



10/18/2021
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MASTER AGREEMENT

between the

GOVERNING BOARD
of the
EDUCATIONAL SERVICE CENTER
of EASTERN OHIO

and the

MAHONING COUNTY
EDUCATIONAL SERVICE CENTER
EMPLOYEES' ASSOCIATION

July 1, 2021

thru

June 30, 2024

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ARTICLE I: RECOGNITION

1.00 The Parties

This agreement is by and between the Governing Board of the Educational Service Center of Eastern Ohio (ESCEO), hereinafter referred to as the Board, and the Mahoning County Board of Education Employees Association (MCESCEA) hereinafter referred to as the Association.

1.01 The Unit

- A. The bargaining unit shall EXCLUDE the following supervisory, managerial and confidential employees of the Educational Service Center of Eastern Ohio:

Superintendent
Assistant/Deputy Superintendent
Treasurer
Assistant Treasurer(s)
Executive Director(s)
Director(s)
Assistant Director(s)
Supervisors
Coordinators
Administrative Secretary
Bookkeepers
Records Secretary
STEM Coach
Human Resources Assistant
Human Resources Generalist
Instructional Specialist
HMG Coach

In addition, all interns and special grant personnel (SStR5, OOD, and Alternative Educational Challenge) who are funded for a limited project period, eighteen (18) months or less, are to be excluded. Should any of the organizations that are currently listed in the unit fall into this category, this would generate negotiations in regards to this language.

- B. The bargaining unit shall include all employees of the Educational Service Center of Eastern Ohio and associated agencies not excluded under Section 1.01-A above.
- C. Substitutes who are employed during the term of an employee's paid or unpaid leave of absence, including vacation and sick leave and who work less than sixty (60) days during a fiscal year shall be excluded from the bargaining unit. Substitutes who work sixty (60) or more days consecutive in the same position during a fiscal year shall be included in the bargaining unit.

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- D. Whenever there is a change of title of one of the positions listed under Exclusion, the MCESCEA will join with the Superintendent to send a proper notice to SERB if necessary.

Whenever a new position is created the Superintendent will notify the MCESCEA of whether it is to be considered an Exclusion or inclusion. If the MCESCEA does not concur, a meeting will be held to discuss the proper placement. If agreement is not reached, a joint letter requesting assistance will be sent to the State Employment Relations Board.

1.02 Representation

- A. The Association shall be the bargaining representative until removed in accordance with the provisions of the Ohio Revised Code 4117.
- B. Members of the bargaining unit shall have the right to join or refrain from joining the Association.

1.03 Dues Deductions

Employees may have dues deducted from their paycheck.

- A. The Association shall notify the treasurer of those who are to pay dues by submitting signed dues authorization forms.
- B. From each paycheck of October through September, the treasurer shall make deductions in equal amounts to pay the dues. However, employees can withdraw dues deduction authorization at any time by submitting a dues revocation form to the district treasurer which will be communicated to the Association within five (5) work days.
- C. It shall be the responsibility of the Association to notify the treasurer of the amount of dues and of any changes.
- D. The Association shall indemnify the Board against any and all claims, demands, suits, costs, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with this provision.

1.04 Local Contributions to MCESCEA

Employees may have contributions deducted from their paycheck.

- A. The Association shall notify the treasurer of employees making contributions to the association by use of an authorization form.

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- B. From each paycheck of October through September, the treasurer shall make deductions in equal amounts to accomplish the preset contribution. However, employees can withdraw contribution authorization at any time by submitting a contribution revocation form to the Treasurer who will communicate this information to the Association within five (5) work days.
- C. It shall be the responsibility of the Association to notify the treasurer of the amount of the donation and of any change to the predetermined amount.
- D. The Association shall indemnify the Board against any and all claims, demands, suits, costs, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with this provision.

ARTICLE II: NEGOTIATIONS PROCEDURES

2.00 Representation

Designated representatives of the Board and the Association shall meet to negotiate in good faith in accordance with the procedures set forth within this Article II. The Board's negotiating team and the Association's negotiating team shall be limited to not more than six (6) members on each team. In addition, the Association may have one (1) observer who will not participate in discussions at the table and who shall be the same person for the entire negotiations. Neither party shall have control over the selection of the other party's team members.

2.01 Authority of Negotiators

While no final agreement can be executed by the negotiators, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make and consider proposals and counter-proposals and reach compromises in the course of negotiations.

2.02 Good Faith Negotiating

"Good Faith" means carrying out the process of collective bargaining with the intention of reaching an agreement. This does not mean that either party is compelled to agree to a proposal nor does it require the making of a concession.

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2.03 Consultants

The parties may call upon consultants, but the attendance of such consultants at the negotiations table shall not cause the maximum number of team members to exceed six (6). Cost of such consulting service shall be borne by the calling party.

2.04 Scope of Bargaining

Representatives of the Board and the Association will bargain in good faith all matters pertaining to wages, hours or terms and other conditions of employment and the continuation, modification or deletion of an existing provision of the most current collective bargaining agreement.

2.05 Request for Bargaining

- A. If the Association or Board desires to open bargaining, it shall notify the other party in writing by email no later than March 1st and not earlier than February 1st, immediately prior to the expiration date of the agreement. Notification from the Association shall be sent to the Superintendent and notification from the Board shall be sent to the Association President. The receiving party shall acknowledge receipt of said emailed written notice via email within seventy-two (72) hours. If neither party notifies the other within the prescribed period of time, the contract will be extended by one (1) year.
- B. Within thirty (30) days after receipt of such notice, an initial meeting will be held at which the Association and Board shall submit their proposals in writing.
- C. Proposals shall in form and detail specify that to which agreement is sought. Topical listings of items proposed for negotiation ("laundry lists") shall constitute a clear failure of compliance with this requirement and may be disregarded.
- D. The items proposed shall constitute the total for negotiations and no additional proposals may be brought to the table unless otherwise agreed by the parties. The remaining items of the then current contract shall remain in force and effect, and shall be part of any successor agreement.

2.06 Bargaining Meetings

- A. Bargaining meetings shall be scheduled by the parties and, until bargaining is concluded or impasse is declared by either party, either party may require at each meeting a decision on the date, time and place of a subsequent meeting.
- B. Meetings shall be scheduled at reasonable intervals, places and times.
- C. Bargaining meetings shall be closed to the press and public.

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- D. Either party may recess for caucuses at any time.
- E. Minutes of meetings shall be kept by each party only if that party deems necessary and only in such form and details as it may determine advisable.

2.07 News Releases

Prior to impasse, information regarding negotiations may be released to the press only upon prior approval of both parties.

2.08 Agreement

A. Tentative Agreement

As negotiation items become tentative agreements, they shall be reduced to writing and initialed by the chief spokesperson of each party. When all items have been tentatively agreed to, they shall comprise a tentative agreement.

B. Ratification

Within thirty (30) days following tentative agreement on all items, they shall be submitted to the Board and Association for ratification. If ratified by both the Board and the Association, they shall constitute the collective bargaining agreement between the parties. If a party does not ratify or reject the tentative agreement within thirty (30) days of having reached tentative agreement, the tentative agreement will be deemed accepted by that party.

2.09 Impasse

When either party declares impasse, the Federal Mediation and Conciliation Service will be called upon to assist the parties. Once mediation has been exhausted, the union shall have a right to strike pursuant to O.R.C. 4117.14(D)(2).

This constitutes the parties entire mutually agreed dispute resolution procedure and supersedes the statutory procedures found in O.R.C. 4117.14.

2.10 Purpose

This procedure contained herein will only apply to negotiations for a successor agreement and re-openers.

ARTICLE III: GRIEVANCE PROCEDURE

3.00 Grievance Policy and Objectives

The Board and the Association recognize that in the interest of effective personnel management, a procedure is needed whereby unit members can be assured of a prompt, impartial, and fair redress of grievances. The objective of such a procedure is to secure, at the lowest administrative level and in the shortest period of time, equitable resolutions to grievances.

3.01 Definitions

- A. A “grievance” is an alleged misapplication, misinterpretation or violation of the collective bargaining agreement.
- B. A “grievant” is the unit member claiming a grievance.
- C. A “day” shall be a work day during the school year and week days during the summer months except Memorial Day, July 4th and Labor Day.

3.02 Time Limits

The number of days indicated at each level of the grievance procedure is to be considered a maximum. However, the time limits specified at each level may be extended by written agreement of the parties involved, provided such extension is agreed to within the time limits provided at the level to be extended. If appropriate action is not taken by the grievant within the time limits specified herein or as extended by mutual agreement, the grievance will be deemed settled on the basis of the disposition at the preceding level. If the Board or its administrators, or representatives, fails to take appropriate timely action, the grievance shall be advanced to the next level.

3.03 Procedure

Level One – Immediate Supervisor / Director:

A unit member(s) who believes that he/she has a grievance shall attempt to resolve the matter informally with his/her immediate supervisor and/or director.

Level Two – Superintendent:

If the grievance is not resolved informally at level one with the immediate supervisor and/or director, the grievant may file a formal written grievance with the superintendent within thirty (30) days of the date on which the grievance occurred or of the date when the grievant became aware or should have been aware of the grievance occurring. A unit member(s) filing a grievance shall do so in writing to the Superintendent on a grievance form (see Appendix A), which shall be sent by email. The Superintendent shall

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acknowledge receipt of said emailed grievance form via email within seventy-two (72) hours. (See Appendix A).

Within ten (10) days of the receipt of such grievance, the Superintendent or his/her designee will meet with the grievant and his/her representative in an effort to resolve the grievance. The Superintendent or his/her designee shall render a written decision to the grievant and the Association by email within ten (10) days after such meeting on the same grievance form. The grievant shall acknowledge receipt of said emailed decision via email within seventy-two (72) hours.

Level Three – Arbitration:

If the Superintendent's decision is not satisfactory to the grievant and to the Association, the Association may thereafter appeal the decision to arbitration within fifteen (15) days by giving written notice to the Board by email. The Board shall acknowledge receipt of said emailed appeal via email within seventy-two (72) hours. Prior to the panel being selected or if none of the panel members are available within two (2) months of the notice, arbitration shall then be implemented by requesting a list of arbitrators from the Federal Mediation and Conciliation Service. The Superintendent and the Chairperson of the Association's Grievance Committee, or their respective designees shall select the arbitrator from the list of seven arbitrators obtained from the FMCS by alternately striking names from the list. A coin shall be tossed to determine who shall strike first. The arbitrator shall not make any decision which is contrary to law or the provisions of this agreement and shall have no power to add to, or subtract from the terms of this agreement as written. Further, the arbitrator is specifically prohibited from making any award which is contrary to law. The decision of the arbitrator shall be final and binding upon the parties.

Any fees and costs for the services of the arbitrator shall be borne by the losing party. Each party shall be responsible for any cost it generates in the processing of its side of the case.

3.04 Miscellaneous Provisions

- A. A grievance may be withdrawn at any level without prejudice.
- B. Nothing contained herein shall be construed as limiting the right of any unit member having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is consistent with the terms of this agreement.
- C. No reprisals of any kind shall be taken by or against any unit member for filing a grievance or participating in the grievance process.

ARTICLE IV: ECONOMIC BENEFITS

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4.00 Salary Increases

- A. It was agreed that employee raises for the 2021-2022 school year were to be no less than one percent (1%) from their 2020-2021 salaries. These raises were based on placement on the new salary schedule effective with the 2021-2022 school year. For those employees who were placed on the new salary schedule and received less than a one percent (1%) raise, the employee was paid a one-time Five Hundred Dollar (\$500) stipend to be paid throughout the 2021-2022 school year. Additionally, all employees that were eligible for longevity pay in either the 2019-2020 or the 2020-2021 school years, but did not receive longevity pay as a result of the wage freeze received a one-time Five Hundred Dollar (\$500) longevity bonus for the 2021-2022 school year to be paid in a lump sum in November 2021.
- B. The base salary for certified positions is set forth in Appendix F.
- C. The number of days each certified position is to work is as follows:

<u>Certified</u>	<u>Req. Days</u>
OT	186
PT	186
School Psych	196
Speech Pathologist	189
MD/ED/CD Preschool Teacher	186
MUC Teacher	186
Work Study	196
COTA/CPTA	186
Social Worker	211

- D. The base salary for classified positions is set forth in Appendix F.

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- E. The number of days each classified position is to work is as follows:

<u>Classified</u>	<u>Req. Days</u>
Attendance	211
Marketing Specialist	211
HMG Lead Caregiver / Training Spec.	232
Information Tech. Support Specialist	232
HMG Home Visitors / Service Coor.	232
Courier	261
Secretary	261

- B. All employees regardless of the number of contracted work days per year shall receive 24 paychecks via direct deposit. Direct deposit for all employees will be issued on the fifteenth (15th) and thirtieth (30th) calendar day of each month. The last calendar day of February will be the second pay for that month. When a scheduled pay day falls on a weekend or scheduled holiday, direct deposits shall be issued on the last work day prior to the scheduled pay day. Direct deposit is mandatory for all employees.
- C. Upon termination of employment due to unacceptable performance or retirement, the salaried unit member shall receive payment of all money owed within the next scheduled pay period. Members who resign have the option to receive payment of all money owed within the next scheduled pay period or to receive regular direct deposits until all money owed has been paid.

