreement is sought. Topical listings of items proposed for negotiations will constitute a clear failure of compliance with this requirement and may be disregarded.
4. The items proposed will constitute the total negotiations. No new items may be submitted unless by mutual agreement of both parties. Any items not submitted for negotiations and in the current contract will remain in full force and effect in the successor contract.

D. Meetings

Meetings between the committee of the SNU/SEA and the representatives of the Board will be scheduled for a mutually satisfactory time.

1. Meetings shall not exceed three (3) hours in length unless both parties mutually agree to extend the time.
2. Relevant data and supporting information, proposals, and counter proposals will be presented.
3. Consultants may be used if deemed advisable by either party.
4. During the period of consideration, interim reports of progress may be made to the SNU/SEA by its representatives and to the Board by its representatives.
5. While discussions are in progress, any release prepared for the news media shall be approved by both groups.
6. Upon the request of either party, the negotiation meeting shall be recessed to permit the parties to caucus.

E. Representation

1. The representatives of the Board will consist of not more than six (6) designees.
2. The representatives of the SNU/SEA will consist of not more than six (6) designees.

F. Assistance and Study Committees

Either party, with the consent of the other party, may call upon professional and lay persons to consider and make suggestions concerning matters under discussion.

G. Agreement

1. Tentative agreement on negotiated items will be reduced to writing and initialed by the representatives of each party. All agreements are tentative, based upon the complete resolution of all issues.
2. The purpose of “tentative agreements” is to develop a package that will be submitted to the non-teaching employees and the Board for ratification. Initialing of tentative agreements shall be done in good faith.
3. The membership of the SNU/SEA must affirm the acceptance of the contract first by a membership vote, and then the same will be presented to the Board for its decision. If approved, the contract will be binding on both parties.
4. Within thirty (30) working days after signing, the contract will be provided to all bargaining unit members and Board members. The Board will be responsible for the typing of the final negotiated contract and provide a copy to the SNU/SEA’s representative for his/her review. The Board will be responsible for the duplication and distribution of the contract to bargaining unit personnel as well as administrative personnel and Board members.

H. Dispute Settlement Procedures

1. Mediation: In the event agreement is not reached by the parties after sixty (60) days of bargaining, either party may request the use of mediation in an effort to reach an acceptable settlement. The negotiation teams will request a mediator in the following manner:
 - a. The Federal Mediation and Conciliation Service (FMCS) will be contacted first.
 - b. If the FMCS cannot provide a mediator within thirty (30) days, the State Employment Relations Board will be contacted to provide a mediator.

In the event there are costs and expenses for said services, the costs will be shared equally by the Board and the SNU/SEA. However, if after sixty (60) days from commencement of negotiations, should either side request that negotiations be

extended before mediation, and, if both parties mutually agree to do so, negotiations before mediation will be extended up to thirty (30) additional days, making ninety (90) days from the day of the initial meeting the total number of days for any one negotiation session.

Mediation will continue for thirty (30) days unless both parties mutually agree to extend this process.

2. This shall be the last step in the bargaining process. Nothing herein shall be construed to waive the SNU/SEA's non-certificated bargaining unit the right to strike in accordance with O.R.C. 4117.14 (D) (2).

I. Modification of Agreement

The Board and the SNU/SEA may modify or amend this Agreement with mutual consent by both parties any time during the year.

ARTICLE III – GRIEVANCE PROCEDURES

A. Grievance Policy

The Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their grievances. Such procedures shall be available to all employees and no reprisals of any kind shall be taken against any employee initiating or participating in the grievance procedure.

B. Grievance Defined

A grievance is a disagreement involving the violation, interpretation or application of the specific provisions of this contract, entered into between the Board and the recognized employees' organization (SNU/SEA).

A grievant will mean either (1) an individual employee or (2) group of employees having the same grievance. A group grievance may be filed by the SNU/SEA on behalf of the said group if the group consists of five (5) or more persons who are affected by the same transaction or occurrence.

C. Procedures

Step One:

Any employee having a grievance shall first discuss such grievance with his/her immediate supervisor within fifteen (15) calendar days after the date of occurrence or date when the employee became aware of the event upon which the grievance is based. After this discussion, the supervisor has fifteen (15) calendar days to respond to the grievance.

Step Two:

If the discussion does not resolve the grievance to the satisfaction of the employee(s), the employee(s) shall have the right to lodge a written grievance with the immediate supervisor. If such grievance is not lodged within five (5) working days following the rendering of the judgment in Step One, it shall no longer exist.

Step Three:

If the action taken by the immediate supervisor does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the supervisor's action on said grievance shall be deemed a waiver of the right to appeal.

Upon request, a hearing shall be conducted by the Superintendent within five (5) working days after receipt of the request. The aggrieved employee shall have the right to be represented at such hearing by counsel or by a representative of the SNU/SEA.

The Superintendent shall take action on the appeal of the grievance within five (5) working days after receipt of the appeal, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the immediate supervisor.

Before a member of the bargaining unit enters the fourth step of the grievance procedure with the Board, he/she must first present it to the SNU/SEA Board of Directors. If the Board of Directors approves the grievance, then the member of the bargaining unit shall have the backing of the SEA and shall be eligible for funds, legal or otherwise.

Step Four: Arbitration

If the grievance is not resolved in Step Three, the employee and the SNU/SEA may submit the matter to an arbitrator under the voluntary labor arbitration rules of the Federal Mediation and Conciliation Service by filing notice with the Board no later than ten (10) days after receipt of the unsatisfactory decision at Step Three. The arbitrator shall be selected from a list of seven (7) names provided by the Federal Mediation and Conciliation Service in accordance with its rules and regulations. The alternate strike method shall be used to determine which of the seven (7) arbitrators will hear the grievance.

