



06/17/2020
2187-02
21-CON-02-2187
40246

NORTH CANTON

CLASSIFIED

PERSONNEL ASSOCIATION

And the

*North Canton City Schools
Board of Education*

*Effective
July 1, 2021
Through
June 30, 2023*

All terms of the Collective Bargaining Agreement dated July 1, 2018 through and including June 30, 2021 shall be carried forward to this agreement except for the following changes:

ARTICLE X - INSURANCE

Coverage Overview: See Plan Booklet for COG adopted coverage Information

Medical

- A. The Board will pay eighty-five (85%) percent and the employee will pay fifteen (15%) percent in 2021-2022 and 2022-2023 of the premium for full-time employees if the levy has passed and the contingent raises have been granted. Otherwise, the employee share shall be eleven (11%) percent.

Dental Insurance

The Board will pay eighty-five (85%) percent and the employee will pay fifteen (15%) percent in 2021-2022 and 2022-2023 of the premium for full-time employees if the levy has passed and the contingent raises are granted. Otherwise, the employee share shall be eleven (11%) percent.

Vision

The Board shall purchase through a carrier licensed by the State of Ohio, employee and family Vision Insurance equal to or exceeding the specifications below. The Board will pay eighty-five (85%) percent and the employee will pay fifteen (15%) percent in 2021-2022 and 2022-2023 of the premium for full-time employees if the levy has passed and the contingent raises are granted. Otherwise, the employee share shall be eleven (11%) percent.

**ARTICLE XXI – SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE – see attached
schedules**

3% Base Increase contingent on levy: Salary schedule for 2021-2022 or 4th year after levy passes.

3% Base Increase contingent on levy: Salary schedule for 2022-2023 or 5th year after levy passes.

Base increases go into effect the year that new levy collections begin. In the event of a November levy passage, collection beginning in February, a lump sum retroactive payment will be made by the 2nd pay in June.

Contingency Language if levy hasn't passed

1. 2021-2022 and 2022-2023

If the district receives additional non-mandated, school foundation and/or local property revenue in 2021-2022, 2022-2023, above the district's projections of \$41,594,116, fifty percent (50%) of such increase shall be made in a one-time lump sum payment of current salary (excluding supplementals) up to a maximum of 1%.

Contingency Chart

LINE	FY22, FY23
1.010	23,009,990
1.035	15,239,451
1.05	3,344,675
TOTAL	41,594,116

Retroactive increases in insurance if the levy has passed will be deducted from the retroactive salary payment.

ARTICLE XX - SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE

3.0% base increase: Salary schedule for 2021-22, or 4th year after levy passes.

SECRETARY
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,267	36,325	37,052
1	1.03	36,325	37,415	38,163
2	1.06	37,383	38,505	39,275
3	1.09	38,441	39,594	40,386
4	1.12	39,499	40,684	41,498
5	1.15	40,557	41,774	42,609
8	1.17	41,262	42,500	43,350
10	1.19	41,968	43,227	44,091
12	1.21	42,673	43,953	44,832
14	1.23	43,378	44,680	45,573
16	1.25	44,084	45,406	46,314
20	1.27	44,789	46,133	47,055
25	1.30	45,847	47,223	48,167

SECRETARY
10.5 Months/221 Days/1768 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	29,977	30,876	31,494
1	1.03	30,876	31,803	32,439
2	1.06	31,776	32,729	33,383
3	1.09	32,675	33,655	34,328
4	1.12	33,574	34,581	35,273
5	1.15	34,474	35,508	36,218
8	1.17	35,073	36,125	36,848
10	1.19	35,673	36,743	37,478
12	1.21	36,272	37,360	38,108
14	1.23	36,872	37,978	38,737
16	1.25	37,471	38,595	39,367
20	1.27	38,071	39,213	39,997
25	1.30	38,970	40,139	40,942

SECRETARY

10 Months/211 Days/1582.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	26,826	27,631	28,183
1	1.03	27,631	28,460	29,029
2	1.06	28,436	29,289	29,874
3	1.09	29,240	30,118	30,720
4	1.12	30,045	30,946	31,565
5	1.15	30,850	31,775	32,411
8	1.17	31,386	32,328	32,975
10	1.19	31,923	32,881	33,538
12	1.21	32,459	33,433	34,102
14	1.23	32,996	33,986	34,666
16	1.25	33,533	34,538	35,229
20	1.27	34,069	35,091	35,793
25	1.30	34,874	35,920	36,638

SECRETARY

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	24,538	25,274	25,780
1	1.03	25,274	26,032	26,553
2	1.06	26,010	26,791	27,326
3	1.09	26,746	27,549	28,100
4	1.12	27,483	28,307	28,873
5	1.15	28,219	29,065	29,647
8	1.17	28,709	29,571	30,162
10	1.19	29,200	30,076	30,678
12	1.21	29,691	30,582	31,193
14	1.23	30,182	31,087	31,709
16	1.25	30,673	31,593	32,225
20	1.27	31,163	32,098	32,740
25	1.30	31,899	32,856	33,514

CLASSIFIED LIBRARIAN
9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	24,538	25,274	25,780
1	1.03	25,274	26,032	26,553
2	1.06	26,010	26,791	27,326
3	1.09	26,746	27,549	28,100
4	1.12	27,483	28,307	28,873
5	1.15	28,219	29,065	29,647
8	1.17	28,709	29,571	30,162
10	1.19	29,200	30,076	30,678
12	1.21	29,691	30,582	31,193
14	1.23	30,182	31,087	31,709
16	1.25	30,673	31,593	32,225
20	1.27	31,163	32,098	32,740
25	1.30	31,899	32,856	33,514

CUSTODIAN
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,269	36,327	37,054
1	1.03	36,327	37,417	38,165
2	1.06	37,385	38,507	39,277
3	1.09	38,443	39,597	40,388
4	1.12	39,501	40,686	41,500
5	1.15	40,559	41,776	42,612
8	1.17	41,265	42,503	43,353
10	1.19	41,970	43,229	44,094
12	1.21	42,675	43,956	44,835
14	1.23	43,381	44,682	45,576
16	1.25	44,086	45,409	46,317
20	1.27	44,792	46,135	47,058
25	1.30	45,850	47,225	48,170

MAINTENANCE

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,886	39,023	39,803
1	1.03	39,023	40,193	40,997
2	1.06	40,159	41,364	42,191
3	1.09	41,296	42,535	43,385
4	1.12	42,432	43,705	44,579
5	1.15	43,569	44,876	45,773
8	1.17	44,327	45,656	46,570
10	1.19	45,084	46,437	47,366
12	1.21	45,842	47,217	48,162
14	1.23	46,600	47,998	48,958
16	1.25	47,358	48,778	49,754
20	1.27	48,115	49,559	50,550
25	1.30	49,252	50,729	51,744

HEAD CUSTODIAN - HS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,886	39,023	39,803
1	1.03	39,023	40,193	40,997
2	1.06	40,159	41,364	42,191
3	1.09	41,296	42,535	43,385
4	1.12	42,432	43,705	44,579
5	1.15	43,569	44,876	45,773
8	1.17	44,327	45,656	46,570
10	1.19	45,084	46,437	47,366
12	1.21	45,842	47,217	48,162
14	1.23	46,600	47,998	48,958
16	1.25	47,358	48,778	49,754
20	1.27	48,115	49,559	50,550
25	1.30	49,252	50,729	51,744

HEAD CUSTODIAN - MS
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,886	39,023	39,803
1	1.03	39,023	40,193	40,997
2	1.06	40,159	41,364	42,191
3	1.09	41,296	42,535	43,385
4	1.12	42,432	43,705	44,579
5	1.15	43,569	44,876	45,773
8	1.17	44,327	45,656	46,570
10	1.19	45,084	46,437	47,366
12	1.21	45,842	47,217	48,162
14	1.23	46,600	47,998	48,958
16	1.25	47,358	48,778	49,754
20	1.27	48,115	49,559	50,550
25	1.30	49,252	50,729	51,744

HEAD CUSTODIAN - ELEMENTARY
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,887	37,994	38,753
1	1.03	37,994	39,133	39,916
2	1.06	39,100	40,273	41,079
3	1.09	40,207	41,413	42,241
4	1.12	41,313	42,553	43,404
5	1.15	42,420	43,693	44,567
8	1.17	43,158	44,453	45,342
10	1.19	43,896	45,212	46,117
12	1.21	44,633	45,972	46,892
14	1.23	45,371	46,732	47,667
16	1.25	46,109	47,492	48,442
20	1.27	46,846	48,252	49,217
25	1.30	47,953	49,392	50,380

CUSTODIAN (Part time)
 9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.97	17.48	17.83
1	1.03	17.48	18.00	18.36
2	1.06	17.99	18.53	18.90
3	1.09	18.50	19.05	19.43
4	1.12	19.01	19.58	19.97
5	1.15	19.52	20.10	20.50
8	1.17	19.85	20.45	20.86
10	1.19	20.19	20.80	21.22
12	1.21	20.53	21.15	21.57
14	1.23	20.87	21.50	21.93
16	1.25	21.21	21.85	22.29
20	1.27	21.55	22.20	22.64
25	1.30	22.06	22.72	23.18

SECURITY MONITOR (Part Time)
 9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.97	17.48	17.83
1	1.03	17.48	18.00	18.36
2	1.06	17.99	18.53	18.90
3	1.09	18.50	19.05	19.43
4	1.12	19.01	19.58	19.97
5	1.15	19.52	20.10	20.50
8	1.17	19.85	20.45	20.86
10	1.19	20.19	20.80	21.22
12	1.21	20.53	21.15	21.57
14	1.23	20.87	21.50	21.93
16	1.25	21.21	21.85	22.29
20	1.27	21.55	22.20	22.64
25	1.30	22.06	22.72	23.18

HEAD COOK - HS
9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,354	17,875	18,232
1	1.03	17,875	18,411	18,779
2	1.06	18,395	18,947	19,326
3	1.09	18,916	19,483	19,873
6	1.11	19,263	19,841	20,238
8	1.13	19,610	20,198	20,602
10	1.15	19,957	20,556	20,967
12	1.17	20,304	20,913	21,332
14	1.19	20,651	21,271	21,696
16	1.21	20,998	21,628	22,061
20	1.23	21,345	21,986	22,425
25	1.26	21,866	22,522	22,972

HEAD COOK - MS
9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,354	17,875	18,232
1	1.03	17,875	18,411	18,779
2	1.06	18,395	18,947	19,326
3	1.09	18,916	19,483	19,873
6	1.11	19,263	19,841	20,238
8	1.13	19,610	20,198	20,602
10	1.15	19,957	20,556	20,967
12	1.17	20,304	20,913	21,332
14	1.19	20,651	21,271	21,696
16	1.21	20,998	21,628	22,061
20	1.23	21,345	21,986	22,425
25	1.26	21,866	22,522	22,972

HEAD COOK - ELEMENTARY
9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,411	16,903	17,241
1	1.03	16,903	17,410	17,759
2	1.06	17,396	17,918	18,276
3	1.09	17,888	18,425	18,793
6	1.11	18,216	18,763	19,138
8	1.13	18,544	19,101	19,483
10	1.15	18,873	19,439	19,828
12	1.17	19,201	19,777	20,172
14	1.19	19,529	20,115	20,517
16	1.21	19,857	20,453	20,862
20	1.23	20,186	20,791	21,207
25	1.26	20,678	21,298	21,724

COOK
186 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.50	12.88	13.13
1	1.03	12.88	13.26	13.53
2	1.06	13.25	13.66	13.92
3	1.09	13.63	14.04	14.31
6	1.11	13.88	14.30	14.59
8	1.13	14.13	14.55	14.84
10	1.15	14.38	14.81	15.10
11	1.17	14.63	15.07	15.38
12	1.19	14.88	15.33	15.63
13	1.21	15.13	15.58	15.89
14	1.23	15.38	15.84	16.16
15	1.25	15.63	16.09	16.42
16	1.27	15.88	16.36	16.68
18	1.29	16.13	16.62	16.95
19	1.31	16.38	16.87	17.20
20	1.33	16.63	17.12	17.47
25	1.36	17.00	17.51	17.87

COOK (Employees hired prior to 7/1/2018)

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	14,399	14,831	15,128
1	1.03	14,831	15,276	15,581
2	1.06	15,263	15,721	16,035
3	1.09	15,695	16,166	16,489
6	1.11	15,983	16,462	16,792
8	1.13	16,271	16,759	17,094
10	1.15	16,559	17,056	17,397
11	1.17	16,847	17,352	17,699
12	1.19	17,135	17,649	18,002
13	1.21	17,423	17,945	18,304
14	1.23	17,711	18,242	18,607
15	1.25	17,999	18,539	18,909
16	1.27	18,287	18,835	19,212
18	1.29	18,575	19,132	19,515
19	1.31	18,863	19,429	19,817
20	1.33	19,151	19,725	20,120
25	1.36	19,583	20,170	20,574

ASSISTANT COOK

186/188 Days

Step	Index	Hired after	Hired between	Hired prior to
0	1.00	12.26	12.63	12.88
1	1.04	12.75	13.13	13.40
2	1.06	13.00	13.39	13.65
3	1.08	13.24	13.64	13.91
4	1.08	13.24	13.64	13.91
5	1.08	13.24	13.64	13.91
8	1.08	13.24	13.64	13.91
10	1.10	13.49	13.89	14.17
15	1.17	14.34	14.77	15.07
20	1.21	14.83	15.28	15.59
25	1.24	15.20	15.66	15.97

BUS DRIVER
190 Days/4 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	14,633	15,072	15,373
1	1.03	15,072	15,524	15,835
2	1.06	15,511	15,976	16,296
3	1.09	15,950	16,428	16,757
6	1.11	16,243	16,730	17,065
8	1.13	16,535	17,031	17,372
10	1.15	16,828	17,333	17,679
12	1.17	17,121	17,634	17,987
14	1.19	17,413	17,936	18,294
16	1.19	17,413	17,936	18,294
20	1.21	17,706	18,237	18,602
25	1.24	18,145	18,689	19,063

BUS DRIVER
190 Days/5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	18,293	18,842	19,219
1	1.03	18,842	19,407	19,795
2	1.06	19,391	19,972	20,372
3	1.09	19,939	20,538	20,948
6	1.11	20,305	20,914	21,333
8	1.13	20,671	21,291	21,717
10	1.15	21,037	21,668	22,101
12	1.17	21,403	22,045	22,486
14	1.19	21,769	22,422	22,870
16	1.19	21,769	22,422	22,870
20	1.21	22,135	22,799	23,255
25	1.24	22,683	23,364	23,831

BUS DRIVER
190 Days/8 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	29,267	30,145	30,748
1	1.03	30,145	31,049	31,670
2	1.06	31,023	31,954	32,593
3	1.09	31,901	32,858	33,515
6	1.11	32,486	33,461	34,130
8	1.13	33,072	34,064	34,745
10	1.15	33,657	34,667	35,360
12	1.17	34,242	35,270	35,975
14	1.19	34,828	35,873	36,590
16	1.19	34,828	35,873	36,590
20	1.21	35,413	36,475	37,205
25	1.24	36,291	37,380	38,127

MECHANIC
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	40,762	41,985	42,825
1	1.03	41,985	43,244	44,109
2	1.06	43,208	44,504	45,394
3	1.09	44,431	45,763	46,679
6	1.11	45,246	46,603	47,535
8	1.13	46,061	47,443	48,392
10	1.15	46,876	48,283	49,248
12	1.17	47,692	49,122	50,105
14	1.19	48,507	49,962	50,961
16	1.19	48,507	49,962	50,961
20	1.21	49,322	50,802	51,818
25	1.24	50,545	52,061	53,102

ASSISTANT MECHANIC

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	39,867	41,063	41,884
1	1.03	41,063	42,295	43,141
2	1.06	42,259	43,527	44,397
3	1.09	43,455	44,759	45,654
6	1.11	44,252	45,580	46,492
8	1.13	45,050	46,401	47,329
10	1.15	45,847	47,222	48,167
12	1.17	46,644	48,044	49,005
14	1.19	47,442	48,865	49,842
16	1.19	47,442	48,865	49,842
20	1.21	48,239	49,686	50,680
25	1.24	49,435	50,918	51,936

CLERICAL AIDE

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.26	12.63	12.88
1	1.04	12.75	13.13	13.40
2	1.06	13.00	13.39	13.65
3	1.08	13.24	13.64	13.91
4	1.08	13.24	13.64	13.91
5	1.08	13.24	13.64	13.91
8	1.08	13.24	13.64	13.91
10	1.10	13.49	13.89	14.18
15	1.17	14.34	14.77	15.07
20	1.21	14.83	15.28	15.59
25	1.24	15.20	15.66	15.97

EDUCATIONAL ASSISTANT

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.26	12.63	12.88
1	1.04	12.75	13.13	13.40
2	1.06	13.00	13.39	13.65
3	1.08	13.24	13.64	13.91
4	1.08	13.24	13.64	13.91
5	1.08	13.24	13.64	13.91
8	1.08	13.24	13.64	13.91
10	1.10	13.49	13.89	14.17
15	1.17	14.34	14.77	15.07
20	1.21	14.83	15.28	15.59
25	1.24	15.20	15.66	15.97

MONITOR

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.71	12.06	12.30
1	1.04	12.18	12.54	12.79
2	1.06	12.41	12.78	13.04
3	1.08	12.65	13.03	13.29
4	1.08	12.65	13.03	13.29
5	1.08	12.65	13.03	13.29
8	1.08	12.65	13.03	13.29
10	1.10	12.88	13.27	13.54
12	1.12	13.12	13.51	13.78
14	1.14	13.35	13.75	14.02
15	1.17	13.70	14.11	14.40
16	1.19	13.93	14.35	14.65
20	1.21	14.17	14.59	14.90
25	1.24	14.52	14.96	15.26

CROSSING GUARD

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.71	12.06	12.30
1	1.04	12.18	12.54	12.79
2	1.06	12.41	12.78	13.04
3	1.08	12.65	13.03	13.29
4	1.08	12.65	13.03	13.29
5	1.08	12.65	13.03	13.29
8	1.08	12.65	13.03	13.29
10	1.10	12.88	13.27	13.53
12	1.12	13.12	13.51	13.78
14	1.14	13.35	13.75	14.02
15	1.17	13.70	14.11	14.39
16	1.19	13.93	14.35	14.64
20	1.21	14.17	14.59	14.89
25	1.24	14.52	14.96	15.26

MAIL COURIER

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.71	12.06	12.30
1	1.04	12.18	12.54	12.79
2	1.06	12.41	12.78	13.04
3	1.08	12.65	13.03	13.29
4	1.08	12.65	13.03	13.29
5	1.08	12.65	13.03	13.29
8	1.08	12.65	13.03	13.29
10	1.10	12.88	13.27	13.53
12	1.12	13.12	13.51	13.78
14	1.14	13.35	13.75	14.02
15	1.17	13.70	14.11	14.39
16	1.19	13.93	14.35	14.64
20	1.21	14.17	14.59	14.89
25	1.24	14.52	14.96	15.26

COMPUTER TECHNICIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	46,530	47,926	48,884
1	1.03	47,926	49,364	50,351
2	1.06	49,322	50,801	51,817
3	1.09	50,718	52,239	53,284
6	1.11	51,648	53,198	54,262
8	1.13	52,579	54,156	55,239
10	1.15	53,510	55,115	56,217
12	1.17	54,440	56,073	57,195
14	1.19	55,371	57,032	58,172
16	1.19	55,371	57,032	58,172
20	1.21	56,301	57,990	59,150
25	1.24	57,697	59,428	60,617

EXTRA TRIP RATE

Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
1.00	14.76	15.05	15.48

POSITIONS**RATE**

Activity Acct. HS/Ath.	0.065 of Sec. 10.5 Mo. Base
Activity Acct. Middle	0.054 of Sec. 10.5 Mo. Base
Activity Acct. Elem.	0.046 of Sec. 10 Mo. Base
Boiler License	0.048 of Custodian Base
Night Supervisor	0.037 of Custodian Base
Maintenance Leader	0.095 of Custodian Base
HS Custodian Leader*	0.070 of Custodian Base
* with responsibility for directing custodial staff	

Shift Differential	See Article XXV
Licensed Paraprofessional	\$425
Certified on Board Instructor**	0.048 of Bus Driver Base
Monitor/Aide certificate fees shall be reimbursed, upon evidence of completion each year.	

** The rate shall be based on the Certified On Board Instructor's (OBI)'s approved hourly bus driver's base rate of pay during the contracted year. During the summer months when the OBI completes times sheets, the additional .048 shall be based on the OBI's approved hourly bus driver's base rate of pay during the contracted year. The calculation shall be translated into dollar/cents amount per hour worked.

ARTICLE XX - SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE

3.0% base increase: Salary schedule for 2022-23, or 5th year after levy passes.