4.01 Overtime/Extended Time/Extended Contracts

- A. Overtime

Non-certified unit members who work more than forty (40) hours in a regular work week shall be paid one and one-half (1 ½) times their hourly rate for all time worked in overtime status. Prior to working overtime hours, non-certified unit members must have been authorized by their immediate supervisor to work said overtime hours.

- B. Extended Time

Non-certified unit members who are specifically required to work by their immediate supervisor more than thirty-seven and one-half (37 ½) hours but less

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than forty (40) hours in a work week shall be paid for all hours required to work at their hourly rate.

For the purposes of this provision only, hourly rate will be calculated accordingly: annual salary divided by the product of the number of contract days times the number of daily contract hours.

Certified unit members who are exempt under the Fair Labor Standards Act will not receive over-time, pursuant to federal law, and will not receive extended time.

C. Extended Contracts

Extended/additional contract days may be granted by the Board to unit members. Pay for each extended contract day shall be the unit member's per diem regular contract daily rate.

D. Supplemental contracts for licensed/certificated employees may be granted by the Board to unit members for duties beyond the employee's contracted job description. These contracts shall specify the supplemental duties and the compensation. Supplemental contracts shall automatically expire and shall be considered non-renewed on the final day of the contract year.

4.02 Severance Pay

- A. After ten (10) years of service in SERS or STRS with a political subdivision of the State or the State or a combination thereof and a minimum of 5 years of service as an ESCEO employee, all unit members who retire from active service, in accordance with the provisions of State Teachers Retirement System or the School Employees Retirement System, shall be eligible for severance pay.
- B. Severance pay shall be determined as follows: divide the unit member's total annual contract salary by his/her annual work days according to his/her regular contract. This shall be the unit member's average daily rate of pay. The daily rate of pay shall be multiplied by one-fourth (1/4) of his/her accumulated unused sick leave to a maximum fifty-three (53) unused sick leave days. The product shall constitute the unit member's severance pay.
- C. The unit member may choose to take his/her severance pay any time between the date of acceptance into the retirement system and the succeeding January 31st upon presentation of a copy of the first retirement check to the district's Treasurer.

4.03 Car Allowance

- A. Unit members who use their personal vehicle in the performance of their duties shall be compensated at 95% of the IRS rate in effect at the time of the travel, rounded up to the next whole cent when the calculation is at \$.005 or more. Annual

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reimbursement shall be capped beginning at \$2,500 and thereafter increase or decrease at the same percentage as the reimbursement rate per mile. The Superintendent or designee may waive the annual cap after a review of circumstances.

- B. The Board will reimburse employees according to the “shortest distance” mileage between the two travel points as identified by a universally accepted electronic GPS, i.e., Google, MapQuest, Garmin, Tom-Tom.

The Governing Board does not compensate mileage from home to work or work to home, unless specifically provided herein. Claims for mileage between an employee’s residence and place of work shall not be reimbursed, unless an employee has an assigned home base(s) (as assigned by the supervisor) and is directed to report to a location other than his/her assigned home base(s) to begin his/her day. In this circumstance, no claims for mileage should be made if the mileage is less than the mileage between home and the home base(s). If mileage is greater, however, the difference in mileage may be claimed for reimbursement. The same applies at the end of the day.

Claims may be made for travel between places of work during the school day. Mileage will be reimbursed based upon distances from the first work site of the day to the last work site of the day.

Private Vehicle: An employee who uses his/her vehicle for an approved work assignment under 150 miles will be compensated for mileage as set forth in this section. For travel for professional development, an employee shall use an ESC vehicle if available.

Rental Vehicle: If an ESC vehicle is not available then an employee will secure a rental vehicle with an office issued credit card for an approved work assignment over 150 miles that is 1-3 days in duration. In this case, the credit card may cover the cost of the rental and gas for the rental car.

Private Vehicle in Lieu of Rental: An employee who is authorized by his/her supervisor to use his/her personal vehicle for an approved work assignment over 150 miles that is 1-3 days in duration will be reimbursed using the formula of total mileage divided by 30 miles per gallon times the rate of gas per gallon according to receipt(s) plus a fee equal to the current ESCEO vehicle rental fee. Example: 360 miles divided by 30 (miles per gallon) equals 12 gallons times \$2.45 (receipted price per gallon) = \$29.40 + \$38.99 (vehicle rental fee) = \$68.39 total. The employee shall not receive payment for mileage in this circumstance.

Car Pooling: Car pooling for those employees attending the same meeting will be mandatory unless circumstances, approved by the appropriate supervisor, waive this provision.

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- C. When an employee is traveling outside of his/her routine work area (e.g., workshops, conferences, meetings, etc., to other cities, counties, states), he/she will be compensated for business related travel at the Board's approved compensation rate for actual odometer miles from their starting point (home, office, work site) to their return point (home, office, work site).

4.04 Insurance

Mahoning County School Employees Insurance Consortium

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 Mahoning County School Employees Insurance Consortium ("MCSEIC"). The Board shall provide medical/prescription, dental, and vision through the MCSEIC and such coverage shall be the standardized MCSEIC specifications. Changes to and/or renewals of MCSEIC Plan shall be implemented upon the Plan's effective date and a written copy of the Plan shall be provided to the Association President within thirty (30) days of said change or renewal.

For purposes of this section, full-time employees shall mean employees that work thirty (30) hour or more per week.

The Board will pay the following maximum contributions per year for medical/prescription and dental coverages.

- Single – 82%
- Employee & Dependent(s) – 75%
- Employee & Spouse – 75%
- Employee, Spouse & Dependent(s) (Family) – 75%

Vision coverage will be available with the employee paying 100% of the premium.

A. Term Life Insurance

The Board will provide a group life insurance policy equivalent to \$25,000 for full-time employees if requested by the employee. The Board will pay 100% of the cost for each employee.

The Board shall provide an IRS 125 Plan to tax shelter the employee's contribution toward the health, dental, and drug and other insurance premiums.

B. Unpaid Leave Insurance

Employees electing to maintain insurance coverage during an unpaid leave of absence shall be responsible for all premium charges at current board rate plus any

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premium increases during the period of leave. For employees on FMLA leave, the Board continues to pay its contribution to employee health care premiums.

C. Insurance Waiver

A full time unit member who waives coverage for medical, dental and prescription insurance for a twelve month period (October through September) will receive \$500 minus appropriate payroll taxes. Employees under contract at the beginning of the contract year must request a waiver between August 1 and September 30 to receive the rebate. Employees hired after October 1 must request the waiver within fourteen (14) days of hire. The rebate amount for employees hired after October 1 and/or who leave the employ of the board before the completion of the insurance year shall be prorated based on the number of months during which employee premium payments would have been deducted had the employee chosen coverage. The rebate will be paid in October following the full year waiver.

D. IRS 125 Plan

The Board shall provide an IRS 125 Plan to tax shelter the employees contribution toward the health, dental, and drug and other insurance premiums.

- E. Any bargaining unit member who tenders a resignation other than for retirement, with an effective date that falls between the last day of work on his/her ESC-approved work calendar and the first day of scheduled work in the following school year, shall be eligible for insurance coverage only through July 31. Any continuation of insurance coverage beyond July 31, through August 31, shall be at the cost of the bargaining unit member (total of Board's and employee's costs). If an employee tenders a resignation for purposes of retirement, insurance coverage shall end on the effective date of retirement.

4.05 Substituting

Whenever a non-certified bargaining unit member is assigned to work in a higher level position due to the absence of another bargaining unit member for a continuous period of more than one week, he/she shall be paid at that higher rate commensurate with the substituting bargaining unit member's years of experience (placement on the salary schedule) for all hours worked.

Only in the event of an emergency will itinerant teachers be requested to substitute in the absence of another teacher or teacher's aide.

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4.06 Special Compensation

- A. The Lead Mentor is responsible for coordinating the entry year teacher program for ESCEO entry year teachers and mentors who are assigned to them. He/she will be compensated at the rate of \$500 for serving from one to three entry year teams (teacher and mentor), and at the rate of \$100 for each entry year team in excess of three. (See Appendix E.)
- B. Mentors are responsible for providing personalized support to an entry year teacher. Mentors should not be assigned more than one entry year teacher, and will be compensated at the rate of \$500. (See Appendix E.)
- C. Support Teachers assigned to long-term placements (beyond 10 consecutive days in the same classroom at the discretion of the Supervisor) shall be compensated an additional \$15.00 per work day. (See Appendix B.)
- D. Any Board-approved committee work required outside of the work day will be paid at the rate of \$20.00 per hour as approved by the Committee co-chairs. Release time for Committee work may be granted by the Superintendent upon recommendation of the co-chairs. (See Appendix D.)

4.07 Pick-up of Retirement

In accordance with Internal Revenue Service rule 77-464 and Ohio Attorney General Opinion 82-097, the Board shall "Pick-Up" the unit member's contribution to the State Teachers Retirement System and/or School Employees Retirement System. "Pick-Up" means that the unit member's contribution to his/her retirement is not taxed at the time of payment.

Should the rules and regulations of the IRS, STRS, or SERS change which makes this procedure unworkable, this policy shall become null and void and the former procedure of employee/employer contributing to the retirement systems shall become effective. The Association shall be notified as soon as possible in advance of any such change in IRS, STRS or SERS policy and shall be given a copy of any notice about the change in policy.

4.08 Employment of Public Systems Retired Individuals

The following terms and conditions relate to the employment or re-employment of bargaining unit members from STRS/SERS, PERS or public retirement system from another state.

- A. Except as otherwise specifically set forth herein, the Board is under no obligation to employ any retired employee and the parties hereto explicitly agree that there is no expectation of continued employment or re-employment when an employee retires from the Educational Service Center of Eastern Ohio. However, Educational Service Center of Eastern Ohio employees who provide the Board with email notice

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at least 90 days prior to their intended retirement date, and who have the written recommendation of the employee's director, may elect to be re-employed by the Board under two (2) one year limited contracts. Such contracts will otherwise be subject to the provisions of this section and the right to continued employment will expire without further action of the Board at the end of the second contract and the expiration of the contract shall not be subject to challenge.

Bargaining unit eligible employees hired or re-hired by the Board are eligible for health and other insurance benefits on par with all other bargaining unit members in accordance with the terms of this Agreement.

Proof of STRS/SERS, PERS or public retirement system from another state coverage must be provided to the Treasurer for verification, along with any change notice(s) received from STRS.

The parties hereto expressly agree that this provision supersedes any inconsistent or contrary state or federal statute, law or regulation.

- B. Salary placement for employees hired after retirement shall be and remain at Step Three (3) of the appropriate Salary Schedule. If said employee is re-employed for any number of subsequent one year contracts, he/she shall remain at Step Three (3) of the salary schedule effective for the current contract year. Salary placement for the appropriate education column shall be fully recognized. The salary schedule placement determination as set forth herein shall not be challengeable, and the parties expressly agree and fully intend this provision to supersede and take precedence over and any and all other inconsistent or contrary state or federal statutes, laws and/or regulations, including, but not limited to Revised Code Section 3317.13.
- C. Seniority for retired members newly hired by the Board as well as for Educational Service Center of Eastern Ohio members returning to employment with the Board after retirement will be zero (0) upon such employment and any subsequent re-employment.
- D. Members employed by the Board after retirement shall be considered in a similar fashion as any other limited contract member with zero (0) seniority.
- E. Employees hired in retirement will be provided an annual amount of leave time for use to cover absence due to illness and/or personal business that can only be conducted during the normal work day/work week. Such leave amount for any employee hired in retirement will be determined by dividing the number of days in said employee's contract of employment by 25 with a maximum of 8 leave days, partial days will be rounded to the nearest quarter, being provided for any reemployed retiree (e.g., a 200 or more-day employee would be provided with 8 leave days at the beginning of their contract period.) As per current procedure with all employees, such leave can only be taken in increments of .25 days. Such leave

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will not accumulate from year to year. There will be no severance pay available for members employed by the Board after service retirement, nor may such members participate in any retirement incentive of any kind to the extent this provision conflicts with Ohio Revised Code Section 3319.141.

- F. Retire/rehires hired into a 12 month position (261 day contract) will be placed at step four and given ten paid holidays, ten vacation days and the eight days for use to cover absence due to illness and/or personal business that can only be conducted during the normal work day/work week as defined in paragraph 6 above. These days will be pro-rated if the contract is for less than a full year.
- G. Individuals employed by the Board after retirement will be given two one-year limited contracts only as set forth above. Employees hired after retirement do not have an entitlement to any evaluation provisions under state law that might otherwise apply. Further, the right to continued employment will expire automatically at the end of the second one-year contract and the expiration of that contract shall not be subject to challenge.
- H. Employees hired in retirement shall contribute to SERS or STRS according to the current provisions and requirements of the retirement boards and law.
- I. These provisions will supersede and take precedent over the provisions of Revised Code Section 3319.11, 3319.111, 3317.13 and any and all other inconsistent or contrary state or federal statutes, laws and/or regulations.

ARTICLE V: LEAVE OF ABSENCE

5.00 Sick Leave

Each full-time unit member shall be credited with 1 ¼ days of sick leave for each month of service or 15 days for each completed year. Employees who work fewer days and/or hours than those defined as “full time” for the contract category, whether certified or non-certified, will be credited and charged sick leave on a pro-rated basis according to their percentage appointment (e.g. a unit member who is scheduled to work one-half day and is sick that day will be charged with one-half day of sick leave). Unit members will not accrue sick leave for the time they are on an unpaid leave.