The arbitrator will issue his/her opinion and recommendation not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision will be in writing and will set forth the arbitrator's opinion and recommendations on the issues submitted. The arbitrator will limit his/her opinion and recommendation strictly to the application and interpretation of the provisions of this contract.

The opinion and recommendation of the arbitrator will be binding on both parties.

The arbitrator's fee will be shared equally by the parties to the dispute.

D. Representation in the Grievance Procedures

The grievant may have a representative(s) present at any stage of the grievance procedure. Such representation shall be with approval of the SNU/SEA.

No grievant, at any stage of the grievance procedure, will be required to meet with any administrator without SNU/SEA representation.

E. Time Limits

If a decision on a grievance is not appealed within the time limit specified at any step of the procedure, the grievance will be deemed settled on the basis of the disposition at that step and further appeal will be barred. Failure at any step of these procedures by an administrator to communicate the decision on a grievance within the specified time limits shall permit the grievant to appeal to the next step.

ARTICLE IV – WORKING CONDITIONS

A. SCHOOL CALENDAR. The Strasburg-Franklin Local School Employees' Association will have one (1) representative on the committee to recommend a school calendar to the Board of Education. The representative shall consult with the custodial staff members regarding times of operations during non-school days in an effort to provide efficient time and manpower to complete all non-school day repairs/updates/cleaning.

B. CALAMITY DAYS/DELAYED DAYS. Twelve (12) month employees shall be required to makeup, without additional pay, days beyond the five (5) lost as a result of school closings or cancellation of classes.

All classified employees shall report to work on their regular starting time on a delay day with no additional pay. The only exception is bus drivers since they will be working their usual number of hours even on a delay day.

Employees required to work on calamity days will receive their regular pay and receive hourly pay for additional time worked.

C. SERVICE FEE. Bus Drivers. A service fee will be paid at the end of the year to each regular bus driver in the amount of \$250 for each official school year for the following services:

1. Documentation of a minimum of 20 washings. A spare bus may be included.
2. Regular cleaning of the interior of the bus.
3. Regular cleaning of the windows and windshields for vision and safety.

4. Regular inspection of lights, flashers and lighting.
5. Regular fill up with fuel and accurate recording of same on forms provided.
6. Schedule regular oil change and lubrications.
7. Inspect and schedule changing and rotation of tires when necessary.
8. Keep the Superintendent informed of any or all problems relative to transportation.
9. Each driver will clean his own section of the bus garage.

D. PAYMENT FOR CDL EXPENSES. The Board will pay for the CDL on completion of the passing test and completing the present school year of the driver contract. The final pay of the school year will include the CDL reimbursement. All CDL receipts should be given to the Treasurer for payment of CDL licenses.

E. EXTRA TRIPS – BUS DRIVERS. Regular bus drivers will be offered extra trips first before being offered to substitutes. Routes will be granted to drivers in seniority order. All extra trips will be straight time at a rate of \$12.00 per hour (or overtime if applicable) through the ending date of this contract.

F. NEW BUS – BUS DRIVERS. When a new bus is added to the fleet the new bus will be assigned to the driver who has the greatest seniority. At the beginning of each school year, the most senior driver will have first choice of the bus he/she will be assigned to drive and then each driver in descending seniority order chooses their bus.

When a bus driver no longer drives for the district and is replaced by a new driver, the new driver will be assigned to drive the previous driver's bus until the end of the current school year. The driver with the most service will move up in rotation and having first choice at any available bus which is not assigned to an existing driver.

G. LENGTH OF CONTRACTS. The procedure used in issuing contracts to regular non-teaching personnel that are hired after August 1, 1996, will be as follows:

1. The length of the first contract shall be one (1) year.
2. The length of the second contract shall be one (1) year.
3. The length of the third contract shall be three (3) years.
4. The length of the fourth contract shall be five (5) years.
5. After the expiration of the five year contract, if the contract of the non-teaching employee is once again renewed, the employee shall be employed under a continuing contract.

6. Newly hired non-teaching employees who have accumulated previous experience in other school districts may have such experience taken into consideration when determining the length of the second contract.

H. JOB VACANCY. The Superintendent will notify the president and secretary of the employees' group that is recognized when a job vacancy exists. Employees will have three days to notify the Superintendent if they are interested in the vacancy.

I. OVERTIME. Any time a bargaining unit member is assigned by the Superintendent or designee to work beyond forty (40) hours per week, the pay will be time and one-half. Overtime will be calculated on any hours beyond contracted hours. Sick leave, personal leave and holidays are contracted hours.

When a member (s) is required to work on paid holidays he/she shall receive double time for hours worked.

Holidays:

1. Labor Day
2. Thanksgiving
3. Christmas
4. New Year's Day
5. Martin Luther King
6. President's Day (unless used by the district as a makeup day)
7. Good Friday
8. Memorial Day

President's day may be changed due to the school calendar

J. ADVISORY COMMITTEE/LABOR MANAGEMENT COMMITTEE. An advisory committee and the Superintendent shall meet at least two times a year and more frequently as needed when there is a request to discuss legitimate concerns. An agenda should be submitted to the Superintendent three days prior to the meeting.

Either the advisory group or the Superintendent may request a meeting.

K. BUS ROUTE TIMES. Afternoon route times will be a total of one-half (1/2) hour less than morning routes, due to one-quarter (1/4) hour for pre-inspection and one-quarter (1/4) hour for sitting time between morning high school and elementary routes.

Should there be a need for adjustment to these times, the bus driver may submit, in writing, to the Superintendent, i.e. – an increase in the number of students riding the bus, an increase in the number of stops being made and/or an increase in the number of miles driven.