SECRETARY

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,325	37,415	38,163
1	1.03	37,415	38,537	39,308
2	1.06	38,505	39,660	40,453
3	1.09	39,594	40,782	41,598
4	1.12	40,684	41,905	42,743
5	1.15	41,774	43,027	43,888
8	1.17	42,500	43,775	44,651
10	1.19	43,227	44,524	45,414
12	1.21	43,953	45,272	46,177
14	1.23	44,680	46,020	46,941
16	1.25	45,406	46,768	47,704
20	1.27	46,133	47,517	48,467
25	1.30	47,223	48,639	49,612

SECRETARY

10.5 Months/221 Days/1768 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	30,876	31,802	32,438
1	1.03	31,802	32,756	33,411
2	1.06	32,729	33,710	34,385
3	1.09	33,655	34,664	35,358
4	1.12	34,581	35,619	36,331
5	1.15	35,507	36,573	37,304
8	1.17	36,125	37,209	37,953
10	1.19	36,742	37,845	38,602
12	1.21	37,360	38,481	39,250
14	1.23	37,977	39,117	39,899
16	1.25	38,595	39,753	40,548
20	1.27	39,213	40,389	41,197
25	1.30	40,139	41,343	42,170

SECRETARY

10 Months/211 Days/1582.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	27,631	28,460	29,029
1	1.03	28,460	29,314	29,900
2	1.06	29,289	30,168	30,771
3	1.09	30,118	31,021	31,642
4	1.12	30,947	31,875	32,513
5	1.15	31,776	32,729	33,383
8	1.17	32,328	33,298	33,964
10	1.19	32,881	33,867	34,545
12	1.21	33,434	34,437	35,125
14	1.23	33,986	35,006	35,706
16	1.25	34,539	35,575	36,286
20	1.27	35,091	36,144	36,867
25	1.30	35,920	36,998	37,738

SECRETARY

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	25,274	26,032	26,553
1	1.03	26,032	26,813	27,349
2	1.06	26,790	27,594	28,146
3	1.09	27,549	28,375	28,943
4	1.12	28,307	29,156	29,739
5	1.15	29,065	29,937	30,536
8	1.17	29,571	30,458	31,067
10	1.19	30,076	30,978	31,598
12	1.21	30,582	31,499	32,129
14	1.23	31,087	32,020	32,660
16	1.25	31,593	32,540	33,191
20	1.27	32,098	33,061	33,722
25	1.30	32,856	33,842	34,519

CLASSIFIED LIBRARIAN
9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	25,274	26,032	26,553
1	1.03	26,032	26,813	27,349
2	1.06	26,790	27,594	28,146
3	1.09	27,549	28,375	28,943
4	1.12	28,307	29,156	29,739
5	1.15	29,065	29,937	30,536
8	1.17	29,571	30,458	31,067
10	1.19	30,076	30,978	31,598
12	1.21	30,582	31,499	32,129
14	1.23	31,087	32,020	32,660
16	1.25	31,593	32,540	33,191
20	1.27	32,098	33,061	33,722
25	1.30	32,856	33,842	34,519

CUSTODIAN
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,327	37,417	38,165
1	1.03	37,417	38,539	39,310
2	1.06	38,507	39,662	40,455
3	1.09	39,596	40,784	41,600
4	1.12	40,686	41,907	42,745
5	1.15	41,776	43,029	43,890
8	1.17	42,503	43,778	44,653
10	1.19	43,229	44,526	45,417
12	1.21	43,956	45,274	46,180
14	1.23	44,682	46,023	46,943
16	1.25	45,409	46,771	47,706
20	1.27	46,135	47,519	48,470
25	1.30	47,225	48,642	49,615

MAINTENANCE

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	39,023	40,194	40,998
1	1.03	40,194	41,400	42,227
2	1.06	41,364	42,605	43,457
3	1.09	42,535	43,811	44,687
4	1.12	43,706	45,017	45,917
5	1.15	44,876	46,223	47,147
8	1.17	45,657	47,027	47,967
10	1.19	46,437	47,830	48,787
12	1.21	47,218	48,634	49,607
14	1.23	47,998	49,438	50,427
16	1.25	48,779	50,242	51,247
20	1.27	49,559	51,046	52,067
25	1.30	50,730	52,252	53,297

HEAD CUSTODIAN - HS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	39,023	40,194	40,998
1	1.03	40,194	41,400	42,227
2	1.06	41,364	42,605	43,457
3	1.09	42,535	43,811	44,687
4	1.12	43,706	45,017	45,917
5	1.15	44,876	46,223	47,147
8	1.17	45,657	47,027	47,967
10	1.19	46,437	47,830	48,787
12	1.21	47,218	48,634	49,607
14	1.23	47,998	49,438	50,427
16	1.25	48,779	50,242	51,247
20	1.27	49,559	51,046	52,067
25	1.30	50,730	52,252	53,297

HEAD CUSTODIAN - MS
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	39,023	40,194	40,998
1	1.03	40,194	41,400	42,227
2	1.06	41,364	42,605	43,457
3	1.09	42,535	43,811	44,687
4	1.12	43,706	45,017	45,917
5	1.15	44,876	46,223	47,147
8	1.17	45,657	47,027	47,967
10	1.19	46,437	47,830	48,787
12	1.21	47,218	48,634	49,607
14	1.23	47,998	49,438	50,427
16	1.25	48,779	50,242	51,247
20	1.27	49,559	51,046	52,067
25	1.30	50,730	52,252	53,297

HEAD CUSTODIAN - ELEMENTARY
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,994	39,134	39,916
1	1.03	39,134	40,308	41,114
2	1.06	40,274	41,482	42,311
3	1.09	41,413	42,656	43,509
4	1.12	42,553	43,830	44,706
5	1.15	43,693	45,004	45,904
8	1.17	44,453	45,787	46,702
10	1.19	45,213	46,569	47,501
12	1.21	45,973	47,352	48,299
14	1.23	46,733	48,135	49,097
16	1.25	47,493	48,917	49,896
20	1.27	48,252	49,700	50,694
25	1.30	49,392	50,874	51,891

CUSTODIAN (Part time)
9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17.48	18.00	18.36
1	1.03	18.00	18.54	18.92
2	1.06	18.53	19.08	19.47
3	1.09	19.05	19.62	20.02
4	1.12	19.58	20.16	20.57
5	1.15	20.10	20.71	21.12
8	1.17	20.45	21.07	21.49
10	1.19	20.80	21.43	21.85
12	1.21	21.15	21.79	22.22
14	1.23	21.50	22.15	22.59
16	1.25	21.85	22.51	22.96
20	1.27	22.20	22.87	23.32
25	1.30	22.72	23.41	23.87

SECURITY MONITOR (Part Time)
9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17.48	18.00	18.36
1	1.03	18.00	18.54	18.92
2	1.06	18.53	19.08	19.47
3	1.09	19.05	19.62	20.02
4	1.12	19.58	20.16	20.57
5	1.15	20.10	20.71	21.12
8	1.17	20.45	21.07	21.49
10	1.19	20.80	21.43	21.85
12	1.21	21.15	21.79	22.22
14	1.23	21.50	22.15	22.59
16	1.25	21.85	22.51	22.96
20	1.27	22.20	22.87	23.32
25	1.30	22.72	23.41	23.87

HEAD COOK - HS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,875	18,411	18,779
1	1.03	18,411	18,964	19,343
2	1.06	18,948	19,516	19,906
3	1.09	19,484	20,068	20,470
6	1.11	19,841	20,436	20,845
8	1.13	20,199	20,805	21,221
10	1.15	20,556	21,173	21,596
12	1.17	20,914	21,541	21,972
14	1.19	21,271	21,909	22,348
16	1.21	21,629	22,278	22,723
20	1.23	21,986	22,646	23,099
25	1.26	22,523	23,198	23,662

HEAD COOK - MS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,875	18,411	18,779
1	1.03	18,411	18,964	19,343
2	1.06	18,948	19,516	19,906
3	1.09	19,484	20,068	20,470
6	1.11	19,841	20,436	20,845
8	1.13	20,199	20,805	21,221
10	1.15	20,556	21,173	21,596
12	1.17	20,914	21,541	21,972
14	1.19	21,271	21,909	22,348
16	1.21	21,629	22,278	22,723
20	1.23	21,986	22,646	23,099
25	1.26	22,523	23,198	23,662

HEAD COOK - ELEMENTARY
 9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,903	17,410	17,758
1	1.03	17,410	17,932	18,291
2	1.06	17,917	18,455	18,824
3	1.09	18,424	18,977	19,357
6	1.11	18,762	19,325	19,712
8	1.13	19,100	19,673	20,067
10	1.15	19,438	20,022	20,422
12	1.17	19,777	20,370	20,777
14	1.19	20,115	20,718	21,132
16	1.21	20,453	21,066	21,488
20	1.23	20,791	21,414	21,843
25	1.26	21,298	21,937	22,375

COOK
 186 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.88	13.27	13.53
1	1.03	13.27	13.66	13.94
2	1.06	13.65	14.07	14.34
3	1.09	14.04	14.47	14.75
6	1.11	14.30	14.74	15.03
8	1.13	14.55	14.99	15.29
10	1.15	14.81	15.26	15.56
11	1.17	15.07	15.53	15.84
12	1.19	15.33	15.80	16.10
13	1.21	15.58	16.05	16.37
14	1.23	15.84	16.32	16.65
15	1.25	16.10	16.58	16.91
16	1.27	16.36	16.86	17.19
18	1.29	16.62	17.12	17.47
19	1.31	16.87	17.38	17.73
20	1.33	17.13	17.64	18.00
25	1.36	17.52	18.04	18.41

COOK (Employees hired prior to 7/1/2018)
 9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	14,831	15,276	15,581
1	1.03	15,276	15,734	16,049
2	1.06	15,721	16,192	16,516
3	1.09	16,166	16,651	16,984
6	1.11	16,462	16,956	17,295
8	1.13	16,759	17,262	17,607
10	1.15	17,056	17,567	17,919
11	1.17	17,352	17,873	18,230
12	1.19	17,649	18,178	18,542
13	1.21	17,946	18,484	18,854
14	1.23	18,242	18,789	19,165
15	1.25	18,539	19,095	19,477
16	1.27	18,835	19,400	19,788
18	1.29	19,132	19,706	20,100
19	1.31	19,429	20,011	20,412
20	1.33	19,725	20,317	20,723
25	1.36	20,170	20,775	21,191

ASSISTANT COOK
 186/188 Days

Step	Index	Hired after	Hired between	Hired prior to
0	1.00	12.63	13.01	13.27
1	1.04	13.14	13.53	13.80
2	1.06	13.39	13.79	14.07
3	1.08	13.64	14.05	14.33
4	1.08	13.64	14.05	14.33
5	1.08	13.64	14.05	14.33
8	1.08	13.64	14.05	14.33
10	1.10	13.89	14.31	14.60
15	1.17	14.78	15.22	15.52
20	1.21	15.28	15.74	16.06
25	1.24	15.66	16.13	16.45

BUS DRIVER
190 Days/4 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,072	15,524	15,835
1	1.03	15,524	15,990	16,310
2	1.06	15,976	16,456	16,785
3	1.09	16,428	16,921	17,260
6	1.11	16,730	17,232	17,576
8	1.13	17,031	17,542	17,893
10	1.15	17,333	17,853	18,210
12	1.17	17,634	18,163	18,527
14	1.19	17,936	18,474	18,843
16	1.19	17,936	18,474	18,843
20	1.21	18,237	18,784	19,160
25	1.24	18,689	19,250	19,635

BUS DRIVER
190 Days/5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	18,842	19,407	19,795
1	1.03	19,407	19,989	20,389
2	1.06	19,973	20,572	20,983
3	1.09	20,538	21,154	21,577
6	1.11	20,915	21,542	21,973
8	1.13	21,291	21,930	22,369
10	1.15	21,668	22,318	22,765
12	1.17	22,045	22,706	23,161
14	1.19	22,422	23,095	23,557
16	1.19	22,422	23,095	23,557
20	1.21	22,799	23,483	23,952
25	1.24	23,364	24,065	24,546

BUS DRIVER
190 Days/8 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	30,145	31,049	31,670
1	1.03	31,049	31,981	32,620
2	1.06	31,954	32,912	33,571
3	1.09	32,858	33,844	34,521
6	1.11	33,461	34,465	35,154
8	1.13	34,064	35,086	35,787
10	1.15	34,667	35,707	36,421
12	1.17	35,270	36,328	37,054
14	1.19	35,873	36,949	37,688
16	1.19	35,873	36,949	37,688
20	1.21	36,475	37,570	38,321
25	1.24	37,380	38,501	39,271

MECHANIC
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	41,985	43,245	44,109
1	1.03	43,245	44,542	45,433
2	1.06	44,504	45,839	46,756
3	1.09	45,764	47,137	48,079
6	1.11	46,603	48,001	48,961
8	1.13	47,443	48,866	49,844
10	1.15	48,283	49,731	50,726
12	1.17	49,122	50,596	51,608
14	1.19	49,962	51,461	52,490
16	1.19	49,962	51,461	52,490
20	1.21	50,802	52,326	53,372
25	1.24	52,061	53,623	54,696

ASSISTANT MECHANIC

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	41,063	42,295	43,141
1	1.03	42,295	43,564	44,435
2	1.06	43,527	44,833	45,729
3	1.09	44,759	46,101	47,023
6	1.11	45,580	46,947	47,886
8	1.13	46,401	47,793	48,749
10	1.15	47,222	48,639	49,612
12	1.17	48,044	49,485	50,475
14	1.19	48,865	50,331	51,338
16	1.19	48,865	50,331	51,338
20	1.21	49,686	51,177	52,200
25	1.24	50,918	52,446	53,495

CLERICAL AIDE

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.63	13.01	13.27
1	1.04	13.14	13.53	13.80
2	1.06	13.39	13.79	14.07
3	1.08	13.64	14.05	14.33
4	1.08	13.64	14.05	14.33
5	1.08	13.64	14.05	14.33
8	1.08	13.64	14.05	14.33
10	1.10	13.89	14.31	14.61
15	1.17	14.78	15.22	15.52
20	1.21	15.28	15.74	16.06
25	1.24	15.66	16.13	16.45

EDUCATIONAL ASSISTANT

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.63	13.01	13.27
1	1.04	13.14	13.53	13.80
2	1.06	13.39	13.79	14.07
3	1.08	13.64	14.05	14.33
4	1.08	13.64	14.05	14.33
5	1.08	13.64	14.05	14.33
8	1.08	13.64	14.05	14.33
10	1.10	13.89	14.31	14.60
15	1.17	14.78	15.22	15.52
20	1.21	15.28	15.74	16.06
25	1.24	15.66	16.13	16.45

MONITOR

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.06	12.42	12.67
1	1.04	12.54	12.92	13.18
2	1.06	12.78	13.17	13.43
3	1.08	13.02	13.42	13.68
4	1.08	13.02	13.42	13.68
5	1.08	13.02	13.42	13.68
8	1.08	13.02	13.42	13.68
10	1.10	13.27	13.66	13.95
12	1.12	13.51	13.91	14.19
14	1.14	13.75	14.16	14.44
15	1.17	14.11	14.53	14.83
16	1.19	14.35	14.78	15.09
20	1.21	14.59	15.03	15.34
25	1.24	14.95	15.40	15.71

CROSSING GUARD

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.06	12.42	12.67
1	1.04	12.54	12.92	13.18
2	1.06	12.78	13.17	13.43
3	1.08	13.02	13.42	13.68
4	1.08	13.02	13.42	13.68
5	1.08	13.02	13.42	13.68
8	1.08	13.02	13.42	13.68
10	1.10	13.27	13.66	13.94
12	1.12	13.51	13.91	14.19
14	1.14	13.75	14.16	14.44
15	1.17	14.11	14.53	14.82
16	1.19	14.35	14.78	15.08
20	1.21	14.59	15.03	15.33
25	1.24	14.95	15.40	15.71

MAIL COURIER

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.06	12.42	12.67
1	1.04	12.54	12.92	13.18
2	1.06	12.78	13.17	13.43
3	1.08	13.02	13.42	13.68
4	1.08	13.02	13.42	13.68
5	1.08	13.02	13.42	13.68
8	1.08	13.02	13.42	13.68
10	1.10	13.27	13.66	13.94
12	1.12	13.51	13.91	14.19
14	1.14	13.75	14.16	14.44
15	1.17	14.11	14.53	14.82
16	1.19	14.35	14.78	15.08
20	1.21	14.59	15.03	15.33
25	1.24	14.95	15.40	15.71

COMPUTER TECHNICIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	47,926	49,364	50,351
1	1.03	49,364	50,845	51,862
2	1.06	50,802	52,326	53,372
3	1.09	52,239	53,807	54,883
6	1.11	53,198	54,794	55,890
8	1.13	54,156	55,781	56,897
10	1.15	55,115	56,768	57,904
12	1.17	56,073	57,756	58,911
14	1.19	57,032	58,743	59,918
16	1.19	57,032	58,743	59,918
20	1.21	57,990	59,730	60,925
25	1.24	59,428	61,211	62,435

EXTRA TRIP RATE

Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
1.00	14.76	15.05	15.48

POSITIONS**RATE**

Activity Acct. HS/Ath.	0.065 of Sec. 10.5 Mo. Base
Activity Acct. Middle	0.054 of Sec. 10.5 Mo. Base
Activity Acct. Elem.	0.046 of Sec. 10 Mo. Base
Boiler License	0.048 of Custodian Base
Night Supervisor	0.037 of Custodian Base
Maintenance Leader	0.095 of Custodian Base
HS Custodian Leader*	0.070 of Custodian Base

* with responsibility for directing custodial staff

Shift Differential	See Article XXV
Licensed Paraprofessional	\$425
Certified on Board Instructor**	0.048 of Bus Driver Base

Monitor/Aide certificate fees shall be reimbursed, upon evidence of completion each year.

** The rate shall be based on the Certified On Board Instructor's (OBI)'s approved hourly bus driver's base rate of pay during the contracted year. During the summer months when the OBI completes times sheets, the additional .048 shall be based on the OBI's approved hourly bus driver's base rate of pay during the contracted year. The calculation shall be translated into dollar/cents amount per hour worked.

ARTICLE XXXIII - EFFECTS OF THE CONTRACT

- A. The terms of this contract shall be effective July 1, 2021 through and including June 30, 2023.

NORTH CANTON CLASSIFIED PERSONNEL ASSOCIATION:

<u>David Drinkwater</u>	<u>6-28-2018</u>
Labor Relations Consultant	Date
<u>Gracie A Deckaman</u>	<u>6-27-18</u>
President	Date
<u>[Signature]</u>	<u>6/29/18</u>
Negotiations Team Member	Date
<u>Helen A. Pool</u>	<u>6-26-2018</u>
Negotiations Team Member	Date
<u>Michelle M. Renner</u>	<u>6-26-2018</u>
Negotiations Team Member	Date
<u>Laura L. Russell</u>	<u>6-27-2018</u>
Negotiations Team Member	Date
<u>Brian E. Waltz</u>	<u>7-3-2018</u>
Negotiations Team Member	Date

NORTH CANTON BOARD OF EDUCATION:

<u>[Signature]</u>	<u>6/15/18</u>
Superintendent	Date
<u>[Signature]</u>	<u>6/15/18</u>
Treasurer	Date
<u>[Signature]</u>	<u>6/15/18</u>
Negotiations Team Member	Date
<u>[Signature]</u>	<u>6/15/18</u>
Negotiations Team Member	Date

NORTH CANTON

CLASSIFIED

PERSONNEL ASSOCIATION

And the

***North Canton City Schools
Board of Education***

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

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**ARTICLE I - RECOGNITION AGREEMENT AND
STATEMENT OF NEGOTIATIONS PROCEDURE**

A. Agreement

The recognition herein referred to constitutes an agreement between the Board of Education of the North Canton City School District (hereinafter referred to as "Board") and the North Canton Classified Personnel Association/OEA/NEA, (hereinafter referred to as "Association") to negotiate all matters pertaining to wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this collective bargaining agreement. Recognition of the Association shall continue in full force and effect until such time as it ceases as per Ohio Revised Code 4117.

B. Recognition

The Board does hereby recognize the Association as the sole and exclusive negotiating agent for all classified employees in the following areas: food service, mechanics, bus drivers, crossing guards, secretaries, classified librarians, aides, monitors, maintenance employees, interpreter, technology support specialist, mail courier and custodians. Excluded from this unit are the four (4) current secretarial positions in the District Office, the five (5) current positions in the Treasurer's Office, supervisory and management employees, and all seasonal, and casual employees, as defined in 4117 O.R.C.

C. Principles

It is mutually agreed that in the application of the agreement neither the Board nor the Association will discriminate in any manner prohibited by law between or among any employees of the Board because of race, religion, sex, age, national origin, marital status, handicap, being a veteran, sexual orientation, gender identity, membership or non-membership in Association. The foregoing provisions shall be effective in accordance with the applicable provisions of federal and state law.

D. Board of Education Rights

1. The Board hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by

the laws and the Constitution of the State of Ohio, and of the United States, including, but without limiting the generality of the foregoing, all of the rights identified in Section 4117.08 of the Ohio Revised Code. These include:

- a. determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the Board, standards of school services, its overall budget, utilization of technology, and the School District organizational structure;
- b. direct, supervise, evaluate and hire employees;
- c. maintain and improve the efficiency and effectiveness of Board operations;
- d. determine the overall methods, process, means, or personnel by which school district operations are to be conducted, including the opening and closing of buildings, the hours such buildings are open, student assignments, and the purchasing and distribution of all Board-owned equipment;
- e. suspend, terminate, lay off, transfer, assign, schedule, promote or retain employees;
- f. determine the adequacy of the work force;
- g. determine the overall mission of the School District, including the establishment of curriculum, special programs, athletic, recreational and social events for students;
- h. effectively manage the work force, including the determination of building schedules, hours of operations, and the duties, responsibilities and assignments of staff members;
- i. take actions to carry out the mission of the School District.