Unit members who have not yet been credited with any sick leave days and unit members who have exhausted all credited sick leave days will be advanced five (5) sick leave days per contract year and may be advanced up to nine (9) sick leave days which shall be subtracted from future credited sick leave or should such employee terminate employment or take a leave of absence with negative sick leave balance, the amount of advancement not yet earned shall be deducted from the final pay settlement. Employees carrying over a deficit balance of sick leave from the previous year(s) will not be advanced sick leave until they achieve a zero balance. Unit members who have exhausted all regular and advanced

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sick leave days may request the superintendent for additional sick leave days or may go on unpaid sick leave for the duration of the illness or disability.

Nothing herein shall be considered to create an exception that unpaid leave will be granted to any unit member who has exhausted all sick leave and advancements nor is the Board in any way limited from docking any such employee's pay and/or in taking appropriate disciplinary action for any unauthorized absence without approved leave. Unit members who have exhausted sick and other authorized leave must seek an unpaid leave from the Board pursuant to Sections 5.08 or 5.09 in order to preserve a right to return to employment.

Unit members shall have all accumulated sick leave days earned in other public employment to a maximum of 260 days transferred to the district, provided that employment with the Board takes place within ten (10) years of the last termination from public employment.

Maximum unused sick leave accumulation shall be 260. A potential bonus of three (3) additional days per contract year may be added to an individual's balance of accumulated sick leave as prescribed in 5.03.

A. Use of Sick Leave

Sick leave will be granted for absence of the employee due to personal illness, injury, pregnancy, exposure to contagious disease which could be communicated to other employees and for absence due to illness, injury or death in the unit member's immediate family.

B. Definition of Immediate Family

For the purpose of illness and/or injury, the immediate family is defined to mean the unit member's spouse, child, parent, grandchild, parent-in-law, brother, sister, daughter-in-law, son-in-law, grandparents, grandparents-in-law, brother-in-law, sister-in-law, or any other relative living in the household of the unit member. For the purpose of death, the immediate family will include all those listed above and niece and nephew.

C. Verification of Sick Leave

A unit member requesting use of sick leave shall furnish a written signed statement to the Treasurer's Office to justify the use of sick leave on the current form provided by email within seven (7) working days from the date of return. Car allowance and professional leave reimbursement checks may be withheld until all forms due are submitted to the Treasurer's Office.

D. Notification

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All bargaining unit members shall report absences into the electronic absence reporting system and substitute management system (as applicable to the position) in advance for all absences known in advance. All bargaining unit members shall report absences into the electronic absence reporting system and substitute management system (as applicable to the position) no later than 6:00 a.m. the morning of an unplanned absence. In case of an emergency that requires an absence after 6:00 a.m., all bargaining unit members (or designee if incapacitated) are required to call their supervisor immediately. Within 24 hours of an emergency, all bargaining unit members are required to enter the missed day(s) in the absence reporting system.

When the unit member knows that the leave will be for more than one day, notice shall include the expected return date. When sick leave is to be taken after the unit member has arrived at work, he/she shall notify his/her immediate supervisor or the office of the superintendent that leave will be taken at that time. If a unit member's use of sick leave is in question, substantiating evidence from a physician may be required.

Day(s) of absence shall not be paid sick leave day(s) when the unit member does not use sick leave for the purposes as prescribed in 5.00-A or has not properly followed the above notification procedure, unless emergency situations exist.

E. Sick Leave Increments

Sick leave will be taken in increments of one-fourth day or greater.

5.01 Pregnancy/Adoption/Child Care Leave

A. Pregnancy Leave/Adoption Leave

1. A pregnant unit member or a unit member who adopts a child shall be granted unpaid pregnancy/adoption (provided he/she is the adopting parent) leave in accordance with the Family and Medical Leave Act of 1993 (FMLA) and in compliance with the provisions herein.

The effective date of pregnancy leave shall be that as determined by the unit member and her physician. The unit member shall notify the Superintendent at least thirty (30) days in advance of the effective date of said leave except when such notice cannot be given because complications in her pregnancy require her to begin leave within the thirty (30) days. In the event of such complications, the Superintendent shall be notified as soon as possible of the starting date of the leave and will be provided verification in writing from her physician of such complications.

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The effective date of adoption leave shall be in accordance with the FMLA and shall expire at the end of the 12-month period beginning on the date of the placement.

Request for adoption leave shall be made to the Superintendent by email-as far in advance as possible.

2. A pregnant unit member may use, upon written notice by email, accumulated sick leave while pregnant and up to twelve (12) weeks after termination of the pregnancy. Generally, the ability to use accumulated sick leave for pregnancy leave will terminate twelve (12) weeks from date of delivery. If complications delay the unit member's recovery, use of accumulated sick leave for pregnancy leave may continue. The unit member shall provide evidence from her physician of any complications which may delay the recovery and return of the unit member.

A unit member who adopts a child may use accumulated sick leave during the adoption process and up to six weeks after taking custody of the child. The ability to use accumulated sick leave during adoption leave will terminate twelve (12) weeks after placement of the child.

FMLA will run concurrently with sick leave for the use of Pregnancy/Adoption Leave.

3. Upon return to service following pregnancy/adoption leave, the unit member shall resume the contract status held at the time the leave began and the same or substantially equivalent position, except as otherwise provided in this master agreement. Such return shall include advancement on the salary schedule for each year in which the combined total of all paid days is at least one hundred twenty (120) days.
4. A unit member on pregnancy/adoption leave shall be maintained at current Board expense on all insurance programs during the time the unit member is on sick leave. The unit member on unpaid pregnancy/adoption leave shall be maintained on all insurances for which he/she makes a written request and makes advance payment of premiums to the treasurer. For employees on FMLA leave, the Board continues to pay its contribution to employee health care premiums. The treasurer shall inform the unit member of the premium due date.

B. Child Care Leave

1. The purpose of child care leave is for child-rearing of his/her own child. The Board may grant child care leave at its discretion. Child care leave may be granted up to two (2) years without pay.

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2. The unit member shall notify the Superintendent in writing at least thirty (30) days in advance of the beginning date of the leave and specify the length of time requested off. In emergency situations, the thirty (30) days may be waived.
3. Upon return to service following unpaid child care leave, the unit member shall resume the contract status held at the time the leave began and the same or substantially similar position, except as otherwise provided in this master agreement. Such return shall include advancement on the salary schedule for each year in which the combined total of all paid days is at least one hundred twenty (120) days.
4. The unit member on unpaid child care leave shall be maintained on all insurances for which he/she makes a written request and makes advance payment of premiums to the treasurer. The treasurer shall inform the unit member of the premium due date.

C. Family and Medical Leave

The Board and the Association shall comply with all provisions of the Family and Medical Leave Act of 1993. For purposes of this section, "12-month period" is defined as "the 12-month period measured forward from the date the employee's first FMLA leave begins" (i.e., the leave year is specific to each employee). The eligible employee is entitled to 12 weeks of leave during the 12-month period beginning on the first date FMLA leave is taken. The next 12-month period commences the first time FMLA leave is taken after the completion of any previous 12-month period.

5.02 Assault Leave

A unit member, having been a victim of a physical assault during his/her work day while on work site premises, shall be granted assault leave and maintained on full pay status for the purpose of recovery for up to fourteen (14) calendar days.

In cases where assault leave is desired, the unit member shall seek immediate medical attention and provide the Board with a statement from a doctor certifying the nature of the disability and the period of time for which he/she believes the unit member should not return to work.

The Board shall provide any unit member who has used assault leave with proper application forms for Workers' Compensation.

A Request for assault leave may be made at any time by the unit member by filing the proper form with the Superintendent's office by email.

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In order to receive Assault Leave, a unit member must cooperate in the investigation and prosecution of the assailant.

5.03 Personal Leave

Each full-time unit member is entitled to three (3) non-cumulative personal leave days per year which may be taken in increments of one quarter (0.25 or 1/4) or greater of the work day. Employees who work fewer days and/or hours than those defined as "full time" for the contract category will have their personal days credited and charged on a pro-rated basis according to their percentage of appointment (e.g., a unit member who is employed for one-half (1/2) day and takes leave for that day will be charged with one-half leave day). Unit members shall not accrue personal leave for such time as they are on unpaid leave. Unit members who leave the employment of the Board will have their personal leave pro-rated. If used leave exceeds the pro-rated amount, those days exceeding pro-rated amount will be deducted from final pay settlement.

If a unit member elects not to use one or more personal leave full days during the school contract year, those full days will be credited to sick leave accumulation or the member may choose to have one (1) unused personal day paid to them at their per diem rate. It is the member's responsibility to notify the employer prior to the end of the contract year. Whether the member wants their remaining days rolled to sick leave or elects to have one (1) unused personal day paid out. If no notice is given the days will automatically roll to sick leave.

Requests for personal days shall be in writing on a current form. Requests shall be presented to the Superintendent at least three (3) working days in advance, except in the event of an emergency.

Personal days shall not be used for vacation or recreation. Personal leave should be used when there are circumstances or events that are scheduled during the workday that are beyond the employee's control.

Supervisors have the discretion to approve personal leave based on the number of employees that have requested personal leave for that day.

5.04 Sabbatical Leave

- A. Sabbatical of absence for study, and/or research may be granted to certified unit members employed full time at the Board's discretion.
- B. The unit member requesting sabbatical leave must not have been granted such a leave by the Board during the five (5) consecutive years of service immediately preceding the application.
- C. The unit member taking sabbatical leave shall receive his/her regular salary less the salary of the employee substituting for him/her while on leave.

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- D. The unit member on a sabbatical leave shall be maintained on all insurances for which he/she makes a written request and advanced payment of premiums to the treasurer. The treasurer shall inform the unit member of the premium due date.
- E. Application for sabbatical leave shall be made in writing to the Superintendent not later than March 15 preceding the fiscal year in which the leave is desired. Leave shall be for a minimum of one year.
- F. Upon return to service following sabbatical leave, the unit member shall resume the same contract status and return to the same or substantially equivalent position, except as otherwise provided in this master agreement. Such return shall include advancement on the salary schedule for each year in which the combined total of all paid days total one hundred twenty (120) days.

5.05 Association Business Leave

The President of the Association or his/her designee who are delegates or appointees to the convention or meetings of the Ohio Federation of Teachers, American Federation of Teachers, or the AFL-CIO, shall be granted a total of four (4) days per year leave, with full pay, to attend such functions. Requests for association business leave must be made in accordance with Board procedures and approved before the leave is taken.

5.06 Board Meeting Leave

The President of the Association or his/her designee shall be released from duty to attend each regular and special meeting of the Board when held during the work day.

5.07 Jury Duty

Should a unit member be called for jury duty he/she shall report same to the Superintendent. Unit members who serve on jury duty will not be penalized in any way for doing so and shall be granted leave with full pay. Unit members will receive full pay for all days scheduled to work less the amount received from the court.

While on jury duty, employees are required to report daily their schedule for the following day, and must report to work when excused for a day or more or suffer loss of pay. The time spent on jury duty will not be charged against any other leave and will count as time on the job.

Unit members must submit to the Superintendent a record from the county of the number of days served.

5.08 Illness or Disability Leave

An uncompensated leave may be taken for illness or disability. The Board, upon request of a unit member, will grant him/her a leave for up to one (1) year and the Board may renew a leave for up to one (1) additional year. Medical evidence must be submitted with the request of the leave or extension of leave.

The unit member on an illness or disability leave shall be maintained on all insurances for which he/she makes a written request and makes advanced payment of premiums to the treasurer. The treasurer shall inform the unit member of the premium due date.

For an employee to return from illness or disability leave, he/she must submit medical evidence, stating that he/she is able to perform his/her regular duties. If there remains a question as to the unit member's ability to perform his/her regular duties, the Board reserves the right to appoint a physician at its own expense to make that determination.

In the event of a dispute, a third physician shall be selected by the parties to make an evaluation which shall be final and binding. The costs of the third physician will be shared equally by the Board and Association.

Upon return from such leave, the unit member shall resume the contract status and return to the same or substantially equivalent position, except as otherwise provided in this master agreement. Such return shall include advancement on the salary schedule for each year in which the combined total of all paid days total 120 days.

All requests for leave shall be submitted by email and must state the reason for the request and specify the length of time requested. Substantiating evidence from a physician may be required. The Board reserves the right to appoint such physician at its own expense.

5.09 General Leave

The Board, upon request of a unit member, may grant him/her an unpaid leave of absence for up to two (2) years for education, professional or other purposes.

The unit member on a general leave shall be maintained on all insurances for which he/she makes a written request and makes advanced payment of premiums to the Treasurer. The Treasurer shall inform the unit member of the premium due date.

Upon return to service following general leave, the unit member shall resume the same contract status and return to the same or a substantially equivalent position, except as otherwise provided in this master agreement. Such return shall include advancement on the salary schedule for each year in which the combined total of all paid days total one hundred twenty (120) days.

All requests for leave shall be in writing and must state the reason for the request and specify the length of time requested.

5.10 Military Leave

A unit member who enters the armed forces, is or becomes a member of a reserve component of the armed forces of the United States or of the Ohio National Guard shall be granted leave of absence in accordance with Ohio and Federal law.