Administration reserves the right to adjust bus routes and times due to demographic changes within the district.

- L. MEDICAL HYGIENE ADMINISTRATION. No non-certified personnel shall be required, unless trained to:
1. Administer any medication (prescribed or over-the-counter) by injection, by mouth, by absorption, by application or by any other means. In the event the nurse is not present/available, the secretaries will dispense required medication.
 2. Take care of any hygiene needs including procedures for cleanliness, and any procedure involving the use of diapers, or special garments pertaining to bodily fluids, or any other device or product not normally worn or used by a person in good health and/or physical well being.
 3. Assist, transport, carry, maneuver, lift, or in any way assist a student on or off any vehicle, on or off any apparatus including wheelchairs, into or out of any classroom, into or out of any restroom or other room for any purpose if it places the non-certified personnel or student at personal risk.
 4. Assist a student in any way with intake of food or drink if it places the non-certified or student at personal risk.
- M. UNIFORM AND CLOTHING ALLOWANCE. A \$100 dollar per year clothing allowance shall be paid to the custodians and cafeteria workers.

ARTICLE V – REDUCTION IN FORCE

If the Board determines it necessary to reduce the number of bargaining unit positions under Ohio Revised Code 3319.17 or for financial problems, the following procedures shall apply:

- A. Reductions shall be made by suspending contracts based upon the Superintendent's recommendation. These contract to be suspended shall be chosen as follows:
1. All members of the bargaining unit shall be placed on a seniority list by each job classification for which they are currently employed. Members serving under continuing contracts shall be placed at the top of the list in descending order of seniority. Members serving under limited contracts shall be placed on the list under continuing contract members, also in descending order of seniority.
 2. System seniority will apply and is defined as the total number of years of continuous service in the District. A year is defined as one hundred twenty (120) days of work and/or paid leave in any one (1) school year.
 - a. Board approved unpaid leaves shall not interrupt seniority, but time spent on such leave shall not count toward seniority. Employees shall accrue seniority while on paid leave. For the purpose of a RIF, a unit member who becomes an administrator and is no longer in the bargaining unit shall retain his/her seniority as a unit member but shall not accrue seniority while an administrator.

- b. If two (2) or more members have the same length of continuous service, seniority will be determined by:
 - (1) the date of the Board meeting at which the member was hired, and then by
 - (2) the date the member signed his/her initial employment contract in the District, and then
 - (3) any remaining ties will be broken by the Superintendent's review of recent evaluations and judgment regarding the best interest of the District.
3. Recommended reductions in job classification will be made by selecting the lowest person on the seniority list for that area of reduction.

A member being displaced will be notified that he/she is being displaced within seven (7) days of the time displacement is known. Such displaced employees shall be placed on the recall list.

- B. The names of members whose limited contracts are suspended in a reduction in force will be placed on the recall list for up to twenty-four (24) months from the date of reduction. Members on continuing contracts shall remain on the recall list indefinitely. Employees on the recall list shall have the following rights:
 1. No new non-teaching staff will be employed by the Board while there is a member on the recall list who held the same position classification at the time of the layoff.
 2. Members on the recall list will be recalled in reverse order of suspension for vacancies or new positions in the same classification from which he/she was laid off.
 3. It is the responsibility of the involved member to advise the Board of an address where he/she can be reached. If the employee fails to respond in the affirmative during the specified time period, he/she will be removed from the recall list and the Board shall have no further obligation to him/her. If the position which becomes available varies in length of service per day and/or year from the position from which the employees was suspended, the employees may decline the position without being removed from the recall list.

ARTICLE VI – LEAVES

A. SICK LEAVE REGULATIONS.

1. Sick leave credit shall be computed on the basis of the employment year beginning August 1 and ending July 31.
2. All employees except substitutes shall be entitled to a maximum of 15 days sick leave computed at the rate of 1.25 credit for each completed month of service. A completed month of service shall consist of a calendar month.
3. Sick leave for all employees shall be accumulated in an amount not to exceed 270 days.
4. Sick leave shall be paid for absence due to the following:
 - a. Personal illness, pregnancy, injury or exposure to contagious diseases which could be communicated to others.
 - b. Quarantine.
 - c. Upon the approval of the Superintendent, leave shall be paid for serious illness or death in the employee's immediate family. The immediate family shall be interpreted to mean anyone living in the same household or – father, mother, father-in-law, mother-in-law, brother, sister, husband, wife, children, grandchildren, grandmother, or grandfather.
5. Sick leave days for a death other than a spouse or child shall be limited to no more than five (5) working days after the funeral, unless extenuating circumstances warrant special consideration. Requests for more sick leave should be directed to the Superintendent as soon as possible.

B. PERSONAL LEAVE REGULATIONS.

Three (3) unrestricted personal leave days per year shall be granted to each employee. Personal leave is not deducted from sick leave and may not be accumulated from year to year. Requests for personal leave must be in writing, per the prescribed form, to the principal at least three (3) days before the day of absence except for an act of nature or an accident.

The immediate supervisor will forward the request to the Superintendent for his/her approval and the request form will be returned either granting or denying the leave. The principal or his/her designee will be responsible for informing the employee of the approval or denial of the request for personal leave.

The unrestricted personal leave days cannot be used in conjunction with a holiday or break period, parent-teacher conferences and open house unless approved by the Superintendent.

No more than 10% of classified staff may be on personal leave in any one day and no more than one day may be used during the month of May unless approved by the Superintendent.

C. PROFESSIONAL LEAVE.

One (1) official chapter delegate alternate to the state organization's annual meeting will be granted three (3) days with pay and as many days as requested without pay. The Board will pay no expenses for delegate meetings.