2. The exercise of the foregoing powers, rights, authority, duties and responsibilities, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this contract and Ohio statutes, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Ohio and the rules and regulations promulgated by the Ohio State Board of Education and the Constitution and laws of the United States.

The management rights set forth above shall not be subject to the arbitration procedure or otherwise except to the extent that they are limited by specific provisions of this Agreement. Failure to exercise a right or exercising it in a particular way shall not be deemed a waiver of any management right.

3. Failure to fill any vacancy shall not be considered a change in terms or conditions of employment.

E. Procedures for Conducting Negotiations

1. Negotiating Teams - The Board's designated negotiating team shall meet with the negotiating team designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements. Each team shall not exceed seven (7) members.
2. Opening Negotiations - A written request to begin negotiations may be submitted by the Association to the Board or by the Board to the Association. A mutually acceptable meeting date shall be set within five (5) school days of the request; such meeting shall be held within fifteen (15) school days of the date of the request unless a later date is mutually acceptable to both teams. In any given year, such request shall be made 120 calendar days prior to the expiration date of the current contract. All proposals shall be submitted in writing by both parties at the initial meeting. Thereafter, no new items shall be submitted without mutual consent of both parties.

3. Negotiation Procedures - The Board's designated negotiating team shall meet at mutually agreed upon places and times with the Association's negotiating team for the purpose of effecting a free exchange of facts, opinions, proposals, and counterproposals in an effort to reach mutual understanding and agreement. Both teams agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meetings as described in paragraph E-2 above, such additional meetings shall be held as the teams may require to reach an agreement on the issues. Meetings shall not exceed three (3) hours and shall be held at a time other than the regular work day (7:00 a.m.-4:00 p.m.), except by mutual consent of the negotiating teams. Association team members who have work schedule conflict with bargaining sessions may be released from work provided that they make up any time missed at dates and times mutually agreed to with their immediate supervisor or administrator. A member of the bargaining unit who is serving on the negotiating team and whose work schedule conflicts with scheduled bargaining sessions, shall be permitted to exchange shifts with another bargaining unit member within the same classification in order to attend such sessions.

A member of the bargaining unit who is serving on the negotiations team and whose work schedule conflicts with Association team meetings, shall be permitted to exchange shifts with another bargaining unit member within the same classification in order to attend such meetings.

The provisions of sub-section 3 are contingent on both bargaining unit members agreeing to the shift exchange and notification of supervisor.

4. Exchange of Information - Both teams and/or the Superintendent shall furnish each other, upon reasonable request, available information pertinent to the subject(s) under consideration.
5. Caucus Sessions - Caucus sessions shall be held at the request of either team.

6. Consultants - The teams may call upon consultants to assist in preparing for negotiations and to advise them during negotiating sessions. The expense of such consultants shall be borne by the party requesting them.
7. News Releases - Until all the dispute resolution procedures herein detailed have been completed, any releases to the news media shall be jointly issued.
8. Reaching Agreement - Tentative agreement on negotiated items shall be reduced to writing and initialed by the representatives of each team, but such initialing shall not be construed as final agreement. "Tentative," as used herein, shall have the meaning ascribed by Webster's Third New International Dictionary.

When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing, entitled Tentative Negotiated Agreement between North Canton Classified Personnel Association and Board of Education of North Canton City School District, and recommended to the Association and the Board by their respective negotiating teams for approval. Following approval by the Association and adoption by the Board, the agreement becomes binding on both the Association and the Board.

9. Resolving Differences - If, at any point in the negotiations, the parties to this agreement fail to reach a mutual understanding regarding matters related to wages, hours, terms and other conditions of employment, and the continuation, modification, or deletion of an existing condition of this agreement, and the deadlock arising cannot be resolved by the efforts of the Board and the Association alone, either party may declare that an impasse exists and the following procedure shall be implemented:
 - a. Within three days of the declaration of impasse, either party may request the services of the Federal Mediation and Conciliation Services to mediate the dispute.

This alternate dispute resolution procedure shall supercede and replace all statutory dispute resolution procedure in 4117 ORC. The State Employment Relations Board shall have no authority to alter, modify or replace the parties mutually agreed to procedure.

The Association retains its right to strike under the procedures contained in 4117 ORC.

- b. No public employee shall strike during the term or extended term of this collective bargaining agreement or until mediation has occurred.

ARTICLE II – ASSOCIATION RIGHTS

The Association shall have the following sole and exclusive organizational rights as they relate to classified employees:

- A. Reasonable use of bulletin board space at an accessible place in each school building or work site for Association notices.
- B. Deduction from the salary of classified employees for the payment of dues to the Association and its affiliates such sums as are authorized to the Board's Treasurer, in writing, by each employee. Such dues shall be transmitted to the Association Treasurer as soon as is practical after the deduction is made.

Association dues shall be deducted from each pay of the classified employees in equal installments commencing with the first pay in October and ending with the first pay in June.

- C. Use of school buildings for Association meetings, in accordance with Board policy regarding use of buildings and grounds.
- D. Placement of communications in the mailboxes provided for each employee and reasonable use of the inter-school mail system.
- E. Attendance at the OEA Representative Assembly, for bargaining unit personnel, with pay, is limited to two (2) officially elected delegates, for a maximum of three (3) work days per year, per delegate. Attendance must be approved by the immediate

supervisor; final arrangements are to be made with the building principal or other responsible administrator.

Employees may use special leave to attend the OEA Leadership Academy.

No expenses incurred by bargaining unit personnel by attendance at the assembly, Academy, or Stark County Program will be reimbursed by the Board.

Employees in the bargaining unit may attend an OEA Stark County program in accordance with the following provisions:

1. If the conference is held during regular working hours when school is not in session, all Association members will have the option of attending the conference or of reporting for work. Employees who attend the conference and who file a written certification attesting thereto shall receive the same pay as though they had reported for work; or
 2. If the conference is held during a regular working day when school is in session, the president of the Association shall, at least ten (10) days prior to the meeting, certify to the Superintendent of Schools, the names of seven (7) members who shall be delegates. The delegates may attend the conference and those who actually do so shall receive the same pay as though they had reported for work.
- F. The Association shall be informed and given copies of all job description changes.
- G. The Association shall be provided at least sixty (60) uninterrupted minutes each year to communicate with bargaining unit members who are at work. Any Association Representative who is scheduled to work, and requests to be present for this orientation, shall be released from other duties to participate with no loss of pay or benefits.
- H. The District shall provide the following bargaining unit member information in an electronic format to the Association President no Later than October 15th of each school year:
1. Name

2. Work site
3. Work assignment
4. Date of hire
5. Seniority date – previous year
6. Full time equivalent (FTE) status
7. Employment status (e.g. limited or continuing contract)
8. Whether the bargaining unit member is participating in payroll deduction of Association Dues.

ARTICLE III - BUS DRIVERS

- A. Driving assignments requiring a lesser working time shall receive compensation based upon the hourly rate.

The Board may issue eight (8) hour and five (5) hour bus driving contracts in addition to the normal four (4) hour contract. Drivers contracted for five (5) and eight (8) hour contracts shall be on duty during contracted time and may be assigned other duties. Such contracts shall be bid on a seniority basis.

New routes or vacant routes shall be offered on a seniority basis. A driver may bid on a posting more than once during the year. However, the Board is only required to then post that driver's position and not any subsequent vacancy that then occurs from that bid. The Board may then fill the remaining vacancy.

Bus routes shall be bid by seniority at the beginning of each school year.

- B. Safety meeting attendance is required by all regular drivers. Such meetings will be scheduled by the supervisor on work days in addition to regular driving time, limited to four (4) per year, and two hours per meeting.

- C. Supplemental Contracts

1. If a vacancy occurs, it will be posted and filled under Article XXVIII.
2. Supplemental contracts will be issued at no less than one-half (1/2) hour unless they are contiguous to the normal contract time. In which case, they shall be paid at the actual time worked.

3. Any reduction of hours of the current supplemental contracts shall be on a seniority basis.
4. In no event shall a supplemental contract for preschool be less than one (1) hour unless it is contiguous to the normal contract time. In which case, it shall be paid at the actual time worked.
5. Supplemental contracts will be issued on a seniority basis.

D. Extended Time

If conditions beyond the driver's control necessitate a bus driver to extend the time of a regularly scheduled assignment (run) fifteen (15) minutes or more, such total additional time shall be compensated at the driver's currently effective rate.

- E. Extra preschool, shuttle time and extra trips may be assigned to contracted drivers having available time.

Extra preschool, shuttle and field trips may be added after approval of the Superintendent as supplemental time to four (4) and five (5) hour runs as needed and to eight (8) hour contracts up to a maximum of eight (8) hours per day.

F. Extra Trips

An extra trip may be assigned to a substitute driver if no regular contracted driver has accepted the extra trip two (2) days prior to the scheduled day of departure.

The minimum compensation for extra trips that require driver to report to work shall be one and one-half (1.5) hours. Extra trips that back up to contracted time shall be paid actual time worked.

Any work performed other than driving, where a CDL is required, will be paid at the extra trip rate.

Other extra trips will be offered on a rotating most-senior basis to contracted driver having available time outside the normal contracted schedule.

- The rotation year shall begin on the first driver work day of the school year and begin again on the first driver work day of the next school year.
- The first overtime/extended time opportunity on or after the first driver work day of any year will go to the most senior contracted driver.
- Thereafter, the seniority list will be followed, i.e. the next most senior person will be offered the overtime.

G. In all situations, inclusive of A-F above, "driving time" shall be calculated from the time the bus leaves the bus garage until the bus returns to the bus garage which is in addition to prep time as certified. If an extra trip is cancelled, and the driver is not notified prior to the pre-trip, they shall be paid for one and one-half hours (1.5) and retain the option to pick another trip.

H. Each school bus driver must provide the following:

1. A valid Ohio driver's license which includes a school bus driver endorsement.
2. By August 1 of each school year a successfully completed Bus Driver's Physical Examination form (given to Supervisor of Transportation).
3. A current abstract of driving record issued by the Ohio Department of Motor Vehicles showing not more than six (6) violation points. Each school bus driver must be insurable.

If the bus driver is unable to meet any of the above requirements because of the driver's negligent or intentional conduct, the driver will be suspended without pay and fringe benefits until such time as all criteria are met.

If a driver is unable to successfully complete the Physical Examination because of a temporary condition as verified by a physician, the driver may use any accumulated sick leave and/or take SERS disability or retirement.

If the driver is unable to successfully complete the Physical Examination because of a permanent condition as verified by a physician, the driver may elect to take SERS disability or retirement.

If, after sixty (60) days, the cause of the suspension has not been corrected, and the driver has not elected sick leave/SERS disability or retirement, then the Board may begin termination procedures.

I. Any school bus driver convicted of a felony resulting from the operation of a motor vehicle shall be terminated.

J. 1. Any overnight trips shall be paid according to Article III-G except that time may be deducted for those time the drivers are not on call to drive (including sleeping time). However, in no event shall more than eight (8) hours be excluded.

2. The Board shall reimburse the driver for necessary expenses for hotel and meals. The driver must present receipts for payment.

K. A contracted driver shall be allowed to substitute (in addition to that driver's regular route) for another driver who is on leave. Sick leave of the substituting driver shall not cause a loss of this right.

L. Prep Time

A driver shall be paid thirty (30) minutes for preparation. Preparation time is in addition to actual driving time.

During this time, the driver must perform the necessary checks and preparations required by law. This includes replacing fluids and fuel.

A duplicate checklist shall be completed and signed by the driver. The driver shall retain a copy.

This time is also to be used for any interior clean-up.

- M. Drivers are not permitted to take buses home. Buses are to be returned to the garage when not in use for contracted service.
- N. The eight (8), five (5), and four (4) hour contracts may not be split into more than two (2) shifts unless agreed to by the Association President and the Superintendent.
- O. Bus drivers trained by the North Canton City Schools that remain in the employ of the District in excess of twelve (12) months shall be entitled to a one (1) time payment of two hundred dollars \$200.00.

All bus drivers shall receive a two hundred fifty dollar (\$250.00) stipend for successful completion of the Road-E-O. Successful completion shall be defined as at least eighty percent (80%) of the available points.

P. Alcohol / Drug Testing

1. Districts may include drug education awareness training as part of regular district in-service programs for all transportation employees. The Board's testing policy and Federal Regulations, Subpart F, Alcohol Misuse and Controlled Substance Use Information (Part VII, p. 7513-7514), shall be given to affected employees. The employee shall sign proof of receipt.
2. The Supervisor who makes the determination that "reasonable suspicion" exists to test employees shall create a written report setting forth the specific observations relied upon to order the test. The Supervisor that makes the determination cannot also conduct the alcohol test.
3. Random testing will be done during scheduled work time.
4. The same laboratory shall be used for all testing except as specified in subsection 7 below. Upon request, the name of the laboratory shall be provided to the Association office at the beginning of each school year.
5. Employees have a right to a hearing in order to provide the employee an opportunity to dispute any information

and for the employer, prior to suspending the employee and/or ordering referral to evaluation, to provide an explanation. The employee is entitled to written charges and association representation.

6. The Substance Abuse Professional (SAP) shall be selected by the employee from a list jointly agreed to by the Union and the Board.
7. If the employee disputes a positive test result, he may request a split specimen within seventy-two (72) hours from the time of notification at Board paid expense. The test shall be done by a different laboratory and the GC/MS test shall be used. If the split specimen tests negative, the employee will be paid for any time lost during the seventy-two (72) hour period.
8. If the first specimen tests positive and the second specimen tests negative, this will be deemed to be the official result of the drug test.
9. Any and all Board required Drug-Alcohol testing shall be paid by the Board.
10. If the employee tests positive on the alcohol (at .04 or above) and/or drug test, he will be suspended without pay until completion of assessment and treatment, if needed. At the conclusion of the assessment and/or treatment, the Superintendent may do one of the following:
 - a. Reinstatement of the employee to his original position
 - b. Suspend without pay for up to three (3) days at the Superintendent's discretion
 - c. If the employee has more than five years of service and it is a first offense involving the violation of the drug/alcohol testing policy and no accident is involved, the employee may:
 - i) Be assigned to a non-safety sensitive position if available and if qualified. Otherwise, the individual will be placed

on a recall list for the first position available and for which he is qualified.

- ii) Be terminated under 3319.081 O.R.C. (Ohio Revised Code)
 - d. If the employee has five years or less of service, or it is a second offense involving the violation of the drug/alcohol testing policy, or an accident is involved, the employee may be terminated after a hearing. The employee may challenge the termination at binding arbitration but only on the validity of the test results and not on mitigation of the penalty. This procedure, for circumstances covered by 10.d. shall prevail over that contained in 3319.081 O.R.C. and/or the applicable collective bargaining agreement.
11. If the employee tests positive on the alcohol test (below .04) disciplinary action, if any:
- a. Shall be governed by 3319.081 O.R.C. and not under the terms of the collective bargaining agreement or
 - b. May result in the employee being suspended without pay for up to (3) three days at the Superintendent's discretion.
12. The employee must present to the Superintendent written evidence of completion of assessment and/or treatment.
- Q. Reserve Routes: If an individual is contracted in another classification besides bus driver, and the only routes remaining would cause that individual to exceed a combined total of eight (8) hours, the hours in the non-bus driver classification will be reduced so that the total combined per day does not exceed eight (8) hours.
- R. Any employee that recruits and submits a name as a candidate to drive a school bus is eligible to earn a recruitment fee. Once the new driver works two hundred (200) hours in a school year, a bonus of one hundred fifty (\$150) dollars is paid to the

bargaining unit member that referred them. This is payable one time, per driver recruited.

- S. Every other new bus shall be assigned to drivers on a rotating seniority basis. When new buses enter the rotation, first option shall be given to the most senior driver. If that driver accepts the new bus, they shall move to the bottom of the "new bus rotation list." If the driver refuses the new bus, they shall remain at the top of the "new bus rotation list" and the next most senior driver shall be offered the new bus. The "new bus rotation list" shall be kept and maintained by the Transportation Director or their designee. A copy of the "new bus rotation list" shall be provided to the President of the Union no later than August 1 of each school year.

ARTICLE IV - DRUG FREE WORKPLACE

- A. The Board may suspend with pay, pending the outcome of any investigation and/or trial, an individual accused of a drug-related offense.
- B. The conviction, guilty, or no contest plea of an individual for possession and/or use, unlawfully manufacturing, distributing and/or dispensing any controlled substance as defined in federal and state law while engaged in work or in the workplace shall be sufficient grounds for termination of employment.

ARTICLE V - DUE PROCESS

- A. Non-teaching employees shall enter into written probationary (limited) contracts for their employment which shall be for a period of not more than one year (initial contracts do not extend beyond June 30). If the employee is renewed after serving three (3) one (1) year limited contracts, the individual shall be employed under a continuing contract. Non-renewal at the end of a limited contract is not subject to challenge through the grievance procedure.
- B. A classified employee may be removed or suspended under Ohio Revised Code 3319.081 for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, violation of

rules or any other failure of good behavior or any other acts of misfeasance, malfeasance, or nonfeasance in office.

- C. The Superintendent may impose disciplinary suspensions of three (3) days or less without pay. Such suspensions are not grievable.
- D. Employees shall be given the opportunity for a pre-disciplinary hearing before the Superintendent or designee before any unpaid suspension occurs. The employee shall receive written notice via hand delivery or certified mail (return receipt requested) at least thirty six (36) hours prior to the pre-disciplinary hearing.
 - 1. The employee shall have the opportunity to rebut the charges at the hearing or in writing within five (5) working days after the hearing;
 - 2. The employee shall receive a written decision within seven (7) working days following the hearing stating the nature of the disciplinary action to be implemented and the reasons therefore.

This section prevails over any conflicting laws relating to the discipline or discharge of employees.

ARTICLE VI - CLASSIFIED EMPLOYEE EVALUATION

The classified employee appraisal is intended to be an evaluation of the quality of job performance. The appraisal may serve as a way of commending a classified employee for fine work and leadership qualities as well as to indicate areas of needed improvement. The appraisal should aid in focusing the attention of employee and administrators upon the many important facets of the jobs performed by the classified staff.

PROCEDURE

- 1. By the end of September, the supervisor, principal, or his/her designee*, shall acquaint the classified employee with the appraisal instrument and job description.

2. During the first semester, a short pre-appraisal conference will be held with the supervisor, principal, or his/her designee*, and the employee to identify areas of concern.
3. Appraisal shall be done by the supervisor, principal, or his/her designee*. Observation and familiarity with the work to be done shall comprise the criteria on which appraisal is based, sequence to be as follows:
 - a. Cooperative employee/appraiser conference.
 - b. Copies of the completed and signed appraisal shall be delivered to the employee, principal or supervisor, and the Superintendent of Schools.
 - c. Goals may be set for future improvement.
 - d. Written statements of weakness and/or criticisms must be accompanied with expectations for improvement. It is anticipated that following a reasonable length of time, an opportunity for re-evaluation will be provided.
4. The following employees are to be appraised:
 - a. All employees in their first year of employment.
 - b. All employees in their third year of employment.
 - c. All employees every five years after their third year of employment.
5. Any classified employee may be appraised, or reappraised, upon his/her request, the request of the principal, supervisor, or the Superintendent of Schools.

*Designees will not be members of the bargaining unit.

CLASSIFIED PERSONNEL EVALUATION FORM

NAME _____

BUILDING(S) _____

CLASSIFICATION _____

ASSIGNMENT _____

DATE _____

Areas of Strength:

Areas of Needed Improvement: (if any)

Practices to be Continued:

Suggestions for Improvement:

Comments of Classified Person: (To be used as the exclusive option of the classified person.)

Evaluator

Classified Person (Signature means that I have seen this report but not that I necessarily agree with it.)

ARTICLE VII - GRIEVANCE PROCEDURE

- A. Grievance Procedure - Grievance procedures shall be available to all classified employees; no reprisals shall be taken against any classified employee initiating or participating in the grievance procedure.
- B. Purpose and Objectives - The primary purpose of this procedure shall be to obtain, at the lowest administrative level and in the shortest period of time, equitable solutions to grievances which may arise from time to time. Grievance proceedings shall be handled confidentially.
- C. Grievance Defined - A grievance is a complaint alleging the violation, misinterpretation, or misapplication of the terms of any provision of the Negotiated Agreement between North Canton Classified Personnel Association and the Board of Education of North Canton City School District.
- D. General Provisions -
 - 1. A grievance may be initiated by an individual, a group, and/or the Association.
 - 2. An alleged violation must be discussed informally with the appropriate administrator prior to the initiation of the grievance procedure.
 - 3. To initiate the procedure, the grievant or his representative shall present a concise written statement of the facts (a) referring to the specific provision of the Negotiated Agreement involved (b) specifying the person or persons involved (c) setting forth the detriment to the grievant and (d) describing the relief sought.
 - 4. The Association may assist any classified employee in preparing the proper and complete information necessary to expedite the procedure.
 - 5. Each party, at every step in the grievance procedure, may be represented or assisted by counsel or by any other person of his or her choice and may present witnesses who have knowledge of matters pertaining to the grievance.