5.11 Professional Meeting Leave

Unit members who wish, as part of their professional growth, to attend workshops, conferences, or other programs in their area(s) of employment will request approval to attend such meetings. The request is to be submitted by email to their director for approval. Requests should be made in writing prior to the date of the leave and the monthly Governing Board meeting whenever possible. If approved, the director will forward the request to the Superintendent. The Superintendent and Board will approve or deny requests at their discretion.

Approval of requests for professional meetings may occur for days outside of the approved work calendar and will not count as work days unless approved by the employee's director. Costs of attending approved professional meetings on non-work days will be reimbursed as described below.

The employee shall be reimbursed for actual costs incurred for registration, transportation, housing and food in line within stated limits, provided that invoices or receipts are submitted in a timely manner. Expenses which can be verified in advance shall be paid directly by the board when the professional leave has been approved by the Board at least fifteen (15) days prior to the professional event, and a request is made by the employee and approved by the Treasurer. In the event that expenses are pre-paid, it is understood that the employee shall provide available invoices, documentation, or receipts for all expenses.

Expenses not incurred by the employee because of non-attendance or failure to make necessary modifications in arrangements shall be the responsibility of the employee who shall repay such expenses incurred by the Board. The Treasurer shall recover said advanced payment expenses from each regular pay of the employee by deducting an amount not to exceed 25% of the employee's take home pay until all obligations are met, unless other arrangements are made with the Treasurer. The Superintendent/Designee may waive part or the entire obligation.

The Board shall reimburse the cost of fees, and transportation at the mileage rate established in Article IV for use of a private vehicle. The reimbursement for food lodging, and the cost of transportation on a common carrier shall be no less than the amount specified by the Board to a maximum reimbursement \$550 annually per full-time unit member unless approved, in advance, by director and Superintendent. Employees who work fewer days than those defined as "full time" for the contract category shall have their professional leave maximum reimbursement pro-rated at a percentage equal to their

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employment. However, the Board at its discretion may increase these reimbursement amounts.

5.12 Falsification of Leave Status

Misuse of any leave and/or falsification of any leave statement is grounds for employee suspension and/or termination of employment as per ORC 3319.081, 3319.16, 3319.141.

5.13 Sick Leave Bank

When a bargaining unit member employee has exhausted all of his/her accumulated sick leave and sick leave advance, he/she may be entitled to sick leave days from the sick leave bank.

The bank shall be opened upon emailed request of the individual, a person representing the individual or the MCESCEA. The request shall state the reason for the need, the number of days needed, and the specific dates on which the leave will be used.

The request shall be reviewed by the Executive Committee of the MCESCEA. The committee may choose to meet with the individual needing/making the request. Action shall be by majority vote of the entire Executive Committee. The MCESCEA shall have the authority to approve or disapprove the request, or offer an alternative in accordance with the following guidelines:

- A. The need for the leave must be for illness as defined in Ohio Revised Code 3319.141, and must be for the individual or his/her immediate family. The immediate family shall include: spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, grandmother, and grandfather.

Except for spouse, son, or daughter, the individual must demonstrate that he/she is needed to take care of the immediate family member.

- B. There must be sufficient evidence of the need as provided by a physician.
- C. The use of leave is not for casual illness.
- D. The need for the leave is immediate, and cannot reasonably be postponed to non-work time.

If the request is approved and accepted, the need for sick leave deposits shall be announced, and deposit forms shall be distributed to all certificated/licensed personnel. Those wishing to deposit sick days in the bank shall complete the authorization form and return it to the MCESCEA who shall record the days and give a copy to the District's Treasurer.

The Committee shall notify the District's Treasurer periodically of the number of days available (not to exceed the number of days that can be used in one month), and from whose

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accumulated sick leave they are to be deducted. These days shall be divided evenly as possible among those who contributed. The Treasurer shall credit these days to the individual needing the leave.

The number of sick leave days that any individual can deposit in the bank for each request shall be no more than five (5) nor less than one (1). The total number of days that can be deposited in the bank for any request shall not exceed the number of days requested.

The number of sick leave days that any individual can receive shall be determined by the verified need and approved by the Executive Council. When the need becomes greater than fifteen (15) the Superintendent/designee shall be consulted for continued approval.

The MCESCEA Committee shall keep the following records:

- A. Signed forms showing the names of the individuals requesting days from the bank, the number of days requested, the dates requested, the reason for the request, and evidence of need.
- B. Copies of letters of acceptance or rejection.
- C. Signed forms showing the names of those who contributed to the bank, the date on which contribution forms are received, and the number of days contributed.
- D. Forms showing the number of contributed days used, and the individuals from whose accumulated sick leave the days are taken.

Those making deposits in the sick leave bank, and whose contribution is used, shall have his/her sick leave accumulation reduced by the number of days deposited. Appendix C contains the Sick Leave Bank forms.

The MCESCEA holds the Board harmless against any and all claims by unit members, their families or representatives that there has been an illegal or improper application of the sick leave bank. The defense against such claims and resolution thereof shall be the responsibility of the MCESCEA.

The MCESCEA shall be responsible for keeping all records relevant to the sick leave bank and shall give such to the District's Treasurer that he/she may deem necessary.

Starting in the 2017-2018 school year, any days that were donated by bargaining unit members and accepted as a part of the previous sick leave bank shall remain and shall be used prior to an announcement of need is made.

ARTICLE VI: VACANCY

6.00 Vacancy

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All vacancies (except the Assistant Superintendent and Assistant Treasurer) and new positions in the ESCEO shall be posted for at least ten (10) work days and will be posted concurrently with external posting. A vacancy is any position in the recognition clause of this Agreement that the Board intends to fill.

- A. All vacancies and new positions at the ESCEO will be announced via e-mail and posted on the ESCEO website concurrently with external posting.
- B. All unit members who meet posting requirements and wish to be considered for the position shall apply in writing (includes e-mail) within the ten (10) day posting period. All qualified members who apply shall be granted an interview.
- C. After a vacancy is filled the Board will notify the MCESCEA President with the new bargaining unit member's name, phone number, work location assignment, and base salary.
- D. Whenever the Board employs anyone to fill the vacancy created by a unit member on an approved paid or unpaid leave of absence, they shall notify that person in writing that their services will no longer be needed upon return from leave of the unit member. The person filling the temporary vacancy will be terminated immediately upon the return of the unit member and will be without any rights as provided by this contract except for this Article VI and the right earned pay.
- E. In the event the Board begins to provide services at a new/aligning school district, the Board may consider hiring recommendations made by the new/aligning school district for needed position(s) at that location in part-time or full-time capacity. In the event the position(s) are filled by the aforementioned recommendation no posting shall be required.
- F. Administration will make an effort to maintain current staff placement. Local district Superintendents and the ESC Superintendent will have final determination in staff placement based on each organization's needs.
- G. Administration will make an effort to inform staff of any changes of placement by August 1 of each year.

ARTICLE VII: REDUCTION IN FORCE

7.00 Reduction in Force

The Board may implement a layoff for licensed teaching employees and non-licensed employees in the bargaining unit for any of the reasons authorized by R.C. §3319.17 or any of the following:

- Enrollment decline, or
- Lack of work, or
- Return of units, lack of units, or ineligibility for units, or
- Return to duty of regular bargaining unit members after leaves of absence, or
- Discontinuation of the district as a fiscal agent, or
- Territorial changes affecting the district, or
- Consolidation with other Educational Service Centers, or
- Financial reasons.

In so doing, the Board shall lay off unit members by suspending contracts of such unit members in whole or in part in accordance with the provisions of this procedure. "Decreased enrollment of pupils" shall include loss of enrollment in specific instructional programs.

I. Certificated/Licensed Employees

A. The Board may avoid or reduce the need for contract suspensions in the bargaining unit at any time during the term of this agreement through attrition.

B. Attrition and Suspension

1. The number of persons affected by a layoff will be kept to a minimum by not employing replacements for bargaining unit members who die, retire, resign, whose contracts are terminated, or whose contracts are non-renewed. Non-renewal of contracts shall not be used to affect the layoff.
2. Layoffs which cannot be achieved through attrition shall be made by suspension of contracts, in whole or in part. Suspensions shall mean that a unit member shall be placed in an inactive state of employment from an active state of employment.

C. Procedure for Layoff

1. A layoff may occur at any time. However, at least thirty (30) calendar days preceding the date of Board action on a reduction in force, the Association President shall be notified in writing of the Board's intent to implement a layoff.

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2. Following receipt of the notice, a meeting shall be held between representatives of the Association and representatives of the Board to review appropriate date, discuss the reason for the layoff, and explore alternate options. At this meeting, the administration shall present formalized lists indicating the specific number of positions to be eliminated within each area of certification/licensure and a list of unit members to be laid off.
 3. Following the meeting set forth above, a good-faith effort will be made by the Board to orally notify the affected bargaining unit member as soon as is feasible. If oral notification cannot be accomplished, the bargaining unit member will be notified by email as soon as feasible.
- D. Effect of Seniority and Certification/Licensure for OTES Certified Licensed Employees
1. In making a reduction, the Board will suspend contracts in accordance with the recommendation of the Superintendent who shall, within each teaching field affected, give preference first to teachers on continuing contract. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.
 2. Comparable evaluations shall be defined by a three-tiered system as follows:
 - a) Ineffective
 - b) Developing
 - c) Skilled and/or Accomplished
 3. When the position(s) to be eliminated or reduced in part to accomplish RIF has been determined, the following order shall be followed to determine the order of suspending contracts of bargaining unit employees:
 - a. Limited contract teachers shall be reduced in the affected teaching fields (certification/licensure) utilizing the following order:
 - i. Comparable evaluations as defined in accordance with provisions of this agreement.
 - ii. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field the first to be suspended.

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- b. Should the necessary reduction of staff required exceed the number of limited contract teachers in the affected field, continuing contract teachers will be reduced in the affected teacher fields (certification/licensure) utilizing the following order:
 - i. Comparable evaluations as defined in accordance with provisions of this agreement.
 - ii. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior continuing contract teacher in the affected teaching field the first to be suspended.
- 4. Displacement: any OTES teacher rated above “ineffective” who is subject to contract suspension by virtue of a reduction in force may displace another (less senior) member in an area of the suspended teacher’s certification/licensure as follows:
 - a. Displacement must be of the least senior teacher with a lower effectiveness rating, when available; then
 - b. Displacement of the least senior teacher in the same effectiveness rating category, if available.
- E. Effect of Seniority and Certification/Licensure for licensed bargaining unit members not subject to the Board’s standards-based evaluation policy (non-OTES teachers).
 - 1. Certification and system-wide seniority shall be the exclusive criteria of any layoff.
 - 2. Unit members who are subject to being laid off have the right to bump unit members with less seniority in other teaching areas subject to the following stipulations:
 - a. The unit member who bumps must be properly certificated/licensed in the teaching area which he/she intends to bump into.
 - b. The unit member who bumps must bump the least senior unit member in the teaching area which he/she intends to bump into.
- F. If two or more unit members have the same number of months of continuous service in the same classification or area of certification, seniority shall be determined by:
 - 1. the date of the Board meeting at which the unit member was hired, and then by

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2. the date on which the unit member signed his/her initial employment contract, and then by
3. names pulled from hat. (First pulled is considered least senior, with the last name pulled being most senior.)

G. Procedure for Recall

1. All licensed bargaining unit members whose contracts were suspended as a result of a layoff shall be placed on a recall list stating their seniority in each teaching field for which they are certified to teach. Teachers shall remain on the recall list for two (2) years, unless tenured (holding a continuing contract), in which case length of time on the list is unlimited.
2. As positions become available, unit members whose contracts have been suspended in whole or in part shall be rehired to positions for which they are properly licensed and qualified to teach. Seniority shall not be a factor in recalling any bargaining unit member, unless the decision is between teachers with comparable evaluations. In addition, teachers with continuing contracts will be given preference in recall.
3. A unit member who is recalled to a position shall resume the contract status he/she held prior to the layoff and shall be credited with sick leave accumulation and years of service for salary schedule placement he/she had prior to being laid off.
4. The seniority of a recalled unit member shall be calculated as if service were not interrupted.
5. When an opening(s) occurs, the Board shall send a certified letter to all unit members certified/licensed for the position to their last known address to advise them of such position. It is the unit member's responsibility to keep the Board informed of his/her whereabouts. The unit member shall, within fifteen (15) days from the postmark date of the letter, indicate availability and desire for such position. If after being offered reinstatement, a unit member fails to notify the Board within the specified period of time, or if a unit member rejects the offered full-time position, said unit member shall be considered to have rejected the position and to have forfeited his/her right to recall to service in the District.
6. No licensed teaching employees new to the district shall be employed until all properly certified/licensed unit members on the recall list have been offered a contract for the position in accordance with the provisions of this procedure.
7. Transfers of unit members employed but not affected by the layoff shall be limited to positions not affected by said program. If a position(s) is

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established, the position(s) will be staffed first from the recall list, assuming there are qualified and properly licensed members on the list. Transfers may be made to a position affected by the layoff after the position(s) has been offered to all properly certified/licensed unit members on the recall list.

8. Unit members remaining laid off will be given preferential consideration as substitute teachers and/part-time teachers. However, employment or non-employment as a substitute or part-time shall not affect that unit member's placement or continued placement on the recall list for full-time employment.
9. Laid off unit members shall have the right to maintain insurance coverage by making appropriate COBRA payments not later than the completion of the first month of effective layoff.
10. No unit member who is laid off shall have his/her limited contract non-renewed during the term of the layoff.