D. UNPAID LEAVE.

All unpaid leave of absence requests shall be presented to the Board of Education for approval. Employees requesting an unpaid day (or days) should do so seven (7) days before the Board meeting preceding the requested leave, so that the Board may have time to act on the request before the day of leave.

1. Upon the written request of a member, the Board may grant a leave of absence for educational, professional or other purposes and shall grant such leave where illness or other disability is the reason for the request for a period not to exceed two (2) years.
2. During any period of leave under this section, the member shall neither be paid nor receive any form of paid benefits.
3. Upon the return of the member from a leave of absence under this section, the Board may terminate the employment of a person hired exclusively for the purpose of replacing the returning member while the returning member was on leave.

ARTICLE VII – BENEFITS AND SERVICES

Employees may not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information.

A. INSURANCE

For 2018-2019, the Board shall pay eighty-four percent (84%) and bargaining unit members shall pay sixteen percent (16%) of the health insurance. For 2019-2020, the Board shall pay eighty-three (83%) percent and the employee shall pay seventeen (17%) percent. For 2020-2021, the Board shall pay eight-two (82%) percent and the employee shall pay eighteen (18%) percent.

An employee must be contracted to work at least 30 hours per week to be eligible for insurance benefits. However, any employee who was enrolled in the insurance programs on July 1, 2011, will continue to be covered by paying the percentage negotiated. Any employee hired after June 30, 1977 and enrolled in health coverage prior to July 1, 2011

will have hospital, surgical and major medical insurance pro-rated on a basis of a thirty hour week. For example, for an employee who works 20 hours per week, the Board would pay 66% of the premium; for an employee who works 25 hours per week, the Board would pay 83% for the premium.

Stark County Schools Council

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental, and life insurance through the COG. The coverage shall be the standardized COG specifications.

Preferred Provider – Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services may be provided through the Stark County Council of Governments (COG) Health Insurance Program.
2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be determined by the COG.

Preferred Provider – Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.
2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.
3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the COG.
5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.
6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

Dental

The Board shall provide dental coverage and pay 100% of the premium.

Life

The Board shall provide term life and accidental death and dismemberment coverage in the amount of \$25,000 for each teacher.

Bargaining unit members may purchase additional term life insurance at the group rate, in \$5,000 increments, up to a maximum of \$60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

Section 125

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided under IRS Section 125 if feasible.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. If an employee elects to utilize any of the IRS 125 benefits, the administrative cost shall be shared equally between the employee and the employer.

Premium Holidays

If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

Spousal Coverage

Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who had insurance with one COG employer and immediately thereafter, moved to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

Same Sex Marriage

If state law recognizes same-sex marriage, the COG plan specifications will be modified to include those individuals.

B. HOLIDAYS.

Holidays as listed on the attached wage schedule.

C. NEGOTIATION COSTS.

All costs of negotiations, other than cost of time, shall be shared equally.

D. STUDENT TUITION.

Any full-time employees of the Strasburg-Franklin School System who live outside the Strasburg-Franklin Schools may have their children attend the Strasburg-Franklin Schools tuition free. Employees must notify the Superintendent by August 1 of each school year. Students must attend the first day of school to meet the standards of the laws. Senate Bill 51 – enacted October 26, 1989.

E. SEVERANCE PAYMENT.

The Board establishes severance payment to employees upon retirement from active service with the district when they retire under the SERS program.

1. The amount of payment shall never exceed one-fourth of the employee's accumulated and unused sick leave up to a maximum of 60 days.
2. Severance payment shall be made in accordance with the following provisions:
 - a. To be eligible to receive severance pay, an employee must have been in active service with the district for eight (8) years.
 - b. The request for payment shall be submitted to the Board for approval along with a declaration of retirement no later than one hundred eighty (180) calendar days prior to the effective date of retirement – unless emergency or health problems arise which may force retirement and/or late notification. However, the Board may, in its discretion, accept a retirement outside of the date set forth above.
 - c. Such payment shall be made no later than sixty (60) days after the effective date of retirement from active service with the district. Proof of retirement must be validated by SERS.
 - d. Upon the death of an active employee who is eligible for retirement through SERS rules and has served the Strasburg-Franklin School District for twenty (20) years, severance pay shall be paid to the estate of the employee.

F. PAYROLL DEDUCTION.

Payroll deductions for the Association's member's dues, and Board approved annuity payments – may be deducted from paychecks upon written requests received by the Treasurer prior to September 15. Deductions for the Credit Union may be received quarterly (September 15, December 15, March 15 and June 15).

G. VACATION.

After one year of continuous full service, all eleven or twelve month employees shall be entitled to two (2) weeks paid vacation at their regular rate of pay. After ten years continuous full-time service, each eleven or twelve month regular employee will be

entitled to three (3) weeks paid vacation. After seventeen years continuous full-time service, each eleven or twelve month regular employee will be entitled to four (4) weeks paid vacation. Vacation shall be scheduled by the employee so as to minimize disruption of school district operations and at a time acceptable to the Superintendent.

Vacation days should be used during the year earned, but the employee is authorized to carry over from one contract year to the next an amount of vacation equal to five days. Five days must be taken as time off, and five days may be carried over to the next year's vacation. A maximum of five days may be redeemed for cash. The employee may accumulate a maximum of twenty days of vacation including the current year's earned vacation. No employee may take more than 20 vacation days in a contract year.

ARTICLE VIII – SALARY

2018-2019: index / increase 3% on the base

2019-2020: index / increase 3% on the base

2020-2021: index / 3% on the base

The board shall provide a retirement incentive of \$500 for each employee that resigns prior to April 1st of the retirement year.