6. In all matters and at all steps, the period within which any action is required can be extended only by prior written agreement between the grievant and the Superintendent, or, in the absence of the Superintendent, by his designee.
7. Failure of the grievant to proceed within the specified time limits to the next level of the procedure shall cause the grievant to be conclusively bound by the recommendations made or the decision rendered at the previous level. The failure of any person to render a decision within the time set forth herein shall permit the grievant to proceed to the next step in the procedure.
8. A grievance may be initiated at Level Two when the building principal, or other immediate supervisor, states in writing that the subject is not within his realm of responsibility or control, and a copy of such statement shall be attached to the grievance when filed.
9. A decision, recommendation, or determination made at any step in a grievance proceeding shall be effective only with respect to the particular incident which was the subject of the grievance and the named grievant or grievants. A decision, recommendation, or determination made in connection with a group grievance shall be effective for all members of the group.
10. Nothing contained in the procedure shall be construed as limiting the individual rights of a classified employee having a complaint or problem to discuss the matter informally with members of the administration through normal channels of communication.
11. In all instances, the word "day" as used herein shall mean a school day as established on the calendar for the applicable school year, unless school is not in session, in which event the word "day" shall exclude Saturdays, Sundays, and legal holidays.
12. A grievance may be withdrawn at any level without prejudice.

13. No record, document, or communication concerning a grievance shall be placed in the personnel file of any participant involved in the procedure herein described.
14. Any document, statement, copy, or written response shall be conclusively deemed to have been furnished, filed, delivered, or received upon the date following the date the same is deposited in the United States mail, if mailed by United States mail, or actually received if otherwise delivered.
15. The grievant may, at any step in the proceedings, attach to the written grievance a notice setting forth the name and address of the person or persons who will act as a representative or representatives. Notices shall be sent to not more than two such representatives at the addresses provided.

E. Procedure

1. Level One: A copy of the written grievance shall be submitted to the grievant's principal or other immediate supervisor within thirty (30) days after the occurrence of the event which is claimed to be the subject of the grievance or within thirty (30) days after the grievant has knowledge of the event, whichever is later.

A meeting shall be held at a time mutually agreed upon between the grievant and the principal or other immediate supervisor within five (5) days after receipt of the written grievance by the principal or other immediate supervisor. Discussion at this meeting shall be confined to the issues as stated in the grievance and the relief sought.

Within five (5) days after the meeting, the principal or other immediate supervisor shall provide the grievant with a written response stating his position and recommendation for the resolution of the grievance. Copies shall be provided pursuant to Paragraph D-15 above.

2. Level Two: If the grievant is not satisfied with the recommendation made in Level One, he may, within five

(5) days after receipt of such response, file his written grievance with the Superintendent and request a meeting to discuss the grievance.

The meeting with the Superintendent shall be within five (5) days after the request is received by the Superintendent. The meeting shall be conducted in the manner provided for in Level One. Within five (5) days after the meeting, the Superintendent shall provide the grievant with a written response stating his position and recommendation for the resolution of the grievance. Copies shall be provided pursuant to paragraph D-15 above.

3. Level Three: If the grievant is not satisfied with the suggestion for the resolution of the grievance received in Level Two, he may, within five (5) days after receipt of the written response of the Superintendent, proceed as follows:
 - a. When the grievance as defined in Paragraph C above is not resolved at Level Two, the grievant may, with the consent of the Association, submit a written notification to the Board that the grievance is being submitted to arbitration. The arbitrator shall have the authority to decide only a matter involving a grievance as defined in Paragraph C hereof. The arbitrator shall not have jurisdiction or authority to add to, subtract from, or alter in any way the provisions of any agreement negotiated between the Board and the Association, and shall be specifically prohibited from making any decision which is inconsistent with the terms of the Negotiated Agreement between North Canton Classified Personnel Association and the Board of Education of North Canton City School District.
 - b. Robert Stein shall be the permanent arbitrator for the parties. If he is unwilling or unable to serve, the arbitrator shall be appointed by mutual consent of the parties. If the parties are unable to agree, selection shall be made from a list of seven names prepared and submitted by

the American Arbitration Association in accordance with its Voluntary Rules in effect on the date hereof.

- c. The arbitrator shall hold the necessary hearings and shall issue his decision in writing within thirty (30) days of the conclusion of such hearings. The decision of such arbitrator shall be final and binding upon both parties. Copies of the findings of fact and the recommendations shall be delivered to the grievant and the Superintendent, as provided in and pursuant to Paragraph D-15 above.
 - d. Each party shall bear the full costs of its representation in the arbitration. The costs of the arbitration shall be shared equally by the Board and the Association.
4. In the event the Superintendent is unavailable, his designee shall act in all matters provided for in this article.

ARTICLE VIII - HIRING/REHIRING OF RETIREES

The Board may, in its sole discretion, choose to hire/rehire individuals who have retired with any public retirement system. If such individuals are hired/rehired, the following terms and conditions shall govern:

1. The individual shall be issued one year limited contracts which shall automatically expire and, as a condition of employment, the employee waives his/her right to a continuing contract under Ohio law.
2. Neither 3319.081, 3319.083 ORC nor provisions of the collective bargaining agreement regarding non-renewal shall apply.
3. The Board, at its sole discretion, may offer insurance benefits.
4. The following Articles shall not apply:

Article V	Due Process
Article VI	Evaluation
Article XIX	Reduction in Force

Article XXIV Severance Pay

Article XXVIII Vacancies, Transfers & Promotions

5. The employee will be notified prior to retirement if the district intends to make a re-hire offer.

ARTICLE IX - HOLIDAYS

All classified employees, whether salaried or compensated on an hourly basis, are entitled to the following holidays for which they shall be paid their regular salaries or rates of pay. Twelve-month employees: New Year's and one (1) day before New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas, one (1) day before Christmas, President's Day, and Good Friday. Less than twelve-month employees: New Year's Day, Martin Luther King Day, Memorial Day, Labor Day, Thanksgiving, Christmas, President's Day, and Good Friday.

In the event that a paid holiday falls within a vacation period, the holiday can be added to the vacation period or be taken at a later date, provided prior approval has been granted by the responsible principal or other administrator and approved by the Superintendent.

If Christmas, New Year's Day or Independence Day occurs on a Saturday and if the Friday before such holiday is not a day of classes, the Friday preceding such holiday shall not be a work day for those persons who would be otherwise scheduled to work. This policy shall have no effect on other holidays or on employees not scheduled to work on those days.

Any employee who is required to work on a scheduled holiday shall receive one and one-half (1 1/2) times his or her regular rate of pay for each hour actually worked, in addition to the regular holiday pay.

ARTICLE X - INSURANCE

- A.
 1. In order to be eligible for insurance, an employee must be contracted for at least twenty-five (25) hours per week.
 2. The Board will grandfather the drivers/bus monitors who will drop below thirty (30) hours due to the reorganization

occurring in 2012-2013. Individuals to whom this section applies are: Pam Lazarites and Esther Ranalli.

3. The drivers/aide may choose:

The Board plan with the fifty percent (50%) premium payment.

4. Employees hired on or after April 1, 1992, and who, by November 1 of any given year, are working 25-29 hours per week and who have been employed in the district ten or more years may purchase health care benefits with fifty percent (50%) of the premium being paid by the Board and fifty percent (50%) being paid by the employee.

5. An employee who is paying less than fifty percent (50%) of the premium for insurance shall be grandfathered at the percentage in effect during the 2000-01 school year. Individuals to whom this section applies are: Tracie Heckaman and Mary Humbert.

- B. The Board shall pay eighty-nine (89%) percent of the cost of single and family insurance coverage for employees who, by November 1 of any given year, are working 30 hours or more per week, unless otherwise modified by Section A.

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

- D. If both husband and wife work in the district and have no dependents, only two (2) single plans (health, dental, vision) will be provided. If the employees have dependents, only one (1) family plan (health, dental, vision) will be provided.

- E. Once the district becomes aware of an increase in insurance rates, they shall notify all members of the bargaining unit of the specifics of the increase no later than July 1, via email.

Coverage Overview: See Plan Booklet for COG adopted coverage Information

Medical

A. The Board will pay eighty-eight (88%) percent 2018-2019, eighty-seven (87%) percent 2019-2020, eighty-six (86%) percent 2020-2021 of the premium and the employee will pay twelve (12%) percent 2018-2019, thirteen (13%) percent 2019-2020, fourteen (14%) percent 2020-2021 of the premium for full-time employees in any year when the levy passes and the base raises are granted. Otherwise, the employee share shall be eleven (11%) percent.

B. 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, vision and life insurance through the COG. The coverage shall be the standardized COG specifications

C. Preferred Provider - Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program. Anyone, as of August 1, 2009, who has the traditional Mutual Health Program instead of the PPO, may continue such participation.
2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County OEA office representative.

D. 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 and the Stark County OEA office representative.
 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.
- E. In order to participate in the hospital, surgical, and major medical plan, classified personnel must pay a one-time, non-refundable enrollment fee in the amount of \$70.

Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of \$30,000 for those employed 25-29 hours per week.

The Board shall provide term life and accidental death and dismemberment coverage in the amount of \$65,000 for each employee (30 hours or more). 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.

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.

Dental Insurance

The Board will pay eighty-eight (88%) percent 2018-2019, eighty-seven (87%) percent 2019-2020, eighty-six (86%) percent 2020-2021 of the premium and the employee will pay twelve (12%) percent 2018-2019, thirteen (13%) percent 2019-2020, fourteen (14%) percent 2020-2021 of the premium for full-time employees in any year when the levy passes and the base raises are granted. Otherwise, the employee share shall be eleven (11%) percent.

Vision

The Board shall purchase through a carrier licensed by the State of Ohio, employee and family Vision Insurance equal to or exceeding the specifications below. The Board will pay eighty-eight (88%) percent 2018-2019, eighty-seven (87%) percent 2019-2020, eighty-six (86%) percent 2020-2021 of the premium and the employee will pay twelve (12%) percent 2018-2019, thirteen (13%) percent 2019-2020, fourteen (14%) percent 2020-2021 of the premium for full-time employees in any year when the levy passes and the base raises are granted. Otherwise, the employee share shall be eleven (11%) percent.

Section 125 Tax Shelter

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

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.

Miscellaneous

1) Routine Physical Exams

The Board will allocate a \$10,000 fund per school year for all district employees to reimburse for one routine physical examination per year, per insured with a \$200 maximum per insured and a \$400 maximum per family.

Application for reimbursement shall be submitted by June 30th. If the total amounts submitted exceed the amount of the fund, employees shall be reimbursed at a lesser amount, equally divided among all district employees who have applied.

2) If it is practical to hire a full-time employee, this provision shall not be used to avoid qualification for fringe benefits.

3) If a contributing employee voluntarily accepts a job with reduced hours, then the employee's contribution shall be calculated as per A.2 or B of this Article, whichever is applicable.

4) If both husband and wife work in the district and have no dependents, only two single plans (health, dental, vision) will be provided. If the employees have dependents, only one family plan (health, dental, vision) will be provided.

ARTICLE XI - LABOR-MANAGEMENT COMMITTEE

A Labor/Management Committee will be maintained with representatives from the NCCPA and the Administration. The purpose of the Committee is to discuss areas of concern brought by either or both parties. This

committee shall meet once (1) a month, unless both parties agree in writing that they do not have any issues to address. The Labor-Management Committee shall partake in a three (3)-hour training no less than once (1) every three (3) years. The training shall be provided free of charge by Federal Mediation & Conciliation Service (FMCS). The first training shall transpire no later than October 1, 2015.

ARTICLE XII - LEAVES

A. Assault Leave

Assault leave with pay shall be granted to members of the negotiating unit who are unable to perform their contract duties because of injury caused by assault on said member while he is performing his contract duties. All such leaves shall be subject to the following provisions:

1. Requests for such leave shall be made in writing to the Superintendent not later than three (3) school days following the assault. In cases of disabling injuries, the Superintendent shall extend the time for filing the application.
2. After three (3) days' absence, the employee shall be required to provide a physician's statement describing the nature of the disability and the length of time it will render him unable to perform his contract duties.
3. Paid assault leave shall be limited to forty-five (45) school days per year. If the disability still exists, the victim of the assault may petition the Board to extend the paid assault leave.
4. The employee shall be maintained on full pay status with fringe benefits during the period of assault leave.
5. Assault leave shall not be charged to sick leave or any other leave.

B. Child Care

A classified employee who is the parent of a child needing care may request and shall be granted a child care leave of absence without pay or benefits on the conditions set forth below:

1. The child care leave of absence shall be for the remainder of the current contract year (July-June) in which the birth of a child takes place unless such leave is terminated as hereinafter provided.
2. The leave shall be extended for one additional contract year upon request of the individual to the Board, made not later than sixty (60) days preceding the year for which such leave is requested.
3. When the individual desires to terminate such leave, application for reinstatement may be made by said individual at any time during the contract year but not later than June 1 and the employee shall be reinstated at the beginning of the next contract year.
4. Upon return from child care leave, the individual shall be entitled to reinstatement to the same position with the same contractual status which was held prior to the leave, or, if that position is no longer available, to a similar position for which the individual (within the same classification) is qualified. If said leave is extended, the same provision shall apply.
5. An individual on child care leave may continue to participate in those benefits which are provided to other classified employees by payment of the group rate for such benefits in accordance with the directions of the Board.
6. An individual who is adopting a child shall be entitled to an unpaid leave under this section. The leave shall be for the remainder of the contract year (July-June) in which the child is placed in the individual's home for adoption. No leave shall be granted if the child is more than five and one-half (5 1/2) years old. The leave shall be extended for one additional school year upon request of the individual to the Board, made not later than sixty (60) days preceding the year for which such leave is requested.

C. Extended Illness

Each full-time regular employee of the Board who exhausts his or her sick leave, and who requests an unpaid disability leave of absence and who furnishes:

1. his or her written request for such leave of absence by reason of a disability which must be specified in the request, and
2. the written statement of his or her physician certifying that the applicant is unable to return to work because of the disability,

Shall be granted an unpaid disability leave of absence extending at the option of the Board to the date the disability terminates or to the end of the contract year (July-June). Said leave of absence shall be continued through the last day of the contract year (July-June) ending nearest to the first anniversary of the commencement of the leave of absence.

D. Family Medical Leave

1. If an employee takes a leave granted under this Article for a reason covered by the Family and Medical Leave Act, the leave shall be administered under the provisions of the FMLA and the approval of any such leave under this Article will serve as district notification of FMLA act enforcement with both leaves commencing simultaneously.
2. Upon approval of the Superintendent and Association President, this Section may be modified as necessary to comply with federal law and rules and regulations.
3. The Board shall provide a copy of the policy on FMLA in the library of each building.

E. Jury Duty

Bargaining unit member(s) subpoenaed in a court proceeding that is job related (not Association related) shall receive his/her regular rate of pay

F. Sick Leave

Each full-time employee of the Board shall be credited with sick leave at the rate of one and one-fourth (1¼) days per month, fifteen (15) days per year, in accordance with Section 3319.14.1, Ohio Revised Code. An employee must provide a doctor's statement after three (3) consecutive days of sick leave if requested by the immediate supervisor.

The maximum number of sick leave days which may be accumulated shall be three hundred twenty-five (325) for 2015-2016, three hundred twenty-six (326) for 2016-2017 and three hundred twenty seven (327) for 2017-2018.

1. Sick leave may be used for:
 - a. Personal illness, injury, exposure to contagious diseases which could be communicated to other employees or students, and pregnancy.
 - b. Illness or injury of employee's child, parents, parents-in-law, or one who has served in lieu of parents, spouse, daughter-in-law, son-in-law, grandchildren, or dependent member of employee's household.
 - c. Death of employee's parents, parents-in-law (or one who has served in lieu of parent), spouse, son, daughter, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild, or dependent member of employee's household.
 - d. Employees who render short-hour, seasonal, intermittent, per diem or hourly service shall be entitled to sick leave for the time actually worked at the same rate granted full-time employees.
2. Use of sick leave shall be governed by the following regulation:

A written statement signed by the employee on forms prescribed by the Board indicating the cause of absence shall be filed with the Superintendent of Schools. If medical attention was required, the statement shall list

the name and address of the attending physician and the dates when he was consulted.

Sick leave may be used in full days or one-fourth (1/4), one-half (1/2), or three-fourths (3/4) day segments.

Regulations for acquiring sick leave:

- a. Classified personnel are automatically credited with five (5) days sick leave at the beginning of employment; no additional sick leave days will be granted with pay until after the fourth month of employment, when it begins to accumulate at the rate of one and one-fourth (1 1/4) days per month.
 - b. Questions concerning sick leave should be checked first with the principal. Any unanswered questions should be referred to the Superintendent.
- G. If an employee is directed by a supervisor to accompany another employee to court as a result of the other employee's employment with the district, the employee directed to attend shall be paid at the regular rate of pay.

H. Absence Report

The absence report form attached hereto is adopted for use in the school district.

AESOP: beginning July 1, 2019, all bargaining unit members must use AESOP. Failure to do so may result in discipline and failure to receive paid leaves. Training will be given. In addition to completing AESOP, cafeteria and transportation employees must call off to their immediate supervisor.

CONFIDENTIAL

NORTH CANTON CITY SCHOOLS ABSENCE REPORT

To: Superintendent of Schools

It was necessary for me to be absent _____
for the following reason:

Personal Illness: _____

Illness in family: _____

Note relationship: _____

Member of family lives in my home: Yes _____ No _____

Death: (Note relationship) _____

Other reason: _____

Total: (Days or portion of days [1/4, 1/2, 3/4]) _____

I _____ receive medical attention.
(did or did not)

If medical attention was received, the name and address of attending
physician(s) was(were):

and _____ was consulted on the following dates:
(he or she)

_____.

Administrator's
Initials _____

Approved _____
Disapproved _____

Signed _____
(Name of absentee)

Date _____

Superintendent's signature

I. Unpaid Leave of Absence

An employee may request and may be granted an unpaid leave of absence for up to one (1) year for illness of a dependent member of the employee's family after sick leave has been exhausted.

J. Special Leave

Each member of the bargaining unit shall be entitled to three (3) days of special leave each school year, with pay, to conduct personal business which cannot be attended to except during the school day. It is agreed that special leave days shall not be used for engaging in gainful employment, nor travel associated with these activities. No more than two (2) employees, or ten percent (10%) of the building, or maintenance staff, whichever is greater, shall be absent on special leave on the same day. For transportation employees, three per day may take personal leave. Special circumstances may be considered by the Superintendent for waiving the restriction on the number of staff members who may be absent on the same day.

No later than forty-eight (48) hours prior to taking special leave, the member shall announce his intent to the building principal or other administrator on the form provided for special leave. In the event of an emergency, the forty-eight (48) hour requirement shall be waived. Notice of intended absence shall be given to the appropriate administrator as early as possible.

1. A maximum of three (3) days special leave per school year may be granted to employees. Special leave may be used on either a quarter (1/4), one-half (1/2) or full day basis.
2. A member who requests Special Leave the day prior to or the day after the Professional Development Workshop/District-Wide In-service or meeting, holiday, vacation day or the day of a professional development workshop or meeting must make the request in writing with the reasons to the Superintendent. Such requests shall be granted provided the reasons are for good cause.

3. The following options selected by May 1st of each year shall be implemented for unused special leave days:

A. A payment shall be made in any year when an individual does not use any of the three (3) special leave days:

\$200	30 or more hours
\$150	20-29 hours
\$100	less than 20 hours

or

B. Transfer unused personal leave days to the employee's accumulated sick leave days at the end of the school year, when any individual does not use any of the three (3) special leave days.

Option "B" will be automatically implemented if the employee does not select "A".

K. The Superintendent, in his sole discretion, may grant additional paid or unpaid leave.

NORTH CANTON CITY SCHOOLS

CLASSIFIED SPECIAL LEAVE FORM

PLEASE SUBMIT TWO (2) COPIES AFTER READING PROVISIONS ON THE BACK OF THIS PAGE.

TO _____ DATE _____
(Building principal or immediate supervisor)

FROM _____ School/area _____

INTENT TO USE SPECIAL LEAVE

I shall be absent on special leave on _____
(date)

for reason(s) which I certify to 1/4, 1/2, or full, (please circle) in accordance with the special leave provision of the currently effective negotiated agreement in that it "shall not be used for engaging in gainful employment, nor travel associated with these activities."

Employee signature Date

Date received _____
Action _____
Administrator _____

For office use only

ARTICLE XIII - MANDATORY ONLINE TRAININGS

All classified employees shall be given time to complete any mandatory online trainings. The scheduling of such time shall be determined by the immediate supervisor. Any time actually worked beyond forty (40) hours will be paid at time and one half (1½). All others will be paid at their regular rate of pay.