H. To the extent that they do not conflict with the requirements of Ohio Revised Code Section 3319.17, the provisions of this Section supersede any contract provisions of law.

II. Non-Licensed Employees

A. Implementation

The reduction in the number of bargaining unit members may be made in whole or in part, which shall be by Board action with notification to the unit member.

The ESCEO serves as fiscal agent for several of the public agencies whose employees are covered by the terms of this collective bargaining agreement,. Therefore, bargaining unit members whose contracts are suspended pursuant to a reduction-in-force, shall have the following rights and obligations:

B. Procedure for Layoff

1. A layoff may occur at any time. However, at least thirty (30) calendar days preceding the date of Board action on a reduction in force, the Association President shall be notified in writing of the Board's intent to implement a layoff.
2. Following receipt of the notice, a meeting shall be held between representatives of the Association and representatives of the Board to review appropriate date, discuss the reason for the layoff, and explore alternate options. At this meeting, the administration shall present

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formalized lists indicating the specific number of positions to be eliminated within each area of certification/licensure and a list of unit members to be laid off.

3. Following the meeting set forth above, a good-faith effort will be made by the Board to orally notify the affected bargaining unit member as soon as is feasible. If oral notification cannot be accomplished, the bargaining unit member will be notified by email as soon as feasible.

Also, during this thirty (30) day period, the reduction shall first be accomplished by voluntary resignation, voluntary retirement, or voluntary layoff.

- C. All non-teaching members of the bargaining unit will be placed on a seniority list by classification within each agency affected by the reduction. Unit members will be placed on the list in descending order of seniority.
- D. System seniority, which includes qualifications for that specific job, will apply and is defined as the total number of years of continuous service in the employ of the Board, regardless of which public agency such service has been rendered. A year is defined as not less than 120 days of work and/or leave with pay in any one school year. Seniority is affected as follows:
 1. Board approved leaves of absences and suspension of contracts will not interrupt continuity of service.
 2. Unit members on any paid leave, sabbatical leave, assault leave, and any approved professional meeting leave shall continue to accrue seniority.
 3. If two or more unit members have the same number of months of continuous service in the same classification or area of certification, seniority shall be determined by:
 - a. the date of the Board meeting at which the unit member was hired, and then by
 - b. the date on which the unit member signed his/her initial employment contract, and then by
 - c. names pulled from hat. (First pulled is considered least senior, with the last name pulled being most senior.)
 4. Seniority shall not be affected by virtue of an employee's resignation for purposes of moving from one agency to another.
- E. Any reduction of non-teaching employees will be made by selecting the lowest person on the seniority list of those in the classification in the agency or agencies affected by the reduction. A qualified unit member so affected will displace

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(“displacing member”) a certified unit member who holds the lowest position on the seniority list. A non-certified unit member may displace into a different classification in which he/she has worked in the last five (5) years in the district. If the displacing member does not desire the position that he/she moved into he/she will give written notice to the Superintendent within the thirty (30) calendar days stated in A. above, of receiving notice of the assignment, and instead shall be placed on the recall list. The displaced unit member will have the same right to displace another unit member with the least seniority.

Bargaining unit members displaced by virtue of a reduction in force as set forth above may exercise bumping rights into another agency for whom they have previously worked consistent with system seniority. In the case of a bargaining unit member with multiple prior agency experience, the individual displaced will be the least senior employee.

F. The names of unit members whose limited non-teaching contracts are suspended due to reduction-in-force shall be placed on a recall list for twenty-four (24) months from the effective date of such suspension. The recall rights of employees with continuing contract status do not expire.

1. No new unit member will be employed in the agency or agencies affected by any reduction in force while there is a unit member on the recall list in that classification.
2. Unit members on the recall list will be recalled in reverse order of seniority to fill vacancies or new positions in the employee's classification in the agency or agencies affected by any reduction.
3. If a vacancy occurs or a new position is created in the agency or agencies affected by a reduction, the Board will send a certified announcement to the last known address of all unit members on the recall list in the classification specifying the person next eligible on the recall list. It is the unit member's responsibility to keep the Board informed of his/her current address. A unit member must respond within ten (10) calendar days of the post office marked date of proof of mailing of the certified announcement. The unit member next eligible for the vacancy or new position who declines the position or who does not respond to the notice shall be removed from the recall list.

For non-certified unit members, once the recall list is exhausted in a classification, a non-certified unit member on the recall list in a different classification will be considered for re-hire if they are skilled for the classification. Non-certified unit members on layoff will be given opportunity in recall decisions before any person is hired from outside of the bargaining unit in the agency or agencies affected by the reduction.

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4. A unit member on the recall list will, upon acceptance of the position for which he/she was recalled, have the same seniority, proper placement on the salary schedule and accumulation of sick leave as he/she was entitled to on the effective date of the contract suspension.
 5. A unit member whose contract is suspended shall be placed on the recall list immediately and shall be given notice by certified mail within one (1) week that his/her contract has been suspended.
 6. The Board shall provide the unit member whose contract is suspended with insurance coverage and notification in accordance with COBRA.
 7. A seniority list and a recall status list for each covered agency shall be prepared by the Board and made available to the Association no later than November 1 of each year. The lists will be regularly updated and kept on file in the treasurer's office. Once the list is prepared, a copy shall be sent to all employees. Employees shall have thirty (30) calendar days upon receipt to contest its accuracy to the Assistant Superintendent and the list will be accurate until November 1. New certifications effective after the thirty (30) day period will be applicable upon notification of the treasurer.
- G. Anyone who leaves the unit but is still employed by the Board in a non-bargaining unit position continues to accrue seniority up to one year. He/she may return to the unit if an opening exists in his/her previous position.
- H. To the extent that they do not conflict with the requirements of Ohio Revised Code Sections 3319.17 and 3319.172, the provisions of this Section supersede any contrary provisions of law.
- III. Expedited Reduction in Force
- A. If a member district provides the Board less than thirty (30) days' notice that it will no longer be needing the services of a certified/licensed employee or a non-licensed employee, the thirty (30) day notice requirement is waived. The Board will still be required to provide notice in writing to the Association President as soon as practicable of the Board's intent to implement a layoff.
 - B. Procedure for Layoff Following Meeting
 1. Following the notice set forth above, a meeting shall be held between representatives of the Association and representatives of the Board to review appropriate data, discuss the reason(s) for the layoff, and explore alternate options. At this meeting, the administration shall present formalized lists indicating the specific number of positions to be eliminated within each classification/position for non-licensed employees and within

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each area of certification/licensure for certificated/licensed employees and a list of unit members to be laid off.

2. Following the meeting set forth above, a good-faith effort will be made by the Board to orally notify the affected bargaining unit member as soon as is feasible. If oral notification cannot be accomplished, the bargaining unit member will be notified by email as soon as feasible.

ARTICLE VIII: WORKING CONDITIONS

8.00 Work Year

- A. Employees are contracted by the Governing Board for a specific number of work days per contract year. The employee contract shall specify the beginning and ending dates of those contract days. Section 8.00-C identifies how these contracted days are scheduled by the employee. For reference, the contract year begins on July 1, through June 30.

- B. Holidays

Non-certified unit members will be granted holidays in accordance to O.R.C. 3319.087. Those holidays shall be:

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Memorial Day
- Independence Day (for those with 232 and more work days)
- Labor Day
- Thanksgiving Day
- Day Following Thanksgiving (for those with 260-262 work days)
- Christmas Day
- One Additional Holiday Day Identified for Christmas or New Year's (for those with 260-262 work days)

Whenever a non-certified unit member is assigned to work on a holiday, he/she shall be entitled to take compensatory time off equivalent to the time worked within sixty (60) calendar days.

To ensure the ten-day OAC 3701-8 (Data and Maintenance of Records) compliance rule is met, Help Me Grow staff members may adjust their holiday calendar to reflect a work day on the day after Thanksgiving (an ESC recognized holiday) and/or a work day for Christmas Eve (an ESC recognized holiday) in place of Veteran's Day (a non-ESC recognized holiday) and/or Columbus Day (a non-ESC recognized holiday).

C. Work Calendar

All ESCEO employees and agency employees contracted by the ESC, at the direction of the agency, are contracted for a specific number of work days in each contract year. Work calendar forms will be distributed at the beginning of each contract year. ALL employees are to indicate their schedule of work days, inclusive of paid holidays for those who qualify, on these calendars. All work calendars are due to the Treasurer's office with appropriate signatures before the employee's first pay.

Necessary work calendar changes must use the following procedure prior to the calendar change:

- Work Calendar change may be initiated by Employee or Supervisor
- Approval signatures required of Employee and Supervisor on a modified calendar
- Approval signature by Superintendent, or designee
- Calendar change must be filed with the Treasurer's office by the Supervisor prior to the date affected by the change except in unforeseen or emergency situations as outlined below.
- In the event of an unforeseen or emergency situation which necessitates a change in an employee's schedule, the change may be made by the superintendent, his/her designee or at employing district's request after notifying with the employee. Authorization by the Superintendent or designee, when possible, should be made prior to date affected by the change.

Management reserves the right to re-assign work days on an equitable basis after all other options have exhausted.

Additional work days beyond those approved by the ESC Governing Board in the employee contract require additional ESC Governing Board approval in order to be paid.

D. Inclement Weather

Intention is to implement the following expectations of staff when districts are closed:

1. Teachers and itinerant teachers follow district expectations. If district does not require staff to report during school closures or delays, these staff members can work from home.
2. Support teachers are to report to alternative open sites as directed by supervisor.

3. Related services personnel will report to alternative/assigned open sites. If no other sites are open, they may work from home. Required to submit logs in SDE (Student Data Entry) system.
4. Classified staff are required to report to the ESC unless the ESC is closed.
5. HMG (Help Me Grow) will be required to work or alter their calendar with supervisor approval.

8.01 Work Day

A. Full-Time Employees

Regular work day for classified staff will be eight (8) hours including a duty free lunch time of sixty (60) minutes away from their work station.

The work day for bargaining unit members responsible for maintaining a classroom, as well as itinerant teachers, shall be seven and one-half (7 ½) hours, including a thirty (30) minute duty free lunch away from their work station. Such bargaining unit members will be given two hundred (200) minutes a week planning time when students are not present, assigned in segments of no less than thirty (30) minutes.

The support teacher work day shall be seven and one half (7 ½) hours, including a thirty (30) minute duty-free lunch away from their work station.

The work day for other full time employees (related support, HMG and others not previously listed) will be seven and one half (7 ½) hours including a duty free lunch time of sixty (60) minutes away from their work station. The lunch shall be taken between 11:00 A.M. and 2:00 P.M.

The regular work day as described above may be altered, but only in the case of an emergency.

In the event a bargaining unit member is denied or is unable to complete their duty free lunch the member shall be compensated at their hourly per diem rate for the full-allotted lunch period. (See Appendix B, Compensatory Payroll Time Sheet.)

In the event a bargaining unit member is denied, due to circumstances beyond the bargaining unit member's control, their full two hundred (200) minutes of planning time they shall be compensated at their hourly per diem rate for any time missed. (See Appendix B, Compensatory Payroll Time Sheet.)

It shall be the responsibility of the bargaining unit member to complete a time card and submit the time card to his/her immediate supervisor for approval. Once

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approved, the member will be compensated within the same pay period in which they were denied this benefit as long the member submits his/her time card in a timely fashion to allow payment within the same pay period.

If the bargaining unit member has knowledge or prior notice that he/she may be requesting to work through the duty free lunch and/or during his/her planning time, the bargaining unit member shall request approval from his/her immediate supervisor prior to performing such work.

Each Intervention Specialist shall be granted release day(s) for the purpose of writing IEPs in accordance with the chart below. Support teachers will provide release. These release days may be used in no less than one-half (1/2) day increments and shall be coordinated in advance with the supervisor. The Intervention Specialist must report to either her/his assigned work site or the ESC during said release time. At the discretion of the Intervention Specialist, she/he may meet with students, parents or administration as needed during this time.

<u>Teacher</u>	<u>Days Relieved by Support Teacher</u>
MD	1
ED	1
Pre-K	2

B. Staff Meetings

Staff meetings and professional development scheduled by the administration may be held during the regular work day.

Additionally, regularly scheduled, monthly after-school staff meetings and/or professional development may be offered in September through June for up to 1.5 hours per month not to exceed 12 hours in a school year. Scheduled meeting dates will be announced by September 1 of each year. Pre-scheduled meetings may be adjusted to meet the planning needs and/or family/community events.

C. A flexible summer work schedule option shall be announced by the Superintendent no later than May 1 of each year, which shall take into account the priority need to serve the ESCEO and related agency customers.

8.02 Vacation

Each non-certified bargaining unit member with a 260-262 day contract, after service of one full year, shall be entitled to ten (10) working days of vacation with full pay, excluding legal holidays. Vacation leave shall be accrued on a monthly basis. The beginning date of employment shall be the anniversary date for calculation of vacation leave eligibility.

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Non-certified unit members continuing in the employ of the Board for five (5) or more years shall be entitled to fifteen (15) days of vacation with full pay, excluding legal holidays, upon completion of the fifth year of employment. Non-certified unit members continuing in the employ of the Board for ten (10) or more years shall be entitled to vacation with full pay for twenty (20) days. Non-certified unit members who leave the employ of the Board shall be compensated for accumulated but unused vacation time. Accrued vacation time shall be paid to the estate of a deceased unit member.