Wage scale, special provisions and paid holidays as described on attached schedule.

A. **DIRECT DEPOSIT.**

All non-teaching staff will make arrangements with their banks and the district Treasurer for the direct deposit to their account of payment of salary. Non-teaching staff hired after the ratification of this agreement will make arrangements for direct deposit to their account for payment of salary prior to the start of their initial year of employment. Payment by direct deposit will be one-day early (Thursday) while those receiving paper checks will continue to receive their paycheck on Friday.

**STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE**

Effective August 1, 2018 through July 31, 2019

FY 2018-2019

3.00% Raise

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
COOKS			
0	\$ 14.50	\$ 14.62	180 Days (Part time under 30 hours per week)
1	\$ 14.74	\$ 14.86	
2	\$ 14.93	\$ 15.17	Head Cook-15% extra.
3	\$ 15.17	\$ 15.28	Regular rate for outside groups
4	\$ 15.42	\$ 15.53	
5	\$ 15.53	\$ 15.65	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
8	\$ 15.65	\$ 15.78	New Year's Day, Martins Luther King, Jr. Day,
12	\$ 15.78	\$ 15.90	President's Fay, Good Friday and Memorial Day
16	\$ 15.90	\$ 16.02	8(Holidays)
20	\$ 16.02	\$ 16.15	
25	\$ 16.13	\$ 16.26	Negotiated contract of 08-09
CUSTODIANS			
0	\$ 15.80	\$ 16.09	12 Months (Part time under 30 hours per week)
1	\$ 16.03	\$ 16.34	
2	\$ 16.28	\$ 16.59	
3	\$ 16.53	\$ 16.83	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
4	\$ 16.83	\$ 17.14	New Year's Day, Martins Luther King, Jr. Day,
5	\$ 16.96	\$ 17.26	President's Fay, Good Friday and Memorial Day
8	\$ 17.08	\$ 17.39	Independence Day 9(Holidays)
12	\$ 17.20	\$ 17.51	
16	\$ 17.32	\$ 17.63	
20	\$ 17.45	\$ 17.76	
25	\$ 17.56	\$ 17.87	Negotiated contract of 08-09
CUSTODIAN MAINTENANCE			
0		\$ 17.32	
1		\$ 17.57	12 (Months)
2		\$ 17.82	
3		\$ 18.05	
4		\$ 18.36	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 18.48	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 18.61	President's Fay, Good Friday and Memorial Day
12		\$ 18.73	Independence Day 9(Holidays)
16		\$ 18.85	
20		\$ 18.98	
25		\$ 19.09	Negotiated contract of 08-09
BUS DRIVERS			
0		\$ 16.77	
1		\$ 16.89	180 Days
2		\$ 17.51	
3		\$ 17.63	
4		\$ 17.88	
5		\$ 17.99	
8		\$ 18.11	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12		\$ 18.24	New Year's Day, Martins Luther King, Jr. Day,
16		\$ 18.36	President's Fay, Good Friday and Memorial Day
20		\$ 18.48	8(Holidays)
25		\$ 18.59	Negotiated contract of 08-09

STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE
Effective August 1, 2018 through July 31, 2019
FY 2018-2019

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
AIDE			
0		\$ 14.62	180 Days
1		\$ 14.74	
2		\$ 14.86	
3		\$ 15.11	
4		\$ 15.22	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 15.36	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 15.47	President's Fay, Good Friday and Memorial Day
12		\$ 15.59	8(Holidays)
16		\$ 15.72	
20		\$ 15.84	
25		\$ 15.95	Negotiated contract of 08-09
HIGH SCHOOL SECRETARY, ELEMENTARY SECRETARY AND CAFETERIA CASHIER			
0		\$ 14.96	High School Secretary 224 Days
1		\$ 15.20	
2		\$ 15.45	Elementary School Secretary 224 Days
3		\$ 15.69	
4		\$ 15.88	Cafeteria Cashier 180 Days
5		\$ 16.00	
8		\$ 16.13	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12		\$ 16.25	New Year's Day, Martins Luther King, Jr. Day,
16		\$ 16.37	President's Fay, Good Friday and Memorial Day
20		\$ 16.48	Independence Day 9(Holidays)
25		\$ 16.60	Negotiated contract of 08-09

New non-certified employees will be placed on the salary schedule according to their experience at a maximum of 2 years, secretaries, cafeteria workers, bus drivers and custodians are included.

Night custodian rate begins at 5:00 p.m. and will receive \$0.35 per hour additional to their regular rates

Cooks will receive \$0.35 per hour in addition to their regular rate for hours worked after 5:00 p.m.

The Board agrees to pay an employee's hourly rate for one **in-service meeting** per year. Payment would be made for hours spent in meeting time only. Lunch and travel time are excluded

Any employee working through their **lunch period** will be compensated for that time at the normal rate of pay. This is limited to secretaries, custodians and 7 hour per day aides.

High School Secretary and Elementary Secretary will be considered **8 hour employees**.

**STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE**

Effective August 1, 2019 through July 31, 2020

FY 2019-2020

3.00% Raise

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
COOKS			
0	\$ 14.93	\$ 15.06	180 Days (Part time under 30 hours per week)
1	\$ 15.18	\$ 15.30	
2	\$ 15.38	\$ 15.62	Head Cook-15% extra.
3	\$ 15.62	\$ 15.74	Regular rate for outside groups
4	\$ 15.88	\$ 16.00	
5	\$ 16.00	\$ 16.12	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
8	\$ 16.12	\$ 16.26	New Year's Day, Martins Luther King, Jr. Day,
12	\$ 16.26	\$ 16.38	President's Fay, Good Friday and Memorial Day
16	\$ 16.38	\$ 16.50	8(Holidays)
20	\$ 16.50	\$ 16.64	
25	\$ 16.62	\$ 16.75	Negotiated contract of 08-09
CUSTODIANS			
0	\$ 16.27	\$ 16.58	12 Months (Part time under 30 hours per week)
1	\$ 16.51	\$ 16.83	
2	\$ 16.77	\$ 17.09	
3	\$ 17.03	\$ 17.33	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
4	\$ 17.33	\$ 17.65	New Year's Day, Martins Luther King, Jr. Day,
5	\$ 17.47	\$ 17.78	President's Fay, Good Friday and Memorial Day
8	\$ 17.59	\$ 17.91	Independence Day 9(Holidays)
12	\$ 17.71	\$ 18.03	
16	\$ 17.84	\$ 18.15	
20	\$ 17.97	\$ 18.29	
25	\$ 18.08	\$ 18.40	Negotiated contract of 08-09
CUSTODIAN MAINTENANCE			
0		\$ 17.84	
1		\$ 18.09	12 (Months)
2		\$ 18.35	
3		\$ 18.60	
4		\$ 18.91	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 19.04	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 19.17	President's Fay, Good Friday and Memorial Day
12		\$ 19.29	Independence Day 9(Holidays)
16		\$ 19.42	
20		\$ 19.55	
25		\$ 19.66	Negotiated contract of 08-09
BUS DRIVERS			
0		\$ 17.27	
1		\$ 17.40	180 Days
2		\$ 18.03	
3		\$ 18.15	
4		\$ 18.41	
5		\$ 18.53	
8		\$ 18.66	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12		\$ 18.79	New Year's Day, Martins Luther King, Jr. Day,
16		\$ 18.91	President's Fay, Good Friday and Memorial Day
20		\$ 19.04	8(Holidays)
25		\$ 19.15	Negotiated contract of 08-09

STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE
Effective August 1, 2019 through July 31, 2020
FY 2019-2020

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
AIDE			
0		\$ 15.06	180 Days
1		\$ 15.18	
2		\$ 15.30	
3		\$ 15.56	
4		\$ 15.68	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 15.82	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 15.94	President's Fay, Good Friday and Memorial Day
12		\$ 16.06	8(Holidays)
16		\$ 16.20	
20		\$ 16.32	
25		\$ 16.43	Negotiated contract of 08-09

HIGH SCHOOL SECRETARY, ELEMENTARY SECRETARY AND CAFETERIA CASHIER

0	\$ 15.41	High School Secretary 224 Days
1	\$ 15.66	
2	\$ 15.91	Elementary School Secretary 224 Days
3	\$ 16.16	
4	\$ 16.35	Cafeteria Cashier 180 Days
5	\$ 16.48	
8	\$ 16.61	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12	\$ 16.73	New Year's Day, Martins Luther King, Jr. Day,
16	\$ 16.86	President's Fay, Good Friday and Memorial Day
20	\$ 16.98	Independence Day 9(Holidays)
25	\$ 17.09	Negotiated contract of 08-09

New non-certified employees will be placed on the salary schedule according to their experience at a maximum of 2 years, secretaries, cafeteria workers, bus drivers and custodians are included.

Night custodian rate begins at 5:00 p.m. and will receive \$0.35 per hour additional to their regular rates

Cooks will receive \$0.35 per hour in addition to their regular rate for hours worked after 5:00 p.m.

The Board agrees to pay an employee's hourly rate for one **in-service meeting** per year. Payment would be made for hours spent in meeting time only. Lunch and travel time are excluded

Any employee working through their **lunch period** will be compensated for that time at the normal rate of pay. This is limited to secretaries, custodians and 7 hour per day aides.

High School Secretary and Elementary Secretary will be considered **8 hour employees**.

**STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE**

Effective August 1, 2020 through July 31, 2021

FY 2020-2021

3.00% Raise

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
COOKS			
0	\$ 15.38	\$ 15.51	180 Days (Part time under 30 hours per week)
1	\$ 15.64	\$ 15.76	
2	\$ 15.84	\$ 16.09	Head Cook-15% extra.
3	\$ 16.09	\$ 16.22	Regular rate for outside groups
4	\$ 16.35	\$ 16.48	
5	\$ 16.48	\$ 16.61	
8	\$ 16.61	\$ 16.74	HOLIDAYS- Labor Day, Thanksgiving, Christmas, New Year's Day, Martins Luther King, Jr. Day, President's Fay, Good Friday and Memorial Day
12	\$ 16.74	\$ 16.87	8(Holidays)
16	\$ 16.87	\$ 17.00	
20	\$ 17.00	\$ 17.14	
25	\$ 17.11	\$ 17.25	Negotiated contract of 08-09
CUSTODIANS			
0	\$ 16.76	\$ 17.07	12 Months (Part time under 30 hours per week)
1	\$ 17.01	\$ 17.34	
2	\$ 17.27	\$ 17.60	
3	\$ 17.54	\$ 17.85	HOLIDAYS- Labor Day, Thanksgiving, Christmas, New Year's Day, Martins Luther King, Jr. Day, President's Fay, Good Friday and Memorial Day
4	\$ 17.85	\$ 18.18	Independence Day 9(Holidays)
5	\$ 17.99	\$ 18.31	
8	\$ 18.12	\$ 18.45	
12	\$ 18.25	\$ 18.57	
16	\$ 18.37	\$ 18.70	
20	\$ 18.51	\$ 18.84	
25	\$ 18.63	\$ 18.95	Negotiated contract of 08-09
CUSTODIAN MAINTENANCE			
0		\$ 18.37	
1		\$ 18.64	12 (Months)
2		\$ 18.90	
3		\$ 19.15	
4		\$ 19.48	HOLIDAYS- Labor Day, Thanksgiving, Christmas, New Year's Day, Martins Luther King, Jr. Day, President's Fay, Good Friday and Memorial Day
5		\$ 19.61	Independence Day 9(Holidays)
8		\$ 19.75	
12		\$ 19.87	
16		\$ 20.00	
20		\$ 20.14	
25		\$ 20.25	Negotiated contract of 08-09
BUS DRIVERS			
0		\$ 17.79	
1		\$ 17.92	180 Days
2		\$ 18.57	
3		\$ 18.70	
4		\$ 18.96	
5		\$ 19.09	
8		\$ 19.22	HOLIDAYS- Labor Day, Thanksgiving, Christmas, New Year's Day, Martins Luther King, Jr. Day, President's Fay, Good Friday and Memorial Day
12		\$ 19.35	8(Holidays)
16		\$ 19.48	
20		\$ 19.61	
25		\$ 19.72	Negotiated contract of 08-09

STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE
Effective August 1, 2020 through July 31, 2021
FY 2020-2021

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
AIDE			
0		\$ 15.51	180 Days
1		\$ 15.64	
2		\$ 15.76	
3		\$ 16.03	
4		\$ 16.15	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 16.29	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 16.42	President's Fay, Good Friday and Memorial Day
12		\$ 16.54	8(Holidays)
16		\$ 16.68	
20		\$ 16.81	
25		\$ 16.92	Negotiated contract of 08-09

HIGH SCHOOL SECRETARY, ELEMENTARY SECRETARY AND CAFETERIA CASHIER

0	\$ 15.87	High School Secretary 224 Days
1	\$ 16.13	
2	\$ 16.39	Elementary School Secretary 224 Days
3	\$ 16.64	
4	\$ 16.85	Cafeteria Cashier 180 Days
5	\$ 16.97	
8	\$ 17.11	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12	\$ 17.24	New Year's Day, Martins Luther King, Jr. Day,
16	\$ 17.36	President's Fay, Good Friday and Memorial Day
20	\$ 17.49	Independence Day 9(Holidays)
25	\$ 17.61	Negotiated contract of 08-09

New non-certified employees will be placed on the salary schedule according to their experience at a maximum of 2 years, secretaries, cafeteria workers, bus drivers and custodians are included.

Night custodian rate begins at 5:00 p.m. and will receive \$0.35 per hour additional to their regular rates

Cooks will receive \$0.35 per hour in addition to their regular rate for hours worked after 5:00 p.m.

The Board agrees to pay an employee's hourly rate for one **in-service meeting** per year. Payment would be made for hours spent in meeting time only. Lunch and travel time are excluded

Any employee working through their **lunch period** will be compensated for that time at the normal rate of pay. This is limited to secretaries, custodians and 7 hour per day aides.

High School Secretary and Elementary Secretary will be considered **8 hour employees**.

ARTICLE IX – FULL AGREEMENT CLAUSE

This contract contains the full and complete agreement between the Board and Association on all negotiable issues and neither party shall be required during the term thereof to negotiate upon any issue whether it is covered or not covered in this contract unless otherwise mutually agreed. Also, this contract supersedes and cancels all previous agreements, verbal or written or based on alleged past practices.

ARTICLE X – EFFECTS OF THE CONTRACT

This Contract is agreed to by the Strasburg-Franklin Local Board of Education and the Strasburg-Franklin Local School Employees’ Association beginning July 1, 2018, and ending midnight June 30, 2021.

STRASBURG-FRANKLIN LOCAL
NON-TEACHING PERSONNEL
ASSOCIATION

STRASBURG-FRANKLIN LOCAL
BOARD OF EDUCATION

Date

President Date

Date

Treasurer Date

Date

Superintendent Date

Date

ARTICLE X – EFFECTS OF THE CONTRACT

This Contract is agreed to by the Strasburg-Franklin Local Board of Education and the Strasburg-Franklin Local School Employees' Association beginning July 1, 2018, and ending midnight June 30, 2021.

STRASBURG-FRANKLIN LOCAL
NON-TEACHING PERSONNEL
ASSOCIATION

[Signature] 5-25-18
Date

[Signature] 5-25-18
Date

[Signature] 5-25-18
Date

[Signature] 5/25/18
Date

STRASBURG-FRANKLIN LOCAL
BOARD OF EDUCATION

[Signature] 5-25-18
President Date

[Signature] 5-25-18
Treasurer Date

[Signature] 5-25-18
Superintendent Date

NEGOTIATED AGREEMENT

between the

**STRASBURG-FRANKLIN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**STRASBURG-FRANKLIN NON-TEACHING
PERSONNEL ASSOCIATION**

**Effective
July 1, 2021 through June 30, 2022**

The Strasburg-Franklin Local School District believes in equal employment opportunity.

All of the Articles contained in the 2018-2021 collective bargaining agreement shall be carried forward to this 2021-2022 agreement except for the following:

ARTICLE VII – BENEFITS AND SERVICES

ARTICLE VIII – SALARY

In the event the contingency language for FY22 prohibits the implementation of the 3% increases and the parties are unable to reach agreement on salary, the insurances shall be maintained at the prior years percentage, unless otherwise agreed to by the parties.

2021-2022: Index / 3% on the base, contingent

Contingency:

If the district receives less on line 1.035 on the Five Year forecast adopted in October 2017 than \$2,911,282 in FY 2022, the parties will open negotiations on salary for those years. If the parties are unable to agree, the contract shall terminate effective June 30 and the 3% increase on the base shall not be implemented.

STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE

Effective August 1, 2021 through July 31, 2022

FY 2021-2022

3.00% Raise

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
COOKS			
0	\$ 15.84	\$ 15.97	180 Days (Part time under 30 hours per week)
1	\$ 16.10	\$ 16.23	
2	\$ 16.31	\$ 16.57	Head Cook-15% extra.
3	\$ 16.57	\$ 16.70	Regular rate for outside groups
4	\$ 16.84	\$ 16.97	
5	\$ 16.97	\$ 17.10	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
8	\$ 17.10	\$ 17.25	New Year's Day, Martins Luther King, Jr. Day,
12	\$ 17.25	\$ 17.38	President's Fay, Good Friday and Memorial Day
16	\$ 17.38	\$ 17.51	8(Holidays)
20	\$ 17.51	\$ 17.65	
25	\$ 17.63	\$ 17.77	Negotiated contract of 08-09
CUSTODIANS			
0	\$ 17.26	\$ 17.58	12 Months (Part time under 30 hours per week)
1	\$ 17.52	\$ 17.86	
2	\$ 17.79	\$ 18.13	
3	\$ 18.07	\$ 18.39	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
4	\$ 18.39	\$ 18.73	New Year's Day, Martins Luther King, Jr. Day,
5	\$ 18.53	\$ 18.86	President's Fay, Good Friday and Memorial Day
8	\$ 18.66	\$ 19.00	Independence Day 9(Holidays)
12	\$ 18.79	\$ 19.13	
16	\$ 18.92	\$ 19.26	
20	\$ 19.07	\$ 19.40	
25	\$ 19.19	\$ 19.52	Negotiated contract of 08-09
CUSTODIAN MAINTENANCE			
0		\$ 18.92	
1		\$ 19.20	12 (Months)
2		\$ 19.47	
3		\$ 19.73	
4		\$ 20.07	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 20.20	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 20.34	President's Fay, Good Friday and Memorial Day
12		\$ 20.47	Independence Day 9(Holidays)
16		\$ 20.60	
20		\$ 20.74	
25		\$ 20.86	Negotiated contract of 08-09
BUS DRIVERS			
0		\$ 18.33	
1		\$ 18.45	180 Days
2		\$ 19.13	
3		\$ 19.26	
4		\$ 19.53	
5		\$ 19.66	
8		\$ 19.79	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12		\$ 19.94	New Year's Day, Martins Luther King, Jr. Day,
16		\$ 20.07	President's Fay, Good Friday and Memorial Day
20		\$ 20.20	8(Holidays)
25		\$ 20.32	Negotiated contract of 08-09

STRASBURG-FRANKLIN LOCAL BOARD OF EDUCATION
NON-TEACHING EMPLOYEE'S SALARY SCHEDULE
Effective August 1, 2021 through July 31, 2022
FY 2021-2022

Years Experience	Part Time Hourly Rate	Full Time Hourly Rate	
AIDE			
0		\$ 15.97	180 Days
1		\$ 16.10	
2		\$ 16.23	
3		\$ 16.51	
4		\$ 16.64	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
5		\$ 16.78	New Year's Day, Martins Luther King, Jr. Day,
8		\$ 16.91	President's Fay, Good Friday and Memorial Day
12		\$ 17.04	8(Holidays)
16		\$ 17.18	
20		\$ 17.31	
25		\$ 17.43	Negotiated contract of 08-09

HIGH SCHOOL SECRETARY, ELEMENTARY SECRETARY AND CAFETERIA CASHIER

0	\$ 16.35	High School Secretary 224 Days
1	\$ 16.61	
2	\$ 16.88	Elementary School Secretary 224 Days
3	\$ 17.14	
4	\$ 17.35	Cafeteria Cashier 180 Days
5	\$ 17.48	
8	\$ 17.62	HOLIDAYS- Labor Day, Thanksgiving, Christmas,
12	\$ 17.75	New Year's Day, Martins Luther King, Jr. Day,
16	\$ 17.88	President's Fay, Good Friday and Memorial Day
20	\$ 18.01	Independence Day 9(Holidays)
25	\$ 18.13	Negotiated contract of 08-09

New non-certified employees will be placed on the salary schedule according to their experience at a maximum of 2 years, secretaries, cafeteria workers, bus drivers and custodians are included.

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High School Secretary and Elementary Secretary will be considered **8 hour employees**.

ARTICLE X – EFFECTS OF THE CONTRACT

This Contract is agreed to by the Strasburg-Franklin Local Board of Education and the Strasburg-Franklin Local School Employees’ Association beginning July 1, 2021, and ending midnight June 30, 2022.

STRASBURG-FRANKLIN LOCAL
NON-TEACHING PERSONNEL
ASSOCIATION

STRASBURG-FRANKLIN LOCAL
BOARD OF EDUCATION

Date

President Date

Date

Treasurer Date

Date

Superintendent Date

Date

ARTICLE X - EFFECTS OF THE CONTRACT

This Contract is agreed to by the Strasburg-Franklin Local Board of Education and the Strasburg-Franklin Local School Employees' Association beginning July 1, 2021, and ending midnight June 30, 2022.

STRASBURG-FRANKLIN LOCAL
NON-TEACHING PERSONNEL
ASSOCIATION

Shirley 5-25-18
Date

Yoye Kull 5-25-18
Date

Dan B. Jones 5-25-18
Date

Tracy Johnson 5/25/18
Date

STRASBURG-FRANKLIN LOCAL
BOARD OF EDUCATION

Kevin P. Harvey 5-25-18
President Date

Jamie Hunt 5-25-18
Treasurer Date

Cindy Brown 5-25-18
Superintendent Date