ARTICLE XIV - PAY DAYS

- A. All pay for contracted employees whose earnings are based on an annual salary shall be paid in twenty-six (26) equal payments over a twelve-month period. All pay for employees whose pay is calculated on an hourly basis shall be paid in twenty-six payments over a twelve-month period. If an employee is contracted to work 30 hours or less per week, exclusive of supplemental hours, the employee may opt to receive their pay in 21 payments. Current employees must give four (4) weeks notice. New hires must give notice upon employment.
- B. When pay day falls on a holiday, the preceding day shall be payday.
- C. Newly hired employees must have paychecks deposited directly into the bank of their choice by electronic transfer, on or before the date of payday. Current employees may voluntarily have direct deposit.
- D. Each employee will be provided a paycheck stub or its equivalent.

ARTICLE XV - PAYROLL DEDUCTIONS

- A. The Board shall make payroll deductions for tax-sheltered annuities in accordance with O.R.C. sections 9.90 and 9.91 if so authorized by the employee in writing. If annuity deductions are authorized, the employee shall have the sole responsibility for ensuring that the amounts deducted do not exceed the limits imposed by the Internal Revenue Code.
- B. In order to have payroll deduction of annuities, the bargaining unit member must execute a release which holds the Board

harmless for any and all errors arising out of such annuity deductions which are made in accordance with instructions given by the member.

Association membership is annual with the membership year being September 1 through August 31. Once a member enrolls such a membership shall be continuous thereafter for each subsequent membership year unless the individual cancels their membership. Any individual who wishes to cancel their membership must notify the Association Treasurer and the Board Treasurer, in writing between August 1 and August 31. A member may cancel their membership outside of the aforementioned cancellation period, but shall be responsible for all remaining dues and assessments of the current membership year and by such cancellation acknowledges that he/she is forgoing any rights specifically reserved for members of the Association.

The Association shall indemnify and save the Board harmless against claims that may arise out of or by reason of actions taken or not taken by the Board or Association as a result of either party's efforts to comply with the language in Article XV section B and procedures established in that section the Association will indemnify the Board for any liability imposed on it as a result of any such suit, claim or Administrative proceedings and will reimburse the Board for any and all expenses incurred (including attorney fees in defending any such suit claim or administrative proceedings).

- C. If SERS regulations allow, any member of the bargaining unit who desires payroll deduction for the purchasing of credit for SERS must do so with pre-tax dollars in accordance with rules and regulations established by the SERS.

ARTICLE XVI - PERSONNEL FILE

- A. Definition

The Board shall maintain only one (1) official file on each employee. This shall be the employee's personnel file, on which all employment decisions will be based. This file will be the sole documentation used as the basis for employment decisions.

- B. An employee shall have the right to review the contents of that employee's personnel file. A representative of the Association may, at the employee's request, accompany the employee in this review.
- C. Placement of Material in File

A copy of any evaluative material to be placed in the employee's personnel file shall be given to the employee. The employee shall acknowledge receipt of the copy and shall have the opportunity to comment on it in writing. Such acknowledgment and comment shall be attached to said item. The employee's signature merely signifies that the employee has been shown the material and does not necessarily indicate agreement with its contents.
- D. An employee shall have the right to file an answer to any derogatory material which is included in that employee's personnel file and such answer shall be attached to the file copy.
- E. Nothing in this section shall preclude an employee from exercising his/her rights under chapter 1347 R.C.
- F. The employee's personnel file shall be maintained in the district office.
- G. An employee shall have the right to petition the Superintendent of Schools to ask that letter(s) of reprimand and/or disciplinary and like materials be removed from the file, if a three (3) year period has lapsed from the time the item was placed in the file and if no additional letter(s) and/or disciplinary materials have been placed in the file.

The final decision to remove any material from the personnel file will be made by the Superintendent of Schools.

ARTICLE XVII - PRINTING OF CONTRACT

Within thirty (30) days after this contract is signed, two hundred forty (240) booklet-size copies of this contract shall be reproduced by the Board with the costs to be paid by the Board. The Board shall receive sixty (60) copies.

ARTICLE XVIII – PRIVATIZATION

- A. The Board may not privatize (sub-contract) any bargaining unit work if: It would result in the lay-off or elimination of current bargaining unit employees; would result in the elimination of an entire classification or would reduce an employee's current salary.
- B. Any violation, misinterpretation and/or misapplication of this Agreement shall be submitted to final and binding arbitration under the provisions of Article VII – E. 3 (Grievance Procedure) of the Negotiated Agreement.

ARTICLE XIX - REDUCTION, LAY-OFF, RECALL

- A. Employees may be laid off:
 - 1. As a result of a lack of funds. A lack of funds means there is a current deficiency of funding which will not allow the maintenance of current levels of staffing.
 - 2. As a result of a lack of work. A lack of work means a current temporary decrease in the workload expected to last less than one year which requires the reduction of current levels of staffing.
 - 3. As a result of abolishment of position. Abolishment means the permanent deletion of position(s) from the district due to a lack of continued need for the position.
- B. The Board will supply the Association with rationale and supporting documentation for A.1, 2, 3 above at least forty-five (45) calendar days prior to the lay-offs.
- C. No bargaining unit member shall be laid off unless said bargaining unit member shall have been notified of said layoff at least forty-five (45) calendar days prior to the effective date of layoff. In the event of a necessary reduction in work force, the Board shall identify the specific position(s) to be eliminated due to reduction in work force. Bargaining unit members who have been affected by a layoff/elimination of position shall have the right to assume a position in their classification(s) which is held by the least senior bargaining unit member. In no case shall a

new employee be employed by the Board while there are laid off bargaining unit members who are qualified for a vacant or newly-created position.

- D. A laid off bargaining unit member shall, upon application and at his/her option, be granted seniority status on the substitute list according to his/her seniority. Laid off bargaining unit members may continue their insurance benefits for one year from the date of layoff by paying the regular monthly group rate premium for such benefits to the Board. Laid off bargaining unit members shall be recalled in order of seniority, with the most senior being recalled first, to any position in their classification. Notices of recall shall be sent by certified or registered mail to the last known address as shown on the Board's records. The recall notice shall state the time and date on which the bargaining unit member is to report back to work. It shall be the bargaining unit member's responsibility to keep the Board notified as to his/her current mailing address. A recalled bargaining unit member shall be given five (5) calendar days from receipt of notice, excluding Saturday, Sunday and holidays, to report to work. The Employer may fill the position on a temporary basis until the recalled bargaining unit member can report for work provided the bargaining unit member reports within the five (5) day period. Bargaining unit members recalled to full-time work are obligated to take said work. A bargaining unit member who declines recall to full-time work shall forfeit his/her seniority rights. A laid off employee shall be maintained on the recall list for two (2) years from the first day the employee would have worked if a layoff had not occurred.
- E. Seniority shall be defined as the length of service within the district as a member of the bargaining unit. Accumulation of seniority shall begin from the bargaining unit member's first working day in each classification. A paid holiday shall be counted as the first working day in applicable situations. In the event that more than one individual bargaining unit member has the same starting date of work, position on the seniority list shall be determined by drawing lots. Time on layoff does not interrupt continuous service but does not count towards seniority.
- F. For the purpose of this provision, all bargaining unit members shall be placed on the following classifications based on their current and prior classification. Part-time bargaining unit

members shall be listed separately utilizing the parameters indicated for each classification:

1. Maintenance - Part-time is 20 hours per week or less.
2. Custodial - Part-time is 20 hours per week or less.
3. Secretarial - Part-time is 20 hours per week or less.
4. Cafeteria - Part-time is 20 hours per week or less.
5. Aide/Monitor - Part-time is 19 hours per week or less.
6. Bus Driver - Part-time is 9 hours per week or less.
7. Crossing Guard - No part-time list
8. Classified Librarian - Part-time is 19 hours per week or less.
9. Mechanics - Part-time is 20 hours per week or less.

G. A full-time bargaining unit member affected by a layoff/elimination of position who has seniority as a part-time employee may, at his/her option, displace the least senior part-time employee in his/her prior classification.

H. When possible, part-time positions in a given classification must be eliminated before full-time positions.

I. Seniority shall be lost by a bargaining unit member upon termination, resignation, retirement or transfer to a non-bargaining unit position.

For the purpose of Reduction in Personnel, Layoff and Recall, a bargaining unit member working in more than one classification shall be deemed to be assigned to all appropriate classifications.

J. The employer shall prepare, maintain and post the seniority list. The initial seniority list shall be prepared and posted conspicuously in all buildings of the district within sixty (60) workdays after the effective date of this Agreement with revisions and updates prepared and posted annually thereafter. A copy of

the seniority list and subsequent revisions shall be furnished to the Association.

- K. Building seniority shall be defined as the length of continuous service by an employee in a particular building as computed from the first day of work in such building.
- L. When a bargaining unit member returns from an unpaid leave of absence or layoff, he/she shall be credited with all seniority rights accrued prior to the commencement of the leave or layoff.
- M. A Head Cook can bump a cook, but a cook cannot bump a Head Cook. A Head Custodian can bump a custodian, but a custodian cannot bump a Head Custodian.
- N. A Head Cook would bump the least senior Head Cook. If there is no Head Cook with less seniority than the Head Cook whose position is to be eliminated, then the Head Cook could bump the least senior cook. The same procedure applies to Head Custodians whose positions are eliminated.
- O. A clerical aide may not displace a secretarial position but a secretary may displace the least senior clerical aide.

ARTICLE XX - REIMBURSEMENT: JOB RELATED TRAVEL

Automobile mileage allowance for job-related travel required of classified personnel will be paid to employees based on the current IRS rate.

The approved point of departure will be the building to which the classified employee is assigned or his/her residence, whichever begins the shorter travel distance. Reimbursement will be approved for the shortest practical distance.

Such reimbursement will be approved only for classified employees whose assignments necessitate use of their automobiles for job-related travel.

Travel reports and reimbursement claims are to be submitted, on forms provided, after the end of each month, except from classified personnel whose claims total less than \$10.00. Such claims may be accumulated and submitted quarterly: March 15, June 15, September 15, and December 15.

**ARTICLE XXI – SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE – see attached
schedules**

2018-2019: if the levy does not pass in May 2018: Step/1% lump sum, not on the base; contingency up to 1% lump sum, not on the base Step/2% on the base contingent in 2018-2019 or year in which levy passes.

2019-2020: If levy does not pass: Step/ 1% lump sum, not on the base; contingency up to 1% lump sum, not on the base step / 2.5 % on the base contingent in 2019-2020 or second year in which the levy passes

2020-2021: If levy does not pass; Step / 1% lump sum, not on the base; contingency up to 1% lump sum, not on the base step / 3% on the base contingent in 2020-2021 or third year in which the levy passes

Base increases go into effect the year that new levy collections begin. In the event of a November levy passage, collection beginning in February, a lump sum retroactive payment will be made by the 2nd pay in June.

-

Contingency Language if levy hasn't passed

1. 2018-2019, 2019-2020, 2020-2021

If the district receives additional non-mandated, school foundation and/or local property revenue in 2018-2019, 2019-2020, 2020-2021, above the district's projections of \$41,594,116, fifty percent (50%) of such increase shall be made in a one-time lump sum payment of current salary (excluding supplementals) up to a maximum of 1%.

Contingency Chart

LINE	FY19, FY20, FY21
1.010	23,009,990
1.035	15,239,451
1.05	3,344,675
TOTAL	41,594,116

Retroactive increases in insurance, if the levy has passed, will be deducted from the retroactive salary payment.

ARTICLE XX - SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE

2.0% base increase: Salary schedule for 2018-19, or year in which levy passes.

SECRETARY

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	32,432	33,405	34,073
1	1.03	33,405	34,407	35,095
2	1.06	34,378	35,409	36,117
3	1.09	35,351	36,411	37,140
4	1.12	36,324	37,414	38,162
5	1.15	37,297	38,416	39,184
8	1.17	37,945	39,084	39,865
10	1.19	38,594	39,752	40,547
12	1.21	39,243	40,420	41,228
14	1.23	39,891	41,088	41,910
16	1.25	40,540	41,756	42,591
20	1.27	41,189	42,424	43,273
25	1.30	42,162	43,426	44,295

SECRETARY

10.5 Months/221 Days/1768 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	27,567	28,394	28,962
1	1.03	28,394	29,246	29,831
2	1.06	29,221	30,098	30,700
3	1.09	30,048	30,949	31,568
4	1.12	30,875	31,801	32,437
5	1.15	31,702	32,653	33,306
8	1.17	32,253	33,221	33,885
10	1.19	32,805	33,789	34,465
12	1.21	33,356	34,357	35,044
14	1.23	33,907	34,925	35,623
16	1.25	34,459	35,493	36,202
20	1.27	35,010	36,060	36,782
25	1.30	35,837	36,912	37,650

SECRETARY

10 Months/211 Days/1582.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	24,669	25,409	25,917
1	1.03	25,409	26,171	26,695
2	1.06	26,149	26,934	27,472
3	1.09	26,889	27,696	28,250
4	1.12	27,629	28,458	29,027
5	1.15	28,369	29,220	29,805
8	1.17	28,863	29,729	30,323
10	1.19	29,356	30,237	30,842
12	1.21	29,849	30,745	31,360
14	1.23	30,343	31,253	31,878
16	1.25	30,836	31,761	32,397
20	1.27	31,330	32,270	32,915
25	1.30	32,070	33,032	33,692

SECRETARY

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	22,565	23,242	23,707
1	1.03	23,242	23,939	24,418
2	1.06	23,919	24,636	25,129
3	1.09	24,596	25,334	25,840
4	1.12	25,273	26,031	26,552
5	1.15	25,950	26,728	27,263
8	1.17	26,401	27,193	27,737
10	1.19	26,852	27,658	28,211
12	1.21	27,304	28,123	28,685
14	1.23	27,755	28,588	29,159
16	1.25	28,206	29,052	29,633
20	1.27	28,658	29,517	30,108
25	1.30	29,335	30,215	30,819

CLASSIFIED LIBRARIAN
9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	22,565	23,242	23,707
1	1.03	23,242	23,939	24,418
2	1.06	23,919	24,636	25,129
3	1.09	24,596	25,334	25,840
4	1.12	25,273	26,031	26,552
5	1.15	25,950	26,728	27,263
8	1.17	26,401	27,193	27,737
10	1.19	26,852	27,658	28,211
12	1.21	27,304	28,123	28,685
14	1.23	27,755	28,588	29,159
16	1.25	28,206	29,052	29,633
20	1.27	28,658	29,517	30,108
25	1.30	29,335	30,215	30,819

CUSTODIAN
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	32,434	33,407	34,075
1	1.03	33,407	34,409	35,097
2	1.06	34,380	35,411	36,120
3	1.09	35,353	36,414	37,142
4	1.12	36,326	37,416	38,164
5	1.15	37,299	38,418	39,186
8	1.17	37,948	39,086	39,868
10	1.19	38,596	39,754	40,549
12	1.21	39,245	40,422	41,231
14	1.23	39,894	41,091	41,912
16	1.25	40,543	41,759	42,594
20	1.27	41,191	42,427	43,275
25	1.30	42,164	43,429	44,298

MAINTENANCE

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,841	35,886	36,604
1	1.03	35,886	36,963	37,702
2	1.06	36,931	38,039	38,800
3	1.09	37,977	39,116	39,898
4	1.12	39,022	40,193	40,996
5	1.15	40,067	41,269	42,095
8	1.17	40,764	41,987	42,827
10	1.19	41,461	42,705	43,559
12	1.21	42,158	43,422	44,291
14	1.23	42,854	44,140	45,023
16	1.25	43,551	44,858	45,755
20	1.27	44,248	45,576	46,487
25	1.30	45,293	46,652	47,585

HEAD CUSTODIAN - HS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,841	35,886	36,604
1	1.03	35,886	36,963	37,702
2	1.06	36,931	38,039	38,800
3	1.09	37,977	39,116	39,898
4	1.12	39,022	40,193	40,996
5	1.15	40,067	41,269	42,095
8	1.17	40,764	41,987	42,827
10	1.19	41,461	42,705	43,559
12	1.21	42,158	43,422	44,291
14	1.23	42,854	44,140	45,023
16	1.25	43,551	44,858	45,755
20	1.27	44,248	45,576	46,487
25	1.30	45,293	46,652	47,585

HEAD CUSTODIAN - MS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,841	35,886	36,604
1	1.03	35,886	36,963	37,702
2	1.06	36,931	38,039	38,800
3	1.09	37,977	39,116	39,898
4	1.12	39,022	40,193	40,996
5	1.15	40,067	41,269	42,095
8	1.17	40,764	41,987	42,827
10	1.19	41,461	42,705	43,559
12	1.21	42,158	43,422	44,291
14	1.23	42,854	44,140	45,023
16	1.25	43,551	44,858	45,755
20	1.27	44,248	45,576	46,487
25	1.30	45,293	46,652	47,585

HEAD CUSTODIAN - ELEMENTARY

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	33,922	34,940	35,638
1	1.03	34,940	35,988	36,708
2	1.06	35,957	37,036	37,777
3	1.09	36,975	38,084	38,846
4	1.12	37,993	39,132	39,915
5	1.15	39,010	40,181	40,984
8	1.17	39,689	40,879	41,697
10	1.19	40,367	41,578	42,410
12	1.21	41,046	42,277	43,123
14	1.23	41,724	42,976	43,835
16	1.25	42,403	43,675	44,548
20	1.27	43,081	44,373	45,261
25	1.30	44,099	45,422	46,330

CUSTODIAN (Part time)

9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15.61	16.08	16.40
1	1.03	16.08	16.56	16.89
2	1.06	16.55	17.04	17.38
3	1.09	17.01	17.53	17.88
4	1.12	17.48	18.01	18.37
5	1.15	17.95	18.49	18.86
8	1.17	18.26	18.81	19.19
10	1.19	18.58	19.13	19.52
12	1.21	18.89	19.45	19.84
14	1.23	19.20	19.78	20.17
16	1.25	19.51	20.10	20.50
20	1.27	19.82	20.42	20.83
25	1.30	20.29	20.90	21.32

SECURITY MONITOR (Part Time)

9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15.61	16.08	16.40
1	1.03	16.08	16.56	16.89
2	1.06	16.55	17.04	17.38
3	1.09	17.01	17.53	17.88
4	1.12	17.48	18.01	18.37
5	1.15	17.95	18.49	18.86
8	1.17	18.26	18.81	19.19
10	1.19	18.58	19.13	19.52
12	1.21	18.89	19.45	19.84
14	1.23	19.20	19.78	20.17
16	1.25	19.51	20.10	20.50
20	1.27	19.82	20.42	20.83
25	1.30	20.29	20.90	21.32

HEAD COOK - HS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,959	16,438	16,767
1	1.03	16,438	16,931	17,270
2	1.06	16,917	17,424	17,773
3	1.09	17,395	17,917	18,276
6	1.11	17,714	18,246	18,611
8	1.13	18,034	18,575	18,946
10	1.15	18,353	18,903	19,282
12	1.17	18,672	19,232	19,617
14	1.19	18,991	19,561	19,952
16	1.21	19,310	19,890	20,287
20	1.23	19,630	20,218	20,623
25	1.26	20,108	20,712	21,126

HEAD COOK - MS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,959	16,438	16,767
1	1.03	16,438	16,931	17,270
2	1.06	16,917	17,424	17,773
3	1.09	17,395	17,917	18,276
6	1.11	17,714	18,246	18,611
8	1.13	18,034	18,575	18,946
10	1.15	18,353	18,903	19,282
12	1.17	18,672	19,232	19,617
14	1.19	18,991	19,561	19,952
16	1.21	19,310	19,890	20,287
20	1.23	19,630	20,218	20,623
25	1.26	20,108	20,712	21,126

HEAD COOK - ELEMENTARY

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,092	15,545	15,856
1	1.03	15,545	16,011	16,331
2	1.06	15,998	16,477	16,807
3	1.09	16,450	16,944	17,283
6	1.11	16,752	17,255	17,600
8	1.13	17,054	17,566	17,917
10	1.15	17,356	17,876	18,234
12	1.17	17,658	18,187	18,551
14	1.19	17,959	18,498	18,868
16	1.21	18,261	18,809	19,185
20	1.23	18,563	19,120	19,502
25	1.26	19,016	19,586	19,978

COOK

186 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.50	11.85	12.08
1	1.03	11.85	12.20	12.44
2	1.06	12.19	12.57	12.81
3	1.09	12.54	12.92	13.17
6	1.11	12.77	13.16	13.42
8	1.13	13.00	13.38	13.65
10	1.15	13.23	13.62	13.89
11	1.17	13.46	13.87	14.15
12	1.19	13.69	14.11	14.38
13	1.21	13.92	14.33	14.62
14	1.23	14.15	14.57	14.87
15	1.25	14.38	14.81	15.10
16	1.27	14.61	15.05	15.34
18	1.29	14.84	15.29	15.60
19	1.31	15.07	15.52	15.83
20	1.33	15.30	15.75	16.07
25	1.36	15.64	16.11	16.44