Vacation leave balance shall not exceed a twenty-four (24) month accumulation.

Application for vacation shall be made to the supervisor via the electronic absence reporting system at least ten (10) days prior to the desired starting date. Emergencies shall be given special consideration.

Payment in lieu of vacation is prohibited.

8.03 Personnel Files

- A. The Board shall maintain an official personnel file system on each bargaining unit member. A unit member may see his/her individual files upon request and may be accompanied by a person or persons of his/her choice. The unit member will be provided upon request a copy of any information in his/her personnel file. The administration may also have a representative present.
- B. The Board shall maintain two (2) files pertaining to personnel information: the Treasurer's Office file and a Central Office File.

Treasurer's Office File – W-4, I-9 (if applicable), life insurance enrollment, hospitalization enrollment, applicable retirement system membership record, copy of emergency medical record card/personnel card, transfer of accumulated sick leave (if applicable), leave applications, annuity deduction authorization or other miscellaneous deduction forms and other pertinent information.

Central Office File – Emergency medical record card/personnel card, leave applications, certified employees' transcripts and certificate/licenses, letters of commendation, performance evaluations, disciplinary actions, resumes, BCI reports (confidential file) and applications of various special education personnel and other pertinent information.

- C. The maintenance of the files shall be in accordance with O.R.C. 1347.05.
- D. A unit member shall be given a copy of letters of commendation, notice of disciplinary action, and observation/evaluations prior to them being placed in his/her file. On notices of disciplinary action and observation and evaluations, the employee shall be required to sign an attached statement that "he/she has seen the material but does not necessarily agree or disagree with the contents." The unit

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member shall also receive copies of all other additional materials prior to their being placed in his/her personnel file except materials that have been authored or signed by the unit member. The unit member may attach a response to any material placed in the file.

8.04 Contracts

A. Certified/Licensed Unit Members

Certified/Licensed unit members who work less than 186 days shall be issued only one year contracts.

Certified/Licensed unit members who work 186 days and more shall be issued limited contracts in accordance with the following:

1. Certified/Licensed unit members' initial employment shall be on a one (1) year limited contract.
2. Certified/Licensed unit members who have completed one (1) year of employment by the Board and are re-employed shall be given a one year limited contract.
3. Certified/Licensed unit members who have completed two (2) years of employment by the Board and are re-employed shall be given a two year limited contract.
4. Persons eligible for a continuing service contract must submit a written request for consideration for a continuing contract along with supporting documentation on or before January 15th of the year in which they are or will be eligible. If the documentation is not received by January 15, the teacher will have to wait until the following school year to be considered for a continuing contract, unless the restriction is waived by the Board.
5. The documentation shall include either:
 - For bargaining unit members initially licensed prior to January 1, 2011 continuing contract eligibility is met if the teacher:
 - a. Holds a professional, permanent, life certificate, senior professional or lead professional license; and
 - b. Has completed either of the following
 - i. If the bargaining unit member did not hold a master's degree at the time of initially receiving an educator license, thirty (30) semester hours of coursework in

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the area of licensure or in an area related to the teaching field since the initial issuance of that license; or

- ii. If the bargaining unit member held a master's degree at the time of initially receiving an educator license, six (6) semester hours or graduate coursework in the area of licensure or in an area related to the teacher field since the initial issuance of that license.

- For bargaining unit members initially licensed after January 1, 2011, continuing contract eligibility is met if the teacher

- a. Holds a professional, senior professional or lead professional license; and
- b. Has held an educator's license for at least seven (7) years; and
- c. Has completed either of the following:
 - i. If the bargaining unit member did not hold a master's degree at the time of initially receiving an educator license, thirty (30) semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of that license; or
 - ii. If the bargaining unit member held a master's degree at the time of initially receiving an educator license, six (6) semester hours or graduate coursework in the area of licensure or in an area related to the teacher field since the initial issuance of that license.

Certificated/licensed unit members who have worked for the Board for at least a total of four (4) years and who have met the above stated requirements are eligible for a continuing contract.

The Board of Education is under no obligation to act on the request for tenure of certificated/licensed bargaining unit members who fail to timely provide the required notification as set forth above.

- 7. A certificated/licensed employee who has worked for the board for at least four (4) years but is not otherwise eligible for a continuing contract may be granted a limited contract for up to five (5) consecutive years.

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8. Each contract shall state the employee's name, job title, number of contracted days, the number of years of the contract and the starting date. Each employee shall receive an annual salary notification.

B. Non-certified bargaining unit members

1. Non-certified bargaining unit members hired on or after July 1, 2021 shall be issued limited or continuing contracts in accordance with the following:

- a. Initial employment shall be on a one-year limited contract. The initial one-year contract shall be deemed completed after the non-certified unit member works for more than 120 days in the fiscal year.

However, if the non-certified unit member does not complete the initial contract as specified in B.1.a. above and is re-employed by the Board, the non-certified unit member will be given a one-year limited contract. After completing this one-year limited contract and after being re-employed by the Board, the initial one-year limited contract shall be deemed completed.

- b. After a non-certified unit member has completed his/her initial one-year limited contract and is reemployed by the Board, the non-certified unit member will be eligible for a two-year limited contract.
- c. After a non-certified unit member has completed his/her initial two-year limited contract and if he/she is re-employed by the Board, he/she shall be issued a second two-year contract.
- d. After a non-certified unit member has completed his/her second two-year limited contract and if he/she is re-employed by the Board, he/she shall be issued a third two-year contract.
- e. If the non-certified unit member is re-employed after their third two-year contract, they shall receive a continuing contract.
- f. Each contract shall state the employee's name, job title, number of contracted days, the number of years of the contract, and the starting date. Each employee shall receive an annual salary notification.

2. Non-certified bargaining unit members hired before July 1, 2021 shall be issued limited contracts or continuing contracts in accordance with the following:

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- a. Initial employment shall be on a one-year limited contract. The initial one-year contract shall be deemed completed after the non-certified unit member works for more than 120 days in the fiscal year.

However, if the non-certified unit member does not complete the initial contract as specified in B.2.a. above and is re-employed by the Board, the non-certified unit member will be given a one-year limited contract. After completing this one-year limited contract and after being re-employed by the Board, the initial one-year limited contract shall be deemed completed.

- b. After a non-certified unit member has completed his/her initial one-year limited contract and is re-employed by the Board, the non-certified unit member will be given a two-year limited contract.
- c. After a non-certified unit member has completed his/her two-year limited contract and is re-employed by the Board he/she shall be issued a continuing contract.
- d. Each contract shall state the employee's name, job title, number of contracted days, amount of salary/classification, the number of years of the contract, and the starting date.

8.05 Non-renewal of Contract in First Full Year of Employment

The process for non-renewal of limited contract teachers at the completion of the first full year of employment with the Educational Service Center of Eastern Ohio shall be accomplished by written notification to the teacher on or before May 10th of the Governing Board's intention not to renew the teacher's limited contract. For purposes of this subsection, posting written notice in the U.S. Mail, postage prepaid, by registered or certified mail, to such teacher's last address as shown on the Board's records, shall constitute legal notice to such teacher.

Prior to Board action on their contract, such teacher shall be entitled to a meeting with the Governing Board or its designee regarding the decision not to re-employ. Teachers whose contracts are nonrenewed shall receive written notice from the Governing Board not later than June 1.

If the Governing Board decides to nonrenew the employee's contract, the employee shall be given an opportunity to resign prior to the Board's action not to renew.

No further appeal shall be available to teachers non-renewed under this section. To the extent that it conflicts with ORC Sections 3319.11 and/or 3319.111, the parties agree that this section will replace and supersede those statutory provisions.

8.06 Evaluation of Teaching Staff

A. OTES

For OTES teachers, the District will utilize the Board's standards-based teacher evaluation system set forth in the staff handbook, which has been mutually developed by the parties. All matters contained within the system shall be considered grievable under the grievance procedure contained within this contract and in accordance with the provisions of this Article.

Any revisions to the Board's standards-based teacher evaluation system must be bargained prior to implementation to the extent provided by law, and nothing herein shall diminish any right of the Association to strike under Ohio Revised Code Section 4117.14(D)(2).

B. Evaluation Review Committee

The Evaluation Review Committee (ERC) will provide additional stakeholder input and facilitate the statutorily required consultation with teachers relative to necessary changes to and/or subsequent revisions of the Board's standards-based evaluation system, as well as making recommendations to the Board and Association for approval to changes to this Article for Non-OTES teachers, as provided for in section 5.04(A), above.

1. Composition

The Committee shall be comprised of up to four (4) bargaining unit members appointed by the Association President and up to four (4) administrators appointed by the Superintendent.

2. Operational Procedures

- a. The Committee shall be chaired jointly by a bargaining unit Committee member and an administrator.
- b. The Committee will develop the ground rules by which the Committee will operate.
- c. The Committee may establish sub-committees to assist with their work whose members will be jointly appointed by Committee co-chairs.
- d. All decisions of the Committee and any subcommittees established by the Committee will be achieved by consensus.

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- e. The Committee will establish by mutual agreement a meeting calendar, tasks for the Committee to complete, and timelines for the completion of specific tasks.

3. Secretarial Support

The Board will provide necessary clerical support and assistance to the Committee.

4. Committee Authority

The Committee shall not have the authority to negotiate wages, hours or terms and conditions of employment.

C. Non-OTES Teaching Members

Except as otherwise indicated, for licensed non-OTES members of the bargaining unit, the evaluation procedures for non-OTES staff are those found in ORC 3319.111. In addition, evaluations of non-OTES licensed bargaining unit members will be conducted by individuals employed under an administrative contract with such appropriate licensure/training to evaluate as is required by law and who possess sufficient training and experience to perform such evaluations as determined by the Superintendent of the ESCEO. The parties agree that the primary goal for all evaluations of staff members is to assess the performance of the individual in relationship to the job description, established expectations, and the standards of excellence established for the ESCEO and its related agencies and employees.

8.07 Job Descriptions

Job descriptions shall be established for all employment positions, and approved by the governing board. They shall identify the duties of the position, with the provision that additional duties may be assigned by the administration. Employees will receive notification in writing of such additions in advance. Job descriptions shall be made available to all applicants for any position, shall be provided to any employee prior to acceptance of an employment offer, and shall be reviewed with the employee as a part of the evaluation process.

ARTICLE IX: LABOR MANAGEMENT COMMITTEE

9.00 Labor Management Committee

In order to maintain the best possible employer/employee relations, conferences between Management and Association shall be held four (4) times per year to address issues and concerns, resolve problems, and ensure accurate and timely communications. The first

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meeting will be held no later than September 1 of each school year. The Superintendent and Association may include whoever is needed in such discussions to have appropriate representation by Management and the Association to reach efficient and effective resolutions. Meeting guidelines will be developed and dates will be set.

These meetings shall not be construed as negotiations as intended by the Ohio Revised Code, Section 4117 nor shall any agreements reached be construed to replace or be added to the negotiated contract.

It shall be the responsibility of the Association to keep its members informed of what transpires at these meetings.

ARTICLE X: SAFETY AND HEALTH

10.00 Safety and Health

The Board and the Association shall comply with all health and safety regulations in accordance with provisions of the Ohio Revised Code and state and federal regulations.

ARTICLE XI: RIGHTS OF THE PARTIES

11.00 Management Rights

Unless a public employer agrees otherwise in a collective bargaining agreement, nothing in Chapter 4117 of the Revised Code impairs the right and responsibility of each public employer to:

- 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 public employer, standards of services, its overall budget, utilization of technology, and organizational structure;
- B. Direct, supervise, evaluate, or hire employees;
- C. Maintain and improve the efficiency and effectiveness of governmental operations.
- D. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
- E. Suspend, discipline, demote for just cause; terminate contracts according to O.R.C. 3319.16 or O.R.C. 3319.081; non-renew contracts according to O.R.C. 3319.02 or O.R.C. 3319.083; or layoff, transfer, assign, schedule, promote, or retain employees;

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- F. Determine the adequacy of the work force;
- G. Determine the overall mission of the employer as a unit of government;
- H. Effectively manage the work force;
- I. Take actions to carry out the mission of the public employer as a governmental unit.

The employer is not required to bargain on subjects reserved to the management and direction of the governmental unit. Notwithstanding section 4117.08 of the Ohio Revised Code, the Board is not required to bargain on any subjects or the exercising of these rights, including, but not limited to, those enumerated above, reserved to and retained by the Board under this article. In exercising the Boards rights, it will not change the terms of the contract.

11.01 Union Rights

- A. The employer agrees that the MCESCEA, or its designated representatives, shall be the only employee organization permitted to represent Bargaining Unit members in grievance proceedings.
- B. The MCESCEA shall have the right to use school mailboxes and interschool mail privileges for contract administration purposes.
- C. The MCESCEA shall have the sole and exclusive employee organization right to payroll deduction of dues and/or service fees for Bargaining Unit members.
- D. The MCESCEA shall have the right to have building meetings on instructional days before or after school provided that said meetings do not interfere with the commencement or the ending of the school day.
- E. The MCESCEA may request a reasonable amount of time during in-service or on non-teaching days for organizational meetings. Such request shall not be arbitrarily or capriciously denied.
- F. The MCESCEA President will receive from the Superintendent/designee the Board meeting tentative agenda all supplemental supporting documents prior to the scheduled Board meeting by e-mail. The Treasurer will send to the MCESCEA President the Board approved meeting minutes via e-mail within a reasonable time period after such become available.
- G. A bargaining unit member shall be offered representation when the ESC is investigating a violation of policy, rules and/or procedures which may lead to discipline. The MCESCEA President/designee shall be notified immediately when a bargaining unit member is being placed on paid administrative leave.