COOK (Employees hired prior to 7/1/2018)
 9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	13,242	13,639	13,912
1	1.03	13,639	14,048	14,329
2	1.06	14,037	14,458	14,747
3	1.09	14,434	14,867	15,164
6	1.11	14,699	15,140	15,442
8	1.13	14,963	15,412	15,721
10	1.15	15,228	15,685	15,999
11	1.17	15,493	15,958	16,277
12	1.19	15,758	16,231	16,555
13	1.21	16,023	16,504	16,834
14	1.23	16,288	16,776	17,112
15	1.25	16,553	17,049	17,390
16	1.27	16,817	17,322	17,668
18	1.29	17,082	17,595	17,947
19	1.31	17,347	17,867	18,225
20	1.33	17,612	18,140	18,503
25	1.36	18,009	18,549	18,920

ASSISTANT COOK
 186/188 Days

Step	Index	Hired after	Hired between	Hired prior to
0	1.00	11.27	11.61	11.84
1	1.04	11.72	12.07	12.31
2	1.06	11.95	12.30	12.55
3	1.08	12.17	12.54	12.79
4	1.08	12.17	12.54	12.79
5	1.08	12.17	12.54	12.79
8	1.08	12.17	12.54	12.79
10	1.10	12.40	12.77	13.02
15	1.17	13.19	13.58	13.85
20	1.21	13.64	14.05	14.33
25	1.24	13.97	14.39	14.68

BUS DRIVER
190 Days/4 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	13,457	13,861	14,138
1	1.03	13,861	14,277	14,562
2	1.06	14,264	14,692	14,986
3	1.09	14,668	15,108	15,410
6	1.11	14,937	15,385	15,693
8	1.13	15,206	15,663	15,976
10	1.15	15,476	15,940	16,259
12	1.17	15,745	16,217	16,541
14	1.19	16,014	16,494	16,824
16	1.19	16,014	16,494	16,824
20	1.21	16,283	16,771	17,107
25	1.24	16,687	17,187	17,531

BUS DRIVER
190 Days/5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,822	17,327	17,673
1	1.03	17,327	17,846	18,203
2	1.06	17,831	18,366	18,734
3	1.09	18,336	18,886	19,264
6	1.11	18,672	19,233	19,617
8	1.13	19,009	19,579	19,971
10	1.15	19,345	19,926	20,324
12	1.17	19,682	20,272	20,678
14	1.19	20,018	20,619	21,031
16	1.19	20,018	20,619	21,031
20	1.21	20,355	20,965	21,385
25	1.24	20,859	21,485	21,915

BUS DRIVER
190 Days/8 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	26,914	27,721	28,276
1	1.03	27,721	28,553	29,124
2	1.06	28,529	29,385	29,972
3	1.09	29,336	30,216	30,821
6	1.11	29,875	30,771	31,386
8	1.13	30,413	31,325	31,952
10	1.15	30,951	31,880	32,517
12	1.17	31,489	32,434	33,083
14	1.19	32,028	32,988	33,648
16	1.19	32,028	32,988	33,648
20	1.21	32,566	33,543	34,214
25	1.24	33,373	34,375	35,062

MECHANIC
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,485	38,610	39,382
1	1.03	38,610	39,768	40,563
2	1.06	39,734	40,926	41,745
3	1.09	40,859	42,084	42,926
6	1.11	41,608	42,857	43,714
8	1.13	42,358	43,629	44,501
10	1.15	43,108	44,401	45,289
12	1.17	43,857	45,173	46,077
14	1.19	44,607	45,945	46,864
16	1.19	44,607	45,945	46,864
20	1.21	45,357	46,718	47,652
25	1.24	46,481	47,876	48,833

ASSISTANT MECHANIC

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,662	37,762	38,517
1	1.03	37,762	38,895	39,673
2	1.06	38,862	40,028	40,828
3	1.09	39,962	41,160	41,984
6	1.11	40,695	41,916	42,754
8	1.13	41,428	42,671	43,524
10	1.15	42,161	43,426	44,295
12	1.17	42,895	44,181	45,065
14	1.19	43,628	44,937	45,835
16	1.19	43,628	44,937	45,835
20	1.21	44,361	45,692	46,606
25	1.24	45,461	46,825	47,761

CLERICAL AIDE

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.27	11.61	11.84
1	1.04	11.72	12.07	12.31
2	1.06	11.95	12.30	12.55
3	1.08	12.17	12.54	12.79
4	1.08	12.17	12.54	12.79
5	1.08	12.17	12.54	12.79
8	1.08	12.17	12.54	12.79
10	1.10	12.40	12.77	13.03
15	1.17	13.19	13.58	13.85
20	1.21	13.64	14.05	14.33
25	1.24	13.97	14.39	14.68

EDUCATIONAL ASSISTANT

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.27	11.61	11.84
1	1.04	11.72	12.07	12.31
2	1.06	11.95	12.30	12.55
3	1.08	12.17	12.54	12.79
4	1.08	12.17	12.54	12.79
5	1.08	12.17	12.54	12.79
8	1.08	12.17	12.54	12.79
10	1.10	12.40	12.77	13.02
15	1.17	13.19	13.58	13.85
20	1.21	13.64	14.05	14.33
25	1.24	13.97	14.39	14.68

MONITOR

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	10.77	11.09	11.31
1	1.04	11.20	11.54	11.77
2	1.06	11.42	11.76	11.99
3	1.08	11.63	11.98	12.22
4	1.08	11.63	11.98	12.22
5	1.08	11.63	11.98	12.22
8	1.08	11.63	11.98	12.22
10	1.10	11.85	12.20	12.46
12	1.12	12.06	12.42	12.67
14	1.14	12.28	12.65	12.90
15	1.17	12.60	12.98	13.25
16	1.19	12.82	13.20	13.47
20	1.21	13.03	13.42	13.70
25	1.24	13.35	13.76	14.03

CROSSING GUARD

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	10.77	11.09	11.31
1	1.04	11.20	11.54	11.77
2	1.06	11.42	11.76	11.99
3	1.08	11.63	11.98	12.22
4	1.08	11.63	11.98	12.22
5	1.08	11.63	11.98	12.22
8	1.08	11.63	11.98	12.22
10	1.10	11.85	12.20	12.45
12	1.12	12.06	12.42	12.67
14	1.14	12.28	12.65	12.90
15	1.17	12.60	12.98	13.24
16	1.19	12.82	13.20	13.46
20	1.21	13.03	13.42	13.69
25	1.24	13.35	13.76	14.03

MAIL COURIER

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	10.77	11.09	11.31
1	1.04	11.20	11.54	11.77
2	1.06	11.42	11.76	11.99
3	1.08	11.63	11.98	12.22
4	1.08	11.63	11.98	12.22
5	1.08	11.63	11.98	12.22
8	1.08	11.63	11.98	12.22
10	1.10	11.85	12.20	12.45
12	1.12	12.06	12.42	12.67
14	1.14	12.28	12.65	12.90
15	1.17	12.60	12.98	13.24
16	1.19	12.82	13.20	13.46
20	1.21	13.03	13.42	13.69
25	1.24	13.35	13.76	14.03

COMPUTER TECHNICIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	42,789	44,073	44,954
1	1.03	44,073	45,395	46,303
2	1.06	45,356	46,717	47,651
3	1.09	46,640	48,039	49,000
6	1.11	47,496	48,921	49,899
8	1.13	48,352	49,802	50,798
10	1.15	49,207	50,684	51,697
12	1.17	50,063	51,565	52,596
14	1.19	50,919	52,446	53,495
16	1.19	50,919	52,446	53,495
20	1.21	51,775	53,328	54,394
25	1.24	53,058	54,650	55,743

EXTRA TRIP RATE

Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
1.00	14.76	15.05	15.48

POSITIONS**RATE**

Activity Acct. HS/Ath.	0.065 of Sec. 10.5 Mo. Base
Activity Acct. Middle	0.054 of Sec. 10.5 Mo. Base
Activity Acct. Elem.	0.046 of Sec. 10 Mo. Base
Boiler License	0.048 of Custodian Base
Night Supervisor	0.037 of Custodian Base
Maintenance Leader	0.095 of Custodian Base
HS Custodian Leader*	0.070 of Custodian Base

* with responsibility for directing custodial staff

Shift Differential	See Article XXV
Licensed Paraprofessional	\$425
Certified on Board Instructor**	0.048 of Bus Driver Base

Monitor/Aide certificate fees shall be reimbursed, upon evidence of completion each year.

** The rate shall be based on the Certified On Board Instructor's (OBI)'s approved hourly bus driver's base rate of pay during the contracted year. During the summer months when the OBI completes times sheets, the additional .048 shall be based on the OBI's approved hourly bus driver's base rate of pay during the contracted year. The calculation shall be translated into dollar/cents amount per hour worked.

ARTICLE XX - SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE

2.5% base increase: Salary schedule for 2019-20, or 2nd year after levy passes.

SECRETARY

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	33,243	34,240	34,925
1	1.03	34,240	35,267	35,973
2	1.06	35,238	36,295	37,021
3	1.09	36,235	37,322	38,068
4	1.12	37,232	38,349	39,116
5	1.15	38,229	39,376	40,164
8	1.17	38,894	40,061	40,862
10	1.19	39,559	40,746	41,561
12	1.21	40,224	41,431	42,259
14	1.23	40,889	42,116	42,958
16	1.25	41,554	42,800	43,656
20	1.27	42,219	43,485	44,355
25	1.30	43,216	44,512	45,403

SECRETARY

10.5 Months/221 Days/1768 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	28,256	29,104	29,686
1	1.03	29,104	29,977	30,576
2	1.06	29,951	30,850	31,467
3	1.09	30,799	31,723	32,357
4	1.12	31,647	32,596	33,248
5	1.15	32,494	33,469	34,139
8	1.17	33,060	34,051	34,732
10	1.19	33,625	34,633	35,326
12	1.21	34,190	35,215	35,920
14	1.23	34,755	35,798	36,513
16	1.25	35,320	36,380	37,107
20	1.27	35,885	36,962	37,701
25	1.30	36,733	37,835	38,591

SECRETARY

10 Months/211 Days/1582.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	25,286	26,045	26,565
1	1.03	26,045	26,826	27,362
2	1.06	26,803	27,607	28,159
3	1.09	27,562	28,389	28,956
4	1.12	28,320	29,170	29,753
5	1.15	29,079	29,951	30,550
8	1.17	29,585	30,472	31,082
10	1.19	30,090	30,993	31,613
12	1.21	30,596	31,514	32,144
14	1.23	31,102	32,035	32,676
16	1.25	31,608	32,556	33,207
20	1.27	32,113	33,077	33,738
25	1.30	32,872	33,858	34,535

SECRETARY

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	23,129	23,823	24,299
1	1.03	23,823	24,538	25,028
2	1.06	24,517	25,252	25,757
3	1.09	25,211	25,967	26,486
4	1.12	25,904	26,682	27,215
5	1.15	26,598	27,396	27,944
8	1.17	27,061	27,873	28,430
10	1.19	27,524	28,349	28,916
12	1.21	27,986	28,826	29,402
14	1.23	28,449	29,302	29,888
16	1.25	28,911	29,779	30,374
20	1.27	29,374	30,255	30,860
25	1.30	30,068	30,970	31,589

CLASSIFIED LIBRARIAN

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	23,129	23,823	24,299
1	1.03	23,823	24,538	25,028
2	1.06	24,517	25,252	25,757
3	1.09	25,211	25,967	26,486
4	1.12	25,904	26,682	27,215
5	1.15	26,598	27,396	27,944
8	1.17	27,061	27,873	28,430
10	1.19	27,524	28,349	28,916
12	1.21	27,986	28,826	29,402
14	1.23	28,449	29,302	29,888
16	1.25	28,911	29,779	30,374
20	1.27	29,374	30,255	30,860
25	1.30	30,068	30,970	31,589

CUSTODIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	33,245	34,242	34,927
1	1.03	34,242	35,270	35,975
2	1.06	35,240	36,297	37,023
3	1.09	36,237	37,324	38,071
4	1.12	37,234	38,351	39,118
5	1.15	38,232	39,379	40,166
8	1.17	38,897	40,064	40,865
10	1.19	39,562	40,748	41,563
12	1.21	40,226	41,433	42,262
14	1.23	40,891	42,118	42,960
16	1.25	41,556	42,803	43,659
20	1.27	42,221	43,488	44,358
25	1.30	43,219	44,515	45,405

MAINTENANCE

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,712	36,783	37,519
1	1.03	36,783	37,887	38,645
2	1.06	37,855	38,990	39,770
3	1.09	38,926	40,094	40,896
4	1.12	39,997	41,197	42,021
5	1.15	41,069	42,301	43,147
8	1.17	41,783	43,037	43,897
10	1.19	42,497	43,772	44,648
12	1.21	43,212	44,508	45,398
14	1.23	43,926	45,244	46,148
16	1.25	44,640	45,979	46,899
20	1.27	45,354	46,715	47,649
25	1.30	46,426	47,818	48,775

HEAD CUSTODIAN - HS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,712	36,783	37,519
1	1.03	36,783	37,887	38,645
2	1.06	37,855	38,990	39,770
3	1.09	38,926	40,094	40,896
4	1.12	39,997	41,197	42,021
5	1.15	41,069	42,301	43,147
8	1.17	41,783	43,037	43,897
10	1.19	42,497	43,772	44,648
12	1.21	43,212	44,508	45,398
14	1.23	43,926	45,244	46,148
16	1.25	44,640	45,979	46,899
20	1.27	45,354	46,715	47,649
25	1.30	46,426	47,818	48,775

HEAD CUSTODIAN - MS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,712	36,783	37,519
1	1.03	36,783	37,887	38,645
2	1.06	37,855	38,990	39,770
3	1.09	38,926	40,094	40,896
4	1.12	39,997	41,197	42,021
5	1.15	41,069	42,301	43,147
8	1.17	41,783	43,037	43,897
10	1.19	42,497	43,772	44,648
12	1.21	43,212	44,508	45,398
14	1.23	43,926	45,244	46,148
16	1.25	44,640	45,979	46,899
20	1.27	45,354	46,715	47,649
25	1.30	46,426	47,818	48,775

HEAD CUSTODIAN - ELEMENTARY

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,770	35,813	36,529
1	1.03	35,813	36,887	37,625
2	1.06	36,856	37,962	38,721
3	1.09	37,899	39,036	39,817
4	1.12	38,942	40,111	40,913
5	1.15	39,986	41,185	42,009
8	1.17	40,681	41,901	42,739
10	1.19	41,376	42,618	43,470
12	1.21	42,072	43,334	44,201
14	1.23	42,767	44,050	44,931
16	1.25	43,463	44,766	45,662
20	1.27	44,158	45,483	46,392
25	1.30	45,201	46,557	47,488

CUSTODIAN (Part time)

9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.00	16.48	16.81
1	1.03	16.48	16.97	17.31
2	1.06	16.96	17.47	17.82
3	1.09	17.44	17.96	18.32
4	1.12	17.92	18.46	18.83
5	1.15	18.40	18.95	19.33
8	1.17	18.72	19.28	19.67
10	1.19	19.04	19.61	20.00
12	1.21	19.36	19.94	20.34
14	1.23	19.68	20.27	20.68
16	1.25	20.00	20.60	21.01
20	1.27	20.32	20.93	21.35
25	1.30	20.80	21.42	21.85

SECURITY MONITOR (Part Time)

9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.00	16.48	16.81
1	1.03	16.48	16.97	17.31
2	1.06	16.96	17.47	17.82
3	1.09	17.44	17.96	18.32
4	1.12	17.92	18.46	18.83
5	1.15	18.40	18.95	19.33
8	1.17	18.72	19.28	19.67
10	1.19	19.04	19.61	20.00
12	1.21	19.36	19.94	20.34
14	1.23	19.68	20.27	20.68
16	1.25	20.00	20.60	21.01
20	1.27	20.32	20.93	21.35
25	1.30	20.80	21.42	21.85

HEAD COOK - HS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,358	16,849	17,186
1	1.03	16,849	17,354	17,701
2	1.06	17,339	17,860	18,217
3	1.09	17,830	18,365	18,732
6	1.11	18,157	18,702	19,076
8	1.13	18,485	19,039	19,420
10	1.15	18,812	19,376	19,764
12	1.17	19,139	19,713	20,107
14	1.19	19,466	20,050	20,451
16	1.21	19,793	20,387	20,795
20	1.23	20,120	20,724	21,138
25	1.26	20,611	21,229	21,654

HEAD COOK - MS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,358	16,849	17,186
1	1.03	16,849	17,354	17,701
2	1.06	17,339	17,860	18,217
3	1.09	17,830	18,365	18,732
6	1.11	18,157	18,702	19,076
8	1.13	18,485	19,039	19,420
10	1.15	18,812	19,376	19,764
12	1.17	19,139	19,713	20,107
14	1.19	19,466	20,050	20,451
16	1.21	19,793	20,387	20,795
20	1.23	20,120	20,724	21,138
25	1.26	20,611	21,229	21,654

HEAD COOK - ELEMENTARY

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,469	15,933	16,252
1	1.03	15,933	16,411	16,739
2	1.06	16,397	16,889	17,227
3	1.09	16,861	17,367	17,714
6	1.11	17,171	17,686	18,039
8	1.13	17,480	18,004	18,364
10	1.15	17,789	18,323	18,689
12	1.17	18,099	18,642	19,015
14	1.19	18,408	18,960	19,340
16	1.21	18,717	19,279	19,665
20	1.23	19,027	19,598	19,990
25	1.26	19,491	20,076	20,477

COOK

186 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.79	12.14	12.39
1	1.03	12.14	12.51	12.76
2	1.06	12.50	12.88	13.13
3	1.09	12.85	13.25	13.50
6	1.11	13.09	13.49	13.76
8	1.13	13.32	13.72	14.00
10	1.15	13.56	13.97	14.24
11	1.17	13.79	14.22	14.50
12	1.19	14.03	14.46	14.74
13	1.21	14.27	14.69	14.99
14	1.23	14.50	14.94	15.25
15	1.25	14.74	15.18	15.48
16	1.27	14.97	15.43	15.73
18	1.29	15.21	15.68	15.99
19	1.31	15.44	15.91	16.23
20	1.33	15.68	16.15	16.47
25	1.36	16.03	16.52	16.86

COOK (Employees hired prior to 7/1/2018)

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	13,573	13,980	14,260
1	1.03	13,980	14,400	14,688
2	1.06	14,387	14,819	15,115
3	1.09	14,795	15,238	15,543
6	1.11	15,066	15,518	15,828
8	1.13	15,337	15,798	16,114
10	1.15	15,609	16,077	16,399
11	1.17	15,880	16,357	16,684
12	1.19	16,152	16,636	16,969
13	1.21	16,423	16,916	17,254
14	1.23	16,695	17,196	17,540
15	1.25	16,966	17,475	17,825
16	1.27	17,238	17,755	18,110
18	1.29	17,509	18,034	18,395
19	1.31	17,781	18,314	18,680
20	1.33	18,052	18,594	18,966
25	1.36	18,459	19,013	19,393

ASSISTANT COOK

186/188 Days

Step	Index	Hired after	Hired between	Hired prior to
0	1.00	11.55	11.90	12.13
1	1.04	12.01	12.37	12.62
2	1.06	12.24	12.61	12.86
3	1.08	12.47	12.85	13.11
4	1.08	12.47	12.85	13.11
5	1.08	12.47	12.85	13.11
8	1.08	12.47	12.85	13.11
10	1.10	12.71	13.09	13.35
15	1.17	13.51	13.92	14.20
20	1.21	13.98	14.39	14.68
25	1.24	14.32	14.75	15.05

BUS DRIVER
190 Days/4 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	13,793	14,207	14,491
1	1.03	14,207	14,633	14,926
2	1.06	14,621	15,059	15,360
3	1.09	15,034	15,485	15,795
6	1.11	15,310	15,770	16,085
8	1.13	15,586	16,054	16,375
10	1.15	15,862	16,338	16,665
12	1.17	16,138	16,622	16,954
14	1.19	16,414	16,906	17,244
16	1.19	16,414	16,906	17,244
20	1.21	16,690	17,190	17,534
25	1.24	17,103	17,616	17,969

BUS DRIVER
190 Days/5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,243	17,760	18,115
1	1.03	17,760	18,293	18,659
2	1.06	18,278	18,826	19,202
3	1.09	18,795	19,359	19,746
6	1.11	19,140	19,714	20,108
8	1.13	19,485	20,069	20,471
10	1.15	19,829	20,424	20,833
12	1.17	20,174	20,780	21,195
14	1.19	20,519	21,135	21,557
16	1.19	20,519	21,135	21,557
20	1.21	20,864	21,490	21,920
25	1.24	21,381	22,023	22,463

BUS DRIVER
190 Days/8 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	27,587	28,415	28,983
1	1.03	28,415	29,267	29,852
2	1.06	29,242	30,119	30,722
3	1.09	30,070	30,972	31,591
6	1.11	30,622	31,540	32,171
8	1.13	31,173	32,109	32,751
10	1.15	31,725	32,677	33,330
12	1.17	32,277	33,245	33,910
14	1.19	32,829	33,813	34,490
16	1.19	32,829	33,813	34,490
20	1.21	33,380	34,382	35,069
25	1.24	34,208	35,234	35,939

MECHANIC
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	38,422	39,575	40,366
1	1.03	39,575	40,762	41,577
2	1.06	40,727	41,949	42,788
3	1.09	41,880	43,136	43,999
6	1.11	42,648	43,928	44,806
8	1.13	43,417	44,719	45,614
10	1.15	44,185	45,511	46,421
12	1.17	44,954	46,302	47,228
14	1.19	45,722	47,094	48,036
16	1.19	45,722	47,094	48,036
20	1.21	46,491	47,885	48,843
25	1.24	47,643	49,073	50,054

ASSISTANT MECHANIC

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	37,579	38,706	39,480
1	1.03	38,706	39,868	40,665
2	1.06	39,834	41,029	41,849
3	1.09	40,961	42,190	43,034
6	1.11	41,713	42,964	43,823
8	1.13	42,464	43,738	44,613
10	1.15	43,216	44,512	45,403
12	1.17	43,967	45,286	46,192
14	1.19	44,719	46,061	46,982
16	1.19	44,719	46,061	46,982
20	1.21	45,471	46,835	47,771
25	1.24	46,598	47,996	48,956

CLERICAL AIDE

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.55	11.90	12.13
1	1.04	12.01	12.37	12.62
2	1.06	12.24	12.61	12.86
3	1.08	12.47	12.85	13.11
4	1.08	12.47	12.85	13.11
5	1.08	12.47	12.85	13.11
8	1.08	12.47	12.85	13.11
10	1.10	12.71	13.09	13.36
15	1.17	13.51	13.92	14.20
20	1.21	13.98	14.39	14.68
25	1.24	14.32	14.75	15.05

EDUCATIONAL ASSISTANT

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.55	11.90	12.13
1	1.04	12.01	12.37	12.62
2	1.06	12.24	12.61	12.86
3	1.08	12.47	12.85	13.11
4	1.08	12.47	12.85	13.11
5	1.08	12.47	12.85	13.11
8	1.08	12.47	12.85	13.11
10	1.10	12.71	13.09	13.35
15	1.17	13.51	13.92	14.20
20	1.21	13.98	14.39	14.68
25	1.24	14.32	14.75	15.05

MONITOR

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.04	11.37	11.60
1	1.04	11.48	11.83	12.06
2	1.06	11.70	12.05	12.29
3	1.08	11.92	12.28	12.53
4	1.08	11.92	12.28	12.53
5	1.08	11.92	12.28	12.53
8	1.08	11.92	12.28	12.53
10	1.10	12.14	12.51	12.77
12	1.12	12.36	12.74	12.99
14	1.14	12.59	12.96	13.22
15	1.17	12.92	13.30	13.58
16	1.19	13.14	13.53	13.81
20	1.21	13.36	13.76	14.04
25	1.24	13.69	14.10	14.38

CROSSING GUARD

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.04	11.37	11.60
1	1.04	11.48	11.83	12.06
2	1.06	11.70	12.05	12.29
3	1.08	11.92	12.28	12.53
4	1.08	11.92	12.28	12.53
5	1.08	11.92	12.28	12.53
8	1.08	11.92	12.28	12.53
10	1.10	12.14	12.51	12.76
12	1.12	12.36	12.74	12.99
14	1.14	12.59	12.96	13.22
15	1.17	12.92	13.30	13.57
16	1.19	13.14	13.53	13.80
20	1.21	13.36	13.76	14.03
25	1.24	13.69	14.10	14.38

MAIL COURIER

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.04	11.37	11.60
1	1.04	11.48	11.83	12.06
2	1.06	11.70	12.05	12.29
3	1.08	11.92	12.28	12.53
4	1.08	11.92	12.28	12.53
5	1.08	11.92	12.28	12.53
8	1.08	11.92	12.28	12.53
10	1.10	12.14	12.51	12.76
12	1.12	12.36	12.74	12.99
14	1.14	12.59	12.96	13.22
15	1.17	12.92	13.30	13.57
16	1.19	13.14	13.53	13.80
20	1.21	13.36	13.76	14.03
25	1.24	13.69	14.10	14.38

COMPUTER TECHNICIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	43,859	45,175	46,078
1	1.03	45,175	46,530	47,461
2	1.06	46,491	47,885	48,843
3	1.09	47,806	49,240	50,225
6	1.11	48,683	50,144	51,147
8	1.13	49,561	51,047	52,068
10	1.15	50,438	51,951	52,990
12	1.17	51,315	52,854	53,912
14	1.19	52,192	53,758	54,833
16	1.19	52,192	53,758	54,833
20	1.21	53,069	54,661	55,755
25	1.24	54,385	56,017	57,137

EXTRA TRIP RATE

Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
1.00	14.76	15.05	15.48

POSITIONS**RATE**

Activity Acct. HS/Ath.	0.065 of Sec. 10.5 Mo. Base
Activity Acct. Middle	0.054 of Sec. 10.5 Mo. Base
Activity Acct. Elem.	0.046 of Sec. 10 Mo. Base
Boiler License	0.048 of Custodian Base
Night Supervisor	0.037 of Custodian Base
Maintenance Leader	0.095 of Custodian Base
HS Custodian Leader*	0.070 of Custodian Base

* with responsibility for directing custodial staff

Shift Differential	See Article XXV
Licensed Paraprofessional	\$425
Certified on Board Instructor**	0.048 of Bus Driver Base
Monitor/Aide certificate fees shall be reimbursed, upon evidence of completion each year.	

** The rate shall be based on the Certified On Board Instructor's (OBI)'s approved hourly bus driver's base rate of pay during the contracted year. During the summer months when the OBI completes times sheets, the additional .048 shall be based on the OBI's approved hourly bus driver's base rate of pay during the contracted year. The calculation shall be translated into dollar/cents amount per hour worked.

ARTICLE XX - SALARY
NORTH CANTON CLASSIFIED SALARY SCHEDULE

3.0% base increase: Salary schedule for 2020-21, or 3rd year after levy passes.

SECRETARY
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,240	35,267	35,973
1	1.03	35,267	36,325	37,052
2	1.06	36,294	37,383	38,131
3	1.09	37,322	38,441	39,210
4	1.12	38,349	39,499	40,289
5	1.15	39,376	40,557	41,368
8	1.17	40,061	41,263	42,088
10	1.19	40,746	41,968	42,807
12	1.21	41,430	42,673	43,527
14	1.23	42,115	43,379	44,246
16	1.25	42,800	44,084	44,966
20	1.27	43,485	44,789	45,685
25	1.30	44,512	45,847	46,764

SECRETARY
10.5 Months/221 Days/1768 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	29,104	29,977	30,577
1	1.03	29,977	30,876	31,494
2	1.06	30,850	31,776	32,411
3	1.09	31,723	32,675	33,329
4	1.12	32,596	33,574	34,246
5	1.15	33,470	34,474	35,163
8	1.17	34,052	35,073	35,775
10	1.19	34,634	35,673	36,386
12	1.21	35,216	36,272	36,998
14	1.23	35,798	36,872	37,609
16	1.25	36,380	37,471	38,221
20	1.27	36,962	38,071	38,832
25	1.30	37,835	38,970	39,750

SECRETARY

10 Months/211 Days/1582.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	26,045	26,826	27,363
1	1.03	26,826	27,631	28,184
2	1.06	27,608	28,436	29,005
3	1.09	28,389	29,241	29,826
4	1.12	29,170	30,046	30,646
5	1.15	29,952	30,850	31,467
8	1.17	30,473	31,387	32,015
10	1.19	30,994	31,923	32,562
12	1.21	31,514	32,460	33,109
14	1.23	32,035	32,996	33,656
16	1.25	32,556	33,533	34,204
20	1.27	33,077	34,069	34,751
25	1.30	33,859	34,874	35,572

SECRETARY

9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	23,823	24,538	25,028
1	1.03	24,538	25,274	25,779
2	1.06	25,252	26,010	26,530
3	1.09	25,967	26,746	27,281
4	1.12	26,682	27,482	28,032
5	1.15	27,396	28,218	28,783
8	1.17	27,873	28,709	29,283
10	1.19	28,349	29,200	29,784
12	1.21	28,826	29,691	30,284
14	1.23	29,302	30,181	30,785
16	1.25	29,779	30,672	31,286
20	1.27	30,255	31,163	31,786
25	1.30	30,970	31,899	32,537

CLASSIFIED LIBRARIAN
9.5 Months/193 Days/1447.5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	23,823	24,538	25,028
1	1.03	24,538	25,274	25,779
2	1.06	25,252	26,010	26,530
3	1.09	25,967	26,746	27,281
4	1.12	26,682	27,482	28,032
5	1.15	27,396	28,218	28,783
8	1.17	27,873	28,709	29,283
10	1.19	28,349	29,200	29,784
12	1.21	28,826	29,691	30,284
14	1.23	29,302	30,181	30,785
16	1.25	29,779	30,672	31,286
20	1.27	30,255	31,163	31,786
25	1.30	30,970	31,899	32,537

CUSTODIAN
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	34,242	35,269	35,975
1	1.03	35,269	36,327	37,054
2	1.06	36,297	37,385	38,133
3	1.09	37,324	38,443	39,212
4	1.12	38,351	39,502	40,292
5	1.15	39,378	40,560	41,371
8	1.17	40,063	41,265	42,090
10	1.19	40,748	41,970	42,810
12	1.21	41,433	42,676	43,529
14	1.23	42,118	43,381	44,249
16	1.25	42,803	44,087	44,968
20	1.27	43,487	44,792	45,688
25	1.30	44,515	45,850	46,767

MAINTENANCE

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,783	37,886	38,644
1	1.03	37,886	39,023	39,804
2	1.06	38,990	40,160	40,963
3	1.09	40,093	41,296	42,122
4	1.12	41,197	42,433	43,282
5	1.15	42,300	43,569	44,441
8	1.17	43,036	44,327	45,214
10	1.19	43,772	45,085	45,987
12	1.21	44,507	45,843	46,760
14	1.23	45,243	46,600	47,532
16	1.25	45,979	47,358	48,305
20	1.27	46,714	48,116	49,078
25	1.30	47,818	49,252	50,237

HEAD CUSTODIAN - HS

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,783	37,886	38,644
1	1.03	37,886	39,023	39,804
2	1.06	38,990	40,160	40,963
3	1.09	40,093	41,296	42,122
4	1.12	41,197	42,433	43,282
5	1.15	42,300	43,569	44,441
8	1.17	43,036	44,327	45,214
10	1.19	43,772	45,085	45,987
12	1.21	44,507	45,843	46,760
14	1.23	45,243	46,600	47,532
16	1.25	45,979	47,358	48,305
20	1.27	46,714	48,116	49,078
25	1.30	47,818	49,252	50,237

HEAD CUSTODIAN - MS
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	36,783	37,886	38,644
1	1.03	37,886	39,023	39,804
2	1.06	38,990	40,160	40,963
3	1.09	40,093	41,296	42,122
4	1.12	41,197	42,433	43,282
5	1.15	42,300	43,569	44,441
8	1.17	43,036	44,327	45,214
10	1.19	43,772	45,085	45,987
12	1.21	44,507	45,843	46,760
14	1.23	45,243	46,600	47,532
16	1.25	45,979	47,358	48,305
20	1.27	46,714	48,116	49,078
25	1.30	47,818	49,252	50,237

HEAD CUSTODIAN - ELEMENTARY
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	35,813	36,887	37,625
1	1.03	36,887	37,994	38,754
2	1.06	37,962	39,101	39,883
3	1.09	39,036	40,207	41,011
4	1.12	40,111	41,314	42,140
5	1.15	41,185	42,420	43,269
8	1.17	41,901	43,158	44,021
10	1.19	42,617	43,896	44,774
12	1.21	43,334	44,634	45,526
14	1.23	44,050	45,371	46,279
16	1.25	44,766	46,109	47,031
20	1.27	45,483	46,847	47,784
25	1.30	46,557	47,954	48,913

CUSTODIAN (Part time)
9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.48	16.97	17.31
1	1.03	16.97	17.48	17.83
2	1.06	17.47	17.99	18.35
3	1.09	17.96	18.50	18.87
4	1.12	18.46	19.01	19.39
5	1.15	18.95	19.52	19.91
8	1.17	19.28	19.86	20.26
10	1.19	19.61	20.20	20.60
12	1.21	19.94	20.54	20.95
14	1.23	20.27	20.88	21.30
16	1.25	20.60	21.22	21.64
20	1.27	20.93	21.56	21.99
25	1.30	21.42	22.07	22.51

SECURITY MONITOR (Part Time)
9.5 Months/193 Days/1554 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16.48	16.97	17.31
1	1.03	16.97	17.48	17.83
2	1.06	17.47	17.99	18.35
3	1.09	17.96	18.50	18.87
4	1.12	18.46	19.01	19.39
5	1.15	18.95	19.52	19.91
8	1.17	19.28	19.86	20.26
10	1.19	19.61	20.20	20.60
12	1.21	19.94	20.54	20.95
14	1.23	20.27	20.88	21.30
16	1.25	20.60	21.22	21.64
20	1.27	20.93	21.56	21.99
25	1.30	21.42	22.07	22.51

HEAD COOK - HS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,849	17,354	17,702
1	1.03	17,354	17,875	18,233
2	1.06	17,860	18,396	18,764
3	1.09	18,365	18,916	19,295
6	1.11	18,702	19,263	19,649
8	1.13	19,039	19,611	20,003
10	1.15	19,376	19,958	20,357
12	1.17	19,713	20,305	20,711
14	1.19	20,050	20,652	21,065
16	1.21	20,387	20,999	21,419
20	1.23	20,724	21,346	21,773
25	1.26	21,230	21,867	22,304

HEAD COOK - MS

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	16,849	17,354	17,702
1	1.03	17,354	17,875	18,233
2	1.06	17,860	18,396	18,764
3	1.09	18,365	18,916	19,295
6	1.11	18,702	19,263	19,649
8	1.13	19,039	19,611	20,003
10	1.15	19,376	19,958	20,357
12	1.17	19,713	20,305	20,711
14	1.19	20,050	20,652	21,065
16	1.21	20,387	20,999	21,419
20	1.23	20,724	21,346	21,773
25	1.26	21,230	21,867	22,304

HEAD COOK - ELEMENTARY

9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	15,933	16,411	16,739
1	1.03	16,411	16,903	17,241
2	1.06	16,889	17,396	17,744
3	1.09	17,367	17,888	18,246
6	1.11	17,686	18,216	18,581
8	1.13	18,004	18,544	18,915
10	1.15	18,323	18,873	19,250
12	1.17	18,642	19,201	19,585
14	1.19	18,960	19,529	19,920
16	1.21	19,279	19,857	20,254
20	1.23	19,598	20,186	20,589
25	1.26	20,076	20,678	21,091

COOK

186 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	12.14	12.50	12.75
1	1.03	12.50	12.88	13.14
2	1.06	12.87	13.26	13.52
3	1.09	13.23	13.64	13.90
6	1.11	13.48	13.89	14.17
8	1.13	13.72	14.13	14.41
10	1.15	13.96	14.38	14.67
11	1.17	14.20	14.64	14.93
12	1.19	14.45	14.89	15.18
13	1.21	14.69	15.13	15.43
14	1.23	14.93	15.38	15.70
15	1.25	15.18	15.63	15.94
16	1.27	15.42	15.89	16.20
18	1.29	15.66	16.14	16.46
19	1.31	15.90	16.38	16.71
20	1.33	16.15	16.63	16.96
25	1.36	16.51	17.01	17.36

COOK (Employees hired prior to 7/1/2018)
 9.5 Months/192 Days/1152 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	13,980	14,399	14,687
1	1.03	14,399	14,831	15,128
2	1.06	14,819	15,263	15,569
3	1.09	15,238	15,695	16,009
6	1.11	15,518	15,983	16,303
8	1.13	15,797	16,271	16,597
10	1.15	16,077	16,559	16,890
11	1.17	16,357	16,847	17,184
12	1.19	16,636	17,135	17,478
13	1.21	16,916	17,423	17,772
14	1.23	17,195	17,711	18,065
15	1.25	17,475	17,999	18,359
16	1.27	17,755	18,287	18,653
18	1.29	18,034	18,575	18,947
19	1.31	18,314	18,863	19,240
20	1.33	18,593	19,151	19,534
25	1.36	19,013	19,583	19,975

ASSISTANT COOK
 186/188 Days

Step	Index	Hired after	Hired between	Hired prior to
0	1.00	11.90	12.26	12.50
1	1.04	12.38	12.75	13.00
2	1.06	12.61	12.99	13.25
3	1.08	12.85	13.24	13.50
4	1.08	12.85	13.24	13.50
5	1.08	12.85	13.24	13.50
8	1.08	12.85	13.24	13.50
10	1.10	13.09	13.48	13.75
15	1.17	13.92	14.34	14.63
20	1.21	14.40	14.83	15.13
25	1.24	14.76	15.20	15.50

BUS DRIVER
190 Days/4 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	14,207	14,633	14,926
1	1.03	14,633	15,072	15,374
2	1.06	15,059	15,511	15,821
3	1.09	15,486	15,950	16,269
6	1.11	15,770	16,243	16,568
8	1.13	16,054	16,536	16,866
10	1.15	16,338	16,828	17,165
12	1.17	16,622	17,121	17,463
14	1.19	16,906	17,414	17,762
16	1.19	16,906	17,414	17,762
20	1.21	17,190	17,706	18,060
25	1.24	17,617	18,145	18,508

BUS DRIVER
190 Days/5 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	17,760	18,293	18,659
1	1.03	18,293	18,842	19,218
2	1.06	18,826	19,390	19,778
3	1.09	19,358	19,939	20,338
6	1.11	19,714	20,305	20,711
8	1.13	20,069	20,671	21,084
10	1.15	20,424	21,037	21,457
12	1.17	20,779	21,403	21,831
14	1.19	21,134	21,768	22,204
16	1.19	21,134	21,768	22,204
20	1.21	21,490	22,134	22,577
25	1.24	22,022	22,683	23,137

BUS DRIVER
190 Days/8 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	28,415	29,267	29,853
1	1.03	29,267	30,145	30,748
2	1.06	30,120	31,023	31,644
3	1.09	30,972	31,902	32,540
6	1.11	31,541	32,487	33,137
8	1.13	32,109	33,072	33,734
10	1.15	32,677	33,658	34,331
12	1.17	33,246	34,243	34,928
14	1.19	33,814	34,828	35,525
16	1.19	33,814	34,828	35,525
20	1.21	34,382	35,414	36,122
25	1.24	35,235	36,292	37,017

MECHANIC
12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	39,575	40,762	41,577
1	1.03	40,762	41,985	42,825
2	1.06	41,950	43,208	44,072
3	1.09	43,137	44,431	45,319
6	1.11	43,928	45,246	46,151
8	1.13	44,720	46,061	46,983
10	1.15	45,511	46,877	47,814
12	1.17	46,303	47,692	48,646
14	1.19	47,094	48,507	49,477
16	1.19	47,094	48,507	49,477
20	1.21	47,886	49,322	50,309
25	1.24	49,073	50,545	51,556

ASSISTANT MECHANIC

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	38,706	39,867	40,665
1	1.03	39,867	41,063	41,884
2	1.06	41,028	42,259	43,104
3	1.09	42,190	43,455	44,324
6	1.11	42,964	44,253	45,138
8	1.13	43,738	45,050	45,951
10	1.15	44,512	45,847	46,764
12	1.17	45,286	46,645	47,577
14	1.19	46,060	47,442	48,391
16	1.19	46,060	47,442	48,391
20	1.21	46,834	48,239	49,204
25	1.24	47,995	49,435	50,424

CLERICAL AIDE

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.90	12.26	12.50
1	1.04	12.38	12.75	13.00
2	1.06	12.61	12.99	13.25
3	1.08	12.85	13.24	13.50
4	1.08	12.85	13.24	13.50
5	1.08	12.85	13.24	13.50
8	1.08	12.85	13.24	13.50
10	1.10	13.09	13.48	13.76
15	1.17	13.92	14.34	14.63
20	1.21	14.40	14.83	15.13
25	1.24	14.76	15.20	15.50

EDUCATIONAL ASSISTANT

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.90	12.26	12.50
1	1.04	12.38	12.75	13.00
2	1.06	12.61	12.99	13.25
3	1.08	12.85	13.24	13.50
4	1.08	12.85	13.24	13.50
5	1.08	12.85	13.24	13.50
8	1.08	12.85	13.24	13.50
10	1.10	13.09	13.48	13.75
15	1.17	13.92	14.34	14.63
20	1.21	14.40	14.83	15.13
25	1.24	14.76	15.20	15.50

MONITOR

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.37	11.71	11.95
1	1.04	11.82	12.18	12.42
2	1.06	12.05	12.41	12.66
3	1.08	12.28	12.65	12.90
4	1.08	12.28	12.65	12.90
5	1.08	12.28	12.65	12.90
8	1.08	12.28	12.65	12.90
10	1.10	12.51	12.88	13.15
12	1.12	12.73	13.12	13.38
14	1.14	12.96	13.35	13.62
15	1.17	13.30	13.70	13.99
16	1.19	13.53	13.94	14.22
20	1.21	13.76	14.17	14.46
25	1.24	14.10	14.52	14.81

CROSSING GUARD

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.37	11.71	11.95
1	1.04	11.82	12.18	12.42
2	1.06	12.05	12.41	12.66
3	1.08	12.28	12.65	12.90
4	1.08	12.28	12.65	12.90
5	1.08	12.28	12.65	12.90
8	1.08	12.28	12.65	12.90
10	1.10	12.51	12.88	13.14
12	1.12	12.73	13.12	13.38
14	1.14	12.96	13.35	13.62
15	1.17	13.30	13.70	13.98
16	1.19	13.53	13.94	14.21
20	1.21	13.76	14.17	14.45
25	1.24	14.10	14.52	14.81

MAIL COURIER

186/188 Days

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	11.37	11.71	11.95
1	1.04	11.82	12.18	12.42
2	1.06	12.05	12.41	12.66
3	1.08	12.28	12.65	12.90
4	1.08	12.28	12.65	12.90
5	1.08	12.28	12.65	12.90
8	1.08	12.28	12.65	12.90
10	1.10	12.51	12.88	13.14
12	1.12	12.73	13.12	13.38
14	1.14	12.96	13.35	13.62
15	1.17	13.30	13.70	13.98
16	1.19	13.53	13.94	14.21
20	1.21	13.76	14.17	14.45
25	1.24	14.10	14.52	14.81

COMPUTER TECHNICIAN

12 Months/260 Days/2080 Hours

Step	Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
0	1.00	45,175	46,530	47,461
1	1.03	46,530	47,926	48,885
2	1.06	47,886	49,322	50,309
3	1.09	49,241	50,718	51,732
6	1.11	50,144	51,649	52,682
8	1.13	51,048	52,579	53,631
10	1.15	51,951	53,510	54,580
12	1.17	52,855	54,440	55,529
14	1.19	53,758	55,371	56,478
16	1.19	53,758	55,371	56,478
20	1.21	54,662	56,302	57,428
25	1.24	56,017	57,698	58,851

EXTRA TRIP RATE

Index	Hired after 7/1/10	Hired between 7/1/09 & 6/30/10	Hired prior to 7/1/09
1.00	14.76	15.05	15.48

POSITIONS**RATE**

Activity Acct. HS/Ath.	0.065 of Sec. 10.5 Mo. Base
Activity Acct. Middle	0.054 of Sec. 10.5 Mo. Base
Activity Acct. Elem.	0.046 of Sec. 10 Mo. Base
Boiler License	0.048 of Custodian Base
Night Supervisor	0.037 of Custodian Base
Maintenance Leader	0.095 of Custodian Base
HS Custodian Leader*	0.070 of Custodian Base

* with responsibility for directing custodial staff

Shift Differential	See Article XXV
Licensed Paraprofessional	\$425
Certified on Board Instructor**	0.048 of Bus Driver Base
Monitor/Aide certificate fees shall be reimbursed, upon evidence of completion each year.	