ARTICLE XII: TERMS OF THE AGREEMENT

12.00 Duration of Agreement & Re-opener

This agreement shall be effective upon ratification by both parties or in accordance with 2.08A by both parties for three (3) years beginning at 12:01 a.m. June 30, 2021 and ending at 12:01 a.m. June 30, 2024.

12.01 Execution of the Agreement

Upon ratification of this contract by both parties, it shall be effective for its duration. The parties shall sign four copies of the contract and each shall receive two of the signed copies.

12.02 Change or Modification of the Contract

The parties may change or modify the terms of this agreement by mutual agreement only.

12.03 Superseding State Law

The parties hereto specifically agree that where the provisions of this Contract address issues also addressed in state law, the parties intend that the Contract language as written herein supersede and prevail over all statutes of the State of Ohio (except specifically set forth in Section 4117.10(A) of the ORC), including but not limited to 3319.11, 3319.111, 3319.17, 3319.172, 3319.081, 3319.083 relative to reduction in force, contracts, and contract renewal.

12.04 Waiver of Negotiations

The Board shall not be required to bargain over the exercise of its rights set out in Article XI of this contract. Except as otherwise specifically provided in the written provisions of this agreement, the Governing Board of the Educational Service Center has the sole and exclusive right to make all decisions relevant to the conduct and management of the schools as prescribed by law.

2021-2024 Agreement



12.05 Witnesses

The undersigned hereby witness on this 13 day of, September, 2021 to this contract between the Governing Board of the Educational Service Center of Eastern Ohio and the Mahoning County Educational Service Center Employees' Association.

FOR THE ASSOCIATION

FOR THE BOARD

Doana J. Melanson 9/24/21
President Date

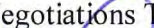


 Superintendent Date

Negotiations Team Member 16/8/21
Date

Heidi McNaughton 9/13/2021
Board President Date

Negotiations Team Member	Date
--------------------------	------

Treasurer _____ Date 9/13/2021

Negotiations Team Member	Date
	9/23/20
Negotiations Team Member	Date

Kim Monachino 9/13/2021
Assistant Superintendent Date
Director of Pupil Serv. & Early Childhood

Negotiations Team Member	Date
--------------------------	------

Director of Human Resources Date

Negotiations Team Member	Date
--------------------------	------

Date _____

APPENDIX A
GRIEVANCE REPORT FORM

THIS GRIEVANCE FORM IS TO BE FILED AT EACH LEVEL OF THE GRIEVANCE PROCEDURE. AFTER RECEIVING THIS FORM FROM THE SUPERVISOR, THE GRIEVANT MAKING AN APPEAL IS TO GIVE ONE COPY TO THE PARTY NAMED AT THE LEVEL OF APPEAL, ONE COPY TO THE ASSOCIATION GRIEVANCE COMMITTEE AND KEEP ONE COPY FOR HIS/HER RECORDS.

Grievant _____
Building _____

Address _____ Home Phone _____

Position/Title _____

Date on which grievance occurred or became known to the grievant _____

Concise statement of what happened:

Sections of the contract believed to have been violated:

Remedy requested (must be consistent with the contract):

Signature of the grievant _____ Date: ____/____/____
Day Month Year

Grievance discussed with the supervisor and/or director Date: ____/____/____
Day Month Year

This grievance was filed with the Superintendent: Date: ____/____/____
Day Month Year

This grievance was appealed to arbitration: Date: ____/____/____
Day Month Year

2021-2024 Agreement

If no discussion was held with the immediate supervisor, please explain why:

Grievant's Signature _____ Date _____

Superintendent's Proposed Resolution

Superintendent's Signature _____ Date _____

2021-2024 Agreement

APPENDIX B
ESCEO COMPENSATORY PAYROLL TIME SHEET

EMPLOYEE NAME _____ POSITION _____

PAY PERIOD START DATE _____ END DATE _____

I am submitting this form to be paid for _____ Missed duty free lunch compensation
 _____ Missed planning time compensation
 _____ Support teacher assigned beyond 10 consecutive days

This timesheet is only to be used by an employee, who is entitled to a 30 minute duty-free lunch break, 200 minutes planning time, or a support teacher that is assigned beyond ten (10) consecutive days in the same classroom, according to the collective bargaining agreement, Article 4.06 and 8.01.A. Be sure to accurately record the start and concluding times for the work required. Do not mark anything on days where additional work was not required.

Once completed, turn this sheet in to your supervisor for approval

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Weekly Total
Date (m/d/y)								
Start Time								
Lunch Time								
End Time								
Time Worked								
Comment								
Date (m/d/y)								
Start Time								
Lunch Time								
End Time								
Time Worked								
Comment								

PLEASE KEEP A COPY OF THIS DOCUMENT FOR YOUR OWN RECORDS

NOTE: Time sheet is due in the ESCEO Treasurer's office within three working days following the pay period ending date.

By affixing signature hereto, employee and supervisor acknowledge approval and verification of hours worked.

Employee Signature

Date _____

Supervisor Signature

Date _____

Total hours claimed this pay period _____ X \$ _____ hourly per diem rate = \$ _____.

APPENDIX C
SICK LEAVE BANK

REQUEST FORM

Name of member needing the leave: _____

Number of days needed: _____

Number of accumulated sick leave days remaining: _____

Date on which leave is to begin: _____

Anticipated date on which the leave will end: _____

Reason(s) for the need (BE SPECIFIC):

I certify that the information stated above is true to the best of my knowledge.

Signature of Member

Date _____

For Committee Use Only

Comments:

Approved _____

Disapproved _____

cc: Treasurer's Office

SICK LEAVE BANK

NOTICE OF ACCEPTANCE/REJECTION

In the matter of the request of _____ for _____ days of leave from the sick leave bank, the Executive Committee states the following:

1. The Committee Accepts _____ Rejects _____ the request.
2. The number of days to be available are all days contributed and needed not to exceed a maximum of _____ days.
3. The dates on which the leave days will be available are _____.

IF THE COMMITTEE HAS "ACCEPTED" THE REQUEST, THIS NOTICE MUST BE SIGNED BY BOTH THE MEMBER MAKING THE REQUEST AND A MEMBER OF THE EXECUTIVE COMMITTEE PRIOR TO SUCH LEAVE BEING AVAILABLE.

Signature of member making the leave request

Date _____

Signature of Executive Committee Member

Date _____

SICK LEAVE BANK

DEPOSIT AUTHORIZATION FORM

Name _____ Position _____

Number of days given (NOT TO EXCEED FIVE [5]) _____

These days are to be used by _____ for approved catastrophic sick leave.

I understand that I am under no obligation to give these days and that I do so voluntarily. I also understand that these days will be used only for the person listed above and will be deducted from my accumulated sick leave only if needed.

I authorized the number of days stated above to be deducted from my accumulated sick leave.

_____ Date _____

2021-2024 Agreement

**APPENDIX D
ESCEO COMMITTEE WORK TIME SHEET**

EMPLOYEE NAME _____ POSITION _____

NAME OF COMMITTEE _____

PAY PERIOD START DATE _____ END DATE _____

This time sheet is to be used for any employee entitled to compensation in accordance with 4.06 D. You must accurately record the start and concluding times for the work required. Do not mark anything on days where additional work was not required.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Weekly Total
Date (m/d/y)								
Start Time								
Lunch Time								
End Time								
Time Worked								
Comment								
Date (m/d/y)								
Start Time								
Lunch Time								
End Time								
Time Worked								
Comment								
Date (m/d/y)								
Start Time								
Lunch Time								
End Time								
Time Worked								
Comment								

NOTE: Time sheet is due in the ESCEO Treasurer's office within three working days following the pay period ending date.

By affixing signature hereto, employee and supervisor acknowledge approval and verification of hours worked.

Employee Signature

Date

Supervisor Signature

Date

Total hours worked this pay period _____ X \$ _____ rate = \$ _____.

APPENDIX E
Educational Service Center of Eastern Ohio
Verification for Payment

I, _____, have fulfilled the time, coursework, and/or requirements for the additional compensation as approved by the EOESC Governing Board through resolution number _____ for the following work/services:

Payment in the amount of \$ _____ authorized through my signature and that of my supervisor for the work I have completed.

Employee

Supervisor

2021-2024 Agreement

APPENDIX F Salary Schedules

Courier
Schedule: COUR
Days: 261

2021-2022
Base: \$26,574.00

261 Days		
Step	Increment	Salary
0	1.052	\$27,956
1	1.090	\$28,966
2	1.128	\$29,975
3	1.166	\$30,985
4	1.204	\$31,995
5	1.242	\$33,005
6	1.280	\$34,015
7	1.318	\$35,025
8	1.356	\$36,034
9	1.394	\$37,044
10	1.432	\$38,054
11	1.470	\$39,064
12	1.470	\$39,064
13	1.470	\$39,064
14	1.470	\$39,064
15	1.508	\$40,074
16	1.508	\$40,074
17	1.508	\$40,074
18	1.508	\$40,074
19	1.508	\$40,074
20	1.546	\$41,083
21	1.546	\$41,083
22	1.546	\$41,083
23	1.546	\$41,083
24	1.546	\$41,083
25	1.584	\$42,093

Courier
Schedule: COUR
Days: 261

2022-2023
Base: \$26,840.00

% Increase
1.00%

261 Days		
Step	Increment	Salary
0	1.052	\$28,236
1	1.090	\$29,256
2	1.128	\$30,276
3	1.166	\$31,295
4	1.204	\$32,315
5	1.242	\$33,335
6	1.280	\$34,355
7	1.318	\$35,375
8	1.356	\$36,395
9	1.394	\$37,415
10	1.432	\$38,435
11	1.470	\$39,455
12	1.470	\$39,455
13	1.470	\$39,455
14	1.470	\$39,455
15	1.508	\$40,475
16	1.508	\$40,475
17	1.508	\$40,475
18	1.508	\$40,475
19	1.508	\$40,475
20	1.546	\$41,495
21	1.546	\$41,495
22	1.546	\$41,495
23	1.546	\$41,495
24	1.546	\$41,495
25	1.584	\$42,515

Courier
Schedule: COUR
Days: 261

2023-2024
Base: \$27,108.00

% Increase
1.00%

261 Days		
Step	Increment	Salary
0	1.052	\$28,518
1	1.090	\$29,548
2	1.128	\$30,578
3	1.166	\$31,608
4	1.204	\$32,638
5	1.242	\$33,668
6	1.280	\$34,698
7	1.318	\$35,728
8	1.356	\$36,758
9	1.394	\$37,789
10	1.432	\$38,819
11	1.470	\$39,849
12	1.470	\$39,849
13	1.470	\$39,849
14	1.470	\$39,849
15	1.508	\$40,879
16	1.508	\$40,879
17	1.508	\$40,879
18	1.508	\$40,879
19	1.508	\$40,879
20	1.546	\$41,909
21	1.546	\$41,909
22	1.546	\$41,909
23	1.546	\$41,909
24	1.546	\$41,909
25	1.584	\$42,939

2021-2024 Agreement

Marketing Specialist
Schedule: MKTSP
Days: 261

2021-2022
Base: \$26,574.00

Step	Bachelors		211 Days
	Increment	Salary	
0	1.318	\$35,025	\$28,315
1	1.356	\$36,034	\$29,131
2	1.394	\$37,044	\$29,947
3	1.432	\$38,054	\$30,764
4	1.470	\$39,064	\$31,580
5	1.508	\$40,074	\$32,397
6	1.546	\$41,083	\$33,213
7	1.584	\$42,093	\$34,029
8	1.622	\$43,103	\$34,846
9	1.660	\$44,113	\$35,662
10	1.698	\$45,123	\$36,479
11	1.736	\$46,132	\$37,294
12	1.736	\$46,132	\$37,294
13	1.736	\$46,132	\$37,294
14	1.736	\$46,132	\$37,294
15	1.786	\$47,461	\$38,369
16	1.786	\$47,461	\$38,369
17	1.786	\$47,461	\$38,369
18	1.786	\$47,461	\$38,369
19	1.786	\$47,461	\$38,369
20	1.836	\$48,790	\$39,443
21	1.836	\$48,790	\$39,443
22	1.836	\$48,790	\$39,443
23	1.836	\$48,790	\$39,443
24	1.836	\$48,790	\$39,443
25	1.886	\$50,119	\$40,518

Marketing Specialist
Schedule: MKTSP
Days: 261

2022-2023
Base: \$26,840.00

% Increase
1.00%

Step	Bachelors		211 Days
	Increment	Salary	
0	1.318	\$35,375	\$28,598
1	1.356	\$36,395	\$29,423
2	1.394	\$37,415	\$30,247
3	1.432	\$38,435	\$31,072
4	1.470	\$39,455	\$31,897
5	1.508	\$40,475	\$32,721
6	1.546	\$41,495	\$33,546
7	1.584	\$42,515	\$34,370
8	1.622	\$43,534	\$35,194
9	1.660	\$44,554	\$36,019
10	1.698	\$45,574	\$36,843
11	1.736	\$46,594	\$37,668
12	1.736	\$46,594	\$37,668
13	1.736	\$46,594	\$37,668
14	1.736	\$46,594	\$37,668
15	1.786	\$47,936	\$38,753
16	1.786	\$47,936	\$38,753
17	1.786	\$47,936	\$38,753
18	1.786	\$47,936	\$38,753
19	1.786	\$47,936	\$38,753
20	1.836	\$49,278	\$39,838
21	1.836	\$49,278	\$39,838
22	1.836	\$49,278	\$39,838
23	1.836	\$49,278	\$39,838
24	1.836	\$49,278	\$39,838
25	1.886	\$50,620	\$40,923