** The rate shall be based on the Certified On Board Instructor's (OBI)'s approved hourly bus driver's base rate of pay during the contracted year. During the summer months when the OBI completes times sheets, the additional .048 shall be based on the OBI's approved hourly bus driver's base rate of pay during the contracted year. The calculation shall be translated into dollar/cents amount per hour worked.

ARTICLE XXII - SALARY NOTICES

Salary notices for the succeeding year shall be issued each year pursuant to Ohio Revised Code.

ARTICLE XXIII - SERS PICK-UP WITH REDUCTION

The Board herewith agrees with the Association to pick-up (assume and pay) contributions to the School Employees Retirement System on behalf of the individuals in the bargaining unit with the following terms and conditions:

1. The amount to be picked-up and paid on behalf of each employee shall be the employee's contribution. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.
2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.
3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.
4. The pick-up shall apply to all compensation including supplemental earnings.
5. For federal and state tax purposes the W-2 shall show the total amount of compensation reduced by the employee's contribution. For SERS purposes the total amount of compensation shall not be reduced. For local tax purposes the W-2 shall show the total amount of compensation prior to the reduction.
6. SERS pick up shall in no way affect unemployment compensation, sick leave, worker's compensation, severance pay, daily rate of pay, or any other calculation based on the unreduced rate of pay.

ARTICLE XXIV - SEVERANCE PAY

- A. A classified person having ten or more years of service in the North Canton City School District who terminates his or her employment with that district and who actually retires as a classified person shall be entitled to severance pay calculated in accordance with the provisions of Section 124.39, Ohio Revised Code (25% of accumulated but unused sick leave), for the aggregate value of accrued but unused sick leave not to exceed a total of sixty-eight (68) days even though he or she may not at that time be entitled to immediate retirement payments under any State or municipal retirement system in Ohio. In addition, the person shall receive thirteen (\$13) dollars for 2018-2019, fourteen (\$14) dollars 2019-2020, fifteen (\$15) dollars 2020-2021 per day for every day accumulated and unused above two hundred (200) days.

- B. A classified person having ten or more years of service with the State, any political subdivisions, or any combination thereof, but less than ten (10) years of service in the North Canton City School District, who terminates his or her employment with the district and who actually retires as a classified person and who qualifies for retirement payments under any State or municipal retirement system in Ohio, shall be entitled to severance pay calculated in accordance with the provisions of Section 124.39, Ohio Revised Code (25% of accumulated but unused sick leave), for the aggregate value of accrued but unused sick leave not to exceed a total of sixty-two (62) days. In addition, the person shall receive thirteen (\$13) dollars for 2018-2019, fourteen (\$14) dollars 2019-2020, fifteen (\$15) dollars 2020-2021 per day for every day accumulated and unused above two hundred (200) days.

- C. Payment shall be made within thirty (30) days of receipt by the Treasurer of an application for such payment, but in no event earlier than the actual termination of employment.

- D. If an employee under Section B dies while still employed by the District but, at the time of death, was qualified under SERS guidelines for retirement, any severance pay due will be paid to the employee's estate.

- E. Any tax sheltering of severance payment must conform to the IRS regulations.

ARTICLE XXV - SHIFT DIFFERENTIAL PAY

Employees whose regular work shift commences at or after 2:00 p.m., but before 6:00 a.m., shall be paid additional compensation of fifty cents (\$0.50) per hour and midnight shift to fifty-five cents (\$0.55). Shift differential is based upon one hundred ninety (190) days.

ARTICLE XXVI - SMOKE-FREE ENVIRONMENT

No smoking will be permitted in any area of a school building.

ARTICLE XXVII - TUITION-FREE ATTENDANCE

Children of members of the bargaining unit will be permitted to attend North Canton City Schools tuition-free under the following conditions:

- A. Children will be accepted at all levels (K-12) on a space available basis as determined by the Superintendent.
- B. Children will be assigned to elementary schools by the Superintendent on a space available basis.
- C. Once accepted, children will be permitted to continue in the North Canton City Schools as long as their parent is employed by the district.
- D. If a staff member is employed less than an FTE of 1.000, the tuition charge will be reduced by that percentage of time. An example is:

FTE of .67 total tuition responsibility is reduced by .67

This provision shall not apply to any bargaining unit member who, as of June 30, 2012 had a child(ren) enrolled in the North Canton City School District.

ARTICLE XXVIII - VACANCIES, TRANSFERS, PROMOTIONS

- A. A vacancy shall be defined as a newly created position or a present position that is not filled.
- B. Staff shall be notified of all vacancies by written notice which shall be by email and web site. When school is not in session, a paper copy of all postings will be mailed to the Association President. Said posting shall contain the following information:
 - 1. Type of work
 - 2. Projected starting date
 - 3. Rate of pay
 - 4. Hours to be worked
 - 5. Classification
 - 6. Minimum requirements
- C. Interested bargaining unit members may apply in writing to the Superintendent, or designee, within the fourteen (14) day posting period. However, vacancies occurring in August shall only be posted for seven (7) days. The Board shall notify bargaining unit members of vacancies occurring during the summer months (June, July, August) by sending notice of same to each bargaining unit member by U.S. mail, to their last known address.

A vacancy shall be filled with the most qualified applicant as determined by the Superintendent. In making his decision, the Superintendent will not be arbitrary, capricious or discriminatory.

Any person who is an employee of the District may apply for the position. To receive consideration, the application must be completed and received by the district office within seven (7) workdays after the posting. Evaluation, work record, and qualifications shall be considered in filling the position.

D. Testing

Procedures required for any testing will be reviewed with the Labor-Management Committee prior to implementation.

E. Within ten (10) workdays after the Board action, the Superintendent shall make known its decision as to which applicant has been selected to fill a posted position. Each applicant shall be so notified in writing.

F. Bargaining unit members who are transferred shall not be placed on a lower years of experience step of the salary schedule.

G. "Work Day" is any one of the 260 days on which work is to be performed by a regular, full-time twelve-month employee, notwithstanding the fact that the particular position posted may provide for work during a lesser number of days.

H. In the event of promotion in or transfer from one classification to another or transfer within classifications, the bargaining unit member shall be given a thirty (30) workday trial period in which to show his/ her ability to perform on the new job. If, in the opinion of the Superintendent, the bargaining unit member is unable to demonstrate ability to perform the work required during the trial period or at the option of the affected bargaining unit member, the bargaining unit member shall be returned to his / her previous assignment and, if there is any difference in the rate of pay at the rate of pay appropriate for the previous assignment.

I. The Association President shall be notified of transfers, vacancies, leaves, new positions and sabbaticals.

ARTICLE XXIX - VACATIONS

For the purpose of this section, a full-time regular classified employee is one who is in service for not less than eleven (11) months in each calendar year. Vacations will be prorated based on 260 days.

Each full-time regular classified school employee, including full-time hourly rate and per diem employees, after one (1) year's service with the Board, shall be entitled, during each year thereafter, while continuing in the employ of the Board, to vacation leave with full pay for two (2) calendar weeks, excluding legal holidays. Employees continuing in the

employ of the Board for five (5) or more years of service shall be entitled to vacation leave with full pay for three (3) calendar weeks, excluding legal holidays. Employees continuing in the employ of the Board for fifteen (15) years or more of service shall be entitled to vacation leave with full pay in the amount of one (1) day for every year beyond fifteen (15) years, excluding legal holidays. July 1 of each year shall be the anniversary date for determining the length of vacation.

Vacation may be taken at any time during the year. All vacation periods are subject to the approval of the supervising administrator.

Vacation time is provided; employees will not be compensated when they do not take the vacation time off.

ARTICLE XXX - WAIVER DAYS

The issue of staff development will be discussed at Labor-Management.

ARTICLE XXXI - WORKING CONDITIONS

- A. No bargaining unit member shall be disciplined, nor shall the Board seek contribution from an employee, because of any incident involving the administration or dispensing of medication to students in compliance with the procedure contained in Board policy.
- B. In the absence of a building supervisor (principal), or designee, bargaining unit members shall not be held accountable or made responsible for the administration or supervision of the building.
- C. The Board shall provide without cost to the bargaining unit member, the following: (The payment will be issued through payroll and be included on the W-2 and no receipts are necessary.)
 - 1. Uniform Allowance
 - a. Food service employees shall be paid a uniform allowance to purchase uniforms and/or shoes:

less than four (4) hour employees: \$150 per year
four (4) hours or more: \$200 per year

- b. The district will provide clean uniforms daily for mechanics. A shoe allowance will be provided for one pair of OSHA approved shoes each year to a maximum of \$125.
 - c. Custodians shall be paid a uniform allowance of two hundred (\$200) dollars per year.

Maintenance shall be paid a uniform allowance of two hundred fifty (\$250) dollars per year.
 - d. Payment of the uniform allowance will be made in the first payroll of November each year.
- 2. Each contract year the head bus mechanic and assistant mechanics will receive a tool usage allowance of six hundred fifty dollars (\$650) dollars.
 - 3. The Board shall pay the full cost of any medical examination which it requires of any employee. When the Board approves an employee's request to be examined by a physician other than one designated by the Board, the employee shall be reimbursed for the cost of such examination up to the cost for such services from the Board-designated physician upon presentation to the Treasurer of a paid receipt from the attending physician.
- D. An individual employed to fill a newly created or unfilled position on a substitute basis shall be employed for no more than forty-five (45) work days in said position, after which time the position shall be properly described, posted and filled as per the negotiated job posting procedures. Experience under this section shall not be used to determine qualifications if the substituting individual applies for a permanent position.
 - E. Clerical Aides shall work under the guidance of the building secretary and under the supervision of the building principal/supervisor. There shall be a maximum of three (3) clerical aides employed in the district.
 - F. New hires in security and the mail courier, will be required to obtain and keep all certification and licenses to be a qualified school bus driver for the district. All training will be paid.

Employees will not be mandated to report to work outside their normal shift, but may be called to drive while on duty in their regular classification. They will be paid their normal wages during this time. Current staff in these classifications may choose to participate in this program.

G. Professional Development

No new programs shall be implemented without providing training for those needing to utilize the program.

H. Absent an emergency, all Classroom Aides and monitors shall be notified of their job placement no later than twenty-four (24) hours prior to their first contracted day of work.

I. If a bargaining unit member believes there to be an unsafe working condition in their building, they shall contact the principal and review the existing facts. An Association Representative shall be party to the review. The parties shall discuss possible remedies to the safety or health concern.

ARTICLE XXXII - WORK YEAR, WORK DAY, WORK WEEK

(Number of work days in work year from July 1 through June 30)

A. The normal work year and normal workday shall be:

1. Twelve-month (12) employees, including custodians, maintenance, bargaining unit secretary and mechanics shall not exceed two hundred sixty (260) days including twelve (12) paid holidays; eight (8) consecutive hours per day.
2. Part-time custodians shall not exceed one hundred ninety-three (193) days, four (4) days of which will be assigned by their principal, including eight (8) paid holidays; four (4) consecutive hours per day.
3. Ten and one-half (10½) month secretaries shall not exceed two hundred twenty-one (221) days, including eight (8) paid holidays; eight (8) consecutive hours per day.

4. Ten (10) month secretaries shall not exceed two hundred eleven (211) days, including eight (8) paid holidays; seven and one-half (7½) consecutive hours per day.
 5. Nine and one-half (9½) month secretaries shall not exceed one hundred ninety-three (193) days, including eight (8) paid holidays; seven and one half (7½) consecutive hours per day.
 6. Part-time secretaries shall not exceed two hundred eleven (211) days, including eight (8) paid holidays.
 7. Classified librarians shall not exceed one hundred ninety-three (193) days, including eight (8) paid holidays; seven and one-half (7½) consecutive hours per day.
 8. Cooks, hired after June 30, 2018, shall not exceed one hundred eighty-six (186) days including four (4) meetings per year of no longer than two (2) hours contiguous to the work day, including eight (8) paid holidays; head cook, six (6) consecutive hours per day.
 9. Assistant Cooks shall not exceed 188 days, including 8 (8) paid holidays; no less than two (2) consecutive hours per day.
 10. Aides - as needed
 11. Monitors - as needed
 12. Crossing Guard - as needed
 13. Bus Drivers - shall not exceed one hundred ninety (190) days including four (4) safety meetings per year of no longer than two (2) hours each, including eight (8) paid holidays.
- B.
1. The normal work week for all bargaining unit members is Monday through Friday.
 2. The normal summer vacation days shall be consecutive unless the bargaining unit member and the supervisor mutually agree to a different schedule.

3. If an eight hour (8) custodian's lunch is interrupted, his thirty (30) minutes will begin again. The additional time will only be granted once per day.
- C. The number of hours listed above shall be consecutive, excluding an uninterrupted lunch period.
- D. All bargaining unit members shall be entitled to two (2) ten (10) minute relief times except that bargaining unit members working four hours shall receive only one (1) ten (10) minute relief time. Bargaining unit members working overtime will be entitled to an additional ten (10) minute relief time for every two (2) hours worked.
- E. Special Calls to Duty

A minimum of two (2) full hours' pay shall be paid to any employee called to work at other than regular hours for that employee, except when the call is the result of that employee's failure to properly perform regular assigned duties.

Calls to duty for gym rentals or other rentals shall be subject only to the hours of the rental and may be for more or less than the two (2) hours if they are contiguous to the work day. Custodians assigned to the building where the rental occurs shall have the first choice to work the activity.

On days when evening conferences are held some employees may be required to work beyond their normal work hours. Any employee required to work beyond their normal work hours on Conference days shall be granted equivalent compensatory time. The compensatory day(s) shall be mutually agreed to by the Association and the Superintendent.

Building checks: Custodians shall perform building checks not less than 20 times per year on dates assigned by the superintendent. All buildings will be checked unless a Sunday rental/building activity is in place. Custodians will spend two hours on site. Building checks will take place between 8pm on Saturday and 2pm on Sunday unless prior approval is received. The custodian shall be paid time and one half if over forty (40) hours.

- F. All hours beyond forty (40) hours per week shall be paid at the rate of one and one-half (1½) times the employee's regular rate of pay unless the employee and his/her immediate supervisor mutually consent to compensatory time off in lieu of overtime pay at the rate of one and one-half (1½) times the overtime hours worked.

Bus drivers taking field trips that cause them to work beyond forty (40) hours per week will be paid overtime. In no event will the overtime be less than the extra trip rate in this contract.

- G. All part-time employees who work beyond the normal work day, week or year shall be paid at their regular rate of pay.
- H. Overtime/Extra Time shall be divided among bargaining unit members within each school building as follows:

Overtime/Extra Time shall first be offered on a rotating basis to the bargaining unit member who has the greatest building seniority and is qualified to perform the overtime work as determined by the Superintendent. Prior to assigning the least senior in the affected building, the overtime shall be offered district wide to bargaining unit members in the same classification based on seniority.

Will enforce current contract language which the parties agree should have been implemented as follows:

- The rotation year shall be July 1, to June 30th
- The first overtime/extra work opportunity on or after July 1 of any year will go to the most senior person in the building
- Thereafter, the building seniority list will be followed, i.e. the next most senior person will be offered the overtime.

- I. Bargaining Unit Member Substitution

If, during any school year, any employee is requested to and does perform work that normally is performed by a classified employee holding a higher classification for a period of more than five (5) consecutive work days, such employee shall

receive, in addition to his or her regular pay, one-half (1/2) of the difference between such employee's regular pay and the pay for the higher classification at the employee's current experience step, for days six (6) through ten (10) of such employment. Beginning with the eleventh such day, the employee shall receive the pay normally paid for the higher rated classification on his/her current years of experience step for any additional time worked in that position.

J. School Closings

Nothing in this Agreement shall require the Board to keep offices/buildings open in the event of hazardous weather conditions, damages to a school building, utility failure, or disease epidemic. When the schools are closed due to the above conditions, bargaining unit members shall suffer no loss of salary. Bargaining unit members required to report for work or remain at work on a day in which the schools are closed due to hazardous weather conditions shall be compensated at their overtime rate for all time worked beyond the first two hours.

K. Seasonal Employees: Put in MOU

ARTICLE XXXIII - EFFECTS OF THE CONTRACT

- A. The terms of this contract shall be effective July 1, 2018 through and including June 30, 2021.
- B. If any part of this contract is found to be in violation of federal or state law, in a manner not permitted by Chapter 4117, said part found to be in conflict will automatically be declared invalid and shall be inoperative. The remaining parts of the agreement shall continue to be in effect.
- C. This contract may be added to, deleted from, or otherwise changed only by an amendment properly signed and ratified by each party.
- D. The Board of Education shall change its personnel policies and practices as may be necessary in order to give full force and effect to this Agreement. Should there be a conflict between this Agreement and any policy or practice, then the terms of this Agreement shall prevail.

- E. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals on any subject within the scope of bargaining. The understanding and agreements arrived at by the parties after the exercise of the right and opportunity are set forth herein and the parties agree that this Agreement constitutes the entire contract between them and settled all demands and issues on all matters within the scope of bargaining. Neither party shall be required to negotiate with the other during the term of this Agreement with respect to any subject or matter irrespective of whether such subject matter was discussed by, or within the contemplation of, the parties during the course of negotiations leading to this Agreement.

Except as otherwise specifically provided in the written provisions of this Agreement, the Board of Education has the exclusive right to make necessary decisions relevant to the conduct and management of the schools as prescribed and restricted by law. All prior negotiated agreements not contained herein shall not be binding upon the parties of this Agreement. This Agreement supersedes and cancels all previous agreements or understandings, whether verbal or written, or based upon any alleged prior conduct or past practices of the parties.

However, the Labor-Management Committee shall first discuss any items which would otherwise be considered proper subjects for mid-term bargaining in the absence of this Section.

- F. Individual contracts of employment with members of the bargaining unit shall in all respects be consistent with the Agreement, which shall be deemed incorporated by reference in such individual contracts.

NORTH CANTON CLASSIFIED PERSONNEL ASSOCIATION:

Joseph D. ... 7-26-2018
Labor Relations Consultant Date

Grace A. Heckaman 6-27-18
President Date

[Signature] 6/29/18
Negotiations Team Member Date

Michelle M. ... 7/27/18
Negotiations Team Member Date

Brian Waltz 7-27-18
Negotiations Team Member Date

Helen Pool 8-1-18
Negotiations Team Member Date

Laura L. Russell 8-6-18
Negotiations Team Member Date

NORTH CANTON BOARD OF EDUCATION:

[Signature] 6/15/18
Superintendent Date

[Signature] 6/15/18
Treasurer Date

[Signature] 6/15/18
Negotiations Team Member Date

[Signature] 6/15/18
Negotiations Team Member Date