Marketing Specialist
Schedule: MKTSP
Days: 261

2023-2024
Base: \$27,108.00

% Increase
1.00%

Step	Bachelors		211 Days
	Increment	Salary	
0	1.318	\$35,728	\$28,884
1	1.356	\$36,758	\$29,716
2	1.394	\$37,789	\$30,550
3	1.432	\$38,819	\$31,382
4	1.470	\$39,849	\$32,215
5	1.508	\$40,879	\$33,048
6	1.546	\$41,909	\$33,880
7	1.584	\$42,939	\$34,713
8	1.622	\$43,969	\$35,546
9	1.660	\$44,999	\$36,379
10	1.698	\$46,029	\$37,211
11	1.736	\$47,059	\$38,044
12	1.736	\$47,059	\$38,044
13	1.736	\$47,059	\$38,044
14	1.736	\$47,059	\$38,044
15	1.786	\$48,415	\$39,140
16	1.786	\$48,415	\$39,140
17	1.786	\$48,415	\$39,140
18	1.786	\$48,415	\$39,140
19	1.786	\$48,415	\$39,140
20	1.836	\$49,770	\$40,236
21	1.836	\$49,770	\$40,236
22	1.836	\$49,770	\$40,236
23	1.836	\$49,770	\$40,236
24	1.836	\$49,770	\$40,236
25	1.886	\$51,126	\$41,332

2021-2024 Agreement

Occupational Therapist

Schedule: OT
Days: 186

2021-2022

Base \$36,239.00

% Increase

0.00%

Step	Bachelors		Masters		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.152	\$41,747	1.191	\$43,161	1.239	\$44,900
1	1.190	\$43,124	1.239	\$44,900	1.287	\$46,640
2	1.228	\$44,501	1.287	\$46,640	1.335	\$48,379
3	1.266	\$45,879	1.335	\$48,379	1.383	\$50,119
4	1.304	\$47,256	1.383	\$50,119	1.431	\$51,858
5	1.342	\$48,633	1.431	\$51,858	1.479	\$53,597
6	1.380	\$50,010	1.479	\$53,597	1.527	\$55,337
7	1.468	\$53,199	1.527	\$55,337	1.575	\$57,076
8	1.506	\$54,576	1.575	\$57,076	1.623	\$58,816
9	1.544	\$55,953	1.623	\$58,816	1.671	\$60,555
10	1.582	\$57,330	1.671	\$60,555	1.719	\$62,295
11	1.620	\$58,707	1.719	\$62,295	1.767	\$64,034
12	1.708	\$61,896	1.767	\$64,034	1.827	\$66,209
13	1.708	\$61,896	1.767	\$64,034	1.827	\$66,209
14	1.708	\$61,896	1.767	\$64,034	1.827	\$66,209
15	1.756	\$63,636	1.827	\$66,209	1.911	\$69,253
16	1.756	\$63,636	1.827	\$66,209	1.911	\$69,253
17	1.756	\$63,636	1.827	\$66,209	1.911	\$69,253
18	1.804	\$65,375	1.911	\$69,253	1.961	\$71,065
19	1.804	\$65,375	1.911	\$69,253	1.961	\$71,065
20	1.804	\$65,375	1.911	\$69,253	1.961	\$71,065
21	1.852	\$67,115	1.961	\$71,065	2.021	\$73,239
22	1.852	\$67,115	1.961	\$71,065	2.021	\$73,239
23	1.852	\$67,115	1.961	\$71,065	2.021	\$73,239
24	1.900	\$68,854	2.021	\$73,239	2.071	\$75,051
25	1.900	\$68,854	2.021	\$73,239	2.071	\$75,051
26	1.900	\$68,854	2.021	\$73,239	2.071	\$75,051
27	1.948	\$70,594	2.071	\$75,051	2.131	\$77,225
28	1.948	\$70,594	2.071	\$75,051	2.131	\$77,225
29	1.948	\$70,594	2.071	\$75,051	2.131	\$77,225
30	1.996	\$72,333	2.131	\$77,225	2.156	\$78,131

Occupational Therapist

Schedule: OT
Days: 186

2022-2023

Base \$36,601.00

% Increase

1.00%

Step	Bachelors		Masters		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.152	\$42,164	1.191	\$43,592	1.239	\$45,349
1	1.190	\$43,555	1.239	\$45,349	1.287	\$47,105
2	1.228	\$44,946	1.287	\$47,105	1.335	\$48,862
3	1.266	\$46,337	1.335	\$48,862	1.383	\$50,619
4	1.304	\$47,728	1.383	\$50,619	1.431	\$52,376
5	1.342	\$49,119	1.431	\$52,376	1.479	\$54,133
6	1.380	\$50,509	1.479	\$54,133	1.527	\$55,890
7	1.468	\$53,730	1.527	\$55,890	1.575	\$57,647
8	1.506	\$55,121	1.575	\$57,647	1.623	\$59,403
9	1.544	\$56,512	1.623	\$59,403	1.671	\$61,160
10	1.582	\$57,903	1.671	\$61,160	1.719	\$62,917
11	1.620	\$59,294	1.719	\$62,917	1.767	\$64,674
12	1.708	\$62,515	1.767	\$64,674	1.827	\$66,870
13	1.708	\$62,515	1.767	\$64,674	1.827	\$66,870
14	1.708	\$62,515	1.767	\$64,674	1.827	\$66,870
15	1.756	\$64,271	1.827	\$66,870	1.911	\$69,945
16	1.756	\$64,271	1.827	\$66,870	1.911	\$69,945
17	1.756	\$64,271	1.827	\$66,870	1.911	\$69,945
18	1.804	\$66,028	1.911	\$69,945	1.961	\$71,775
19	1.804	\$66,028	1.911	\$69,945	1.961	\$71,775
20	1.804	\$66,028	1.911	\$69,945	1.961	\$71,775
21	1.852	\$67,785	1.961	\$71,775	2.021	\$73,971
22	1.852	\$67,785	1.961	\$71,775	2.021	\$73,971
23	1.852	\$67,785	1.961	\$71,775	2.021	\$73,971
24	1.900	\$69,542	2.021	\$73,971	2.071	\$75,801
25	1.900	\$69,542	2.021	\$73,971	2.071	\$75,801
26	1.900	\$69,542	2.021	\$73,971	2.071	\$75,801
27	1.948	\$71,299	2.071	\$75,801	2.131	\$77,997
28	1.948	\$71,299	2.071	\$75,801	2.131	\$77,997
29	1.948	\$71,299	2.071	\$75,801	2.131	\$77,997
30	1.996	\$73,056	2.131	\$77,997	2.156	\$78,912

Occupational Therapist

Schedule: OT
Days: 186

2023-2024

Base \$36,967.00

% Increase

1.00%

Step	Bachelors		Masters		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.152	\$42,586	1.191	\$44,028	1.239	\$45,802
1	1.190	\$43,991	1.239	\$45,802	1.287	\$47,577
2	1.228	\$45,395	1.287	\$47,577	1.335	\$49,351
3	1.266	\$46,800	1.335	\$49,351	1.383	\$51,125
4	1.304	\$48,205	1.383	\$51,125	1.431	\$52,900
5	1.342	\$49,610	1.431	\$52,900	1.479	\$54,674
6	1.380	\$51,014	1.479	\$54,674	1.527	\$56,449
7	1.468	\$54,268	1.527	\$56,449	1.575	\$58,223
8	1.506	\$55,672	1.575	\$58,223	1.623	\$59,997
9	1.544	\$57,077	1.623	\$59,997	1.671	\$61,772
10	1.582	\$58,482	1.671	\$61,772	1.719	\$63,546
11	1.620	\$59,887	1.719	\$63,546	1.767	\$65,321
12	1.708	\$63,140	1.767	\$65,321	1.827	\$67,539
13	1.708	\$63,140	1.767	\$65,321	1.827	\$67,539
14	1.708	\$63,140	1.767	\$65,321	1.827	\$67,539
15	1.756	\$64,914	1.827	\$67,539	1.911	\$70,644
16	1.756	\$64,914	1.827	\$67,539	1.911	\$70,644
17	1.756	\$64,914	1.827	\$67,539	1.911	\$70,644
18	1.804	\$66,688	1.911	\$70,644	1.961	\$72,492
19	1.804	\$66,688	1.911	\$70,644	1.961	\$72,492
20	1.804	\$66,688	1.911	\$70,644	1.961	\$72,492
21	1.852	\$68,463	1.961	\$72,492	2.021	\$74,710
22	1.852	\$68,463	1.961	\$72,492	2.021	\$74,710
23	1.852	\$68,463	1.961	\$72,492	2.021	\$74,710
24	1.900	\$70,237	2.021	\$74,710	2.071	\$76,559
25	1.900	\$70,237	2.021	\$74,710	2.071	\$76,559
26	1.900	\$70,237	2.021	\$74,710	2.071	\$76,559
27	1.948	\$72,012	2.071	\$76,559	2.131	\$78,777
28	1.948	\$72,012	2.071	\$76,559	2.131	\$78,777
29	1.948	\$72,012	2.071	\$76,559	2.131	\$78,777
30	1.996	\$73,786	2.131	\$78,777	2.156	\$79,701

2021-2024 Agreement

Physical Therapist

Schedule: FT
Days: 186

2021-2022

Base \$36,239.00

% Increase

0.00%

Bachelors			Masters		Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary
0	1.287	\$46,640	1.335	\$48,379	1.383	\$50,119
1	1.335	\$48,379	1.383	\$50,119	1.431	\$51,858
2	1.383	\$50,119	1.431	\$51,858	1.479	\$53,597
3	1.431	\$51,858	1.479	\$53,597	1.527	\$55,337
4	1.479	\$53,597	1.527	\$55,337	1.575	\$57,076
5	1.527	\$55,337	1.575	\$57,076	1.623	\$58,816
6	1.575	\$57,076	1.623	\$58,816	1.671	\$60,555
7	1.623	\$58,816	1.671	\$60,555	1.719	\$62,295
8	1.671	\$60,555	1.719	\$62,295	1.767	\$64,034
9	1.719	\$62,295	1.767	\$64,034	1.827	\$66,209
10	1.767	\$64,034	1.827	\$66,209	1.911	\$69,253
11	1.827	\$66,209	1.911	\$69,253	1.959	\$70,992
12	1.911	\$69,253	1.959	\$70,992	2.007	\$72,732
13	1.911	\$69,253	1.959	\$70,992	2.007	\$72,732
14	1.911	\$69,253	1.959	\$70,992	2.007	\$72,732
15	1.959	\$70,992	2.007	\$72,732	2.057	\$74,544
16	1.959	\$70,992	2.007	\$72,732	2.057	\$74,544
17	1.959	\$70,992	2.007	\$72,732	2.057	\$74,544
18	2.007	\$72,732	2.057	\$74,544	2.117	\$76,718
19	2.007	\$72,732	2.057	\$74,544	2.117	\$76,718
20	2.007	\$72,732	2.057	\$74,544	2.117	\$76,718
21	2.057	\$74,544	2.117	\$76,718	2.167	\$78,530
22	2.057	\$74,544	2.117	\$76,718	2.167	\$78,530
23	2.057	\$74,544	2.117	\$76,718	2.167	\$78,530
24	2.117	\$76,718	2.167	\$78,530	2.227	\$80,704
25	2.117	\$76,718	2.167	\$78,530	2.227	\$80,704
26	2.117	\$76,718	2.167	\$78,530	2.227	\$80,704
27	2.167	\$78,530	2.227	\$80,704	2.252	\$81,610
28	2.167	\$78,530	2.227	\$80,704	2.252	\$81,610
29	2.167	\$78,530	2.227	\$80,704	2.252	\$81,610
30	2.227	\$80,704	2.252	\$81,610	2.272	\$82,335

Physical Therapist

Schedule: FT
Days: 186

2022-2023

Base \$36,601.00

% Increase

1.00%

Bachelors			Masters		Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary
0	1.287	\$47,105	1.335	\$48,862	1.383	\$50,619
1	1.335	\$48,862	1.383	\$50,619	1.431	\$52,376
2	1.383	\$50,619	1.431	\$52,376	1.479	\$54,133
3	1.431	\$52,376	1.479	\$54,133	1.527	\$55,890
4	1.479	\$54,133	1.527	\$55,890	1.575	\$57,647
5	1.527	\$55,890	1.575	\$57,647	1.623	\$59,403
6	1.575	\$57,647	1.623	\$59,403	1.671	\$61,160
7	1.623	\$59,403	1.671	\$61,160	1.719	\$62,917
8	1.671	\$61,160	1.719	\$62,917	1.767	\$64,674
9	1.719	\$62,917	1.767	\$64,674	1.827	\$66,870
10	1.767	\$64,674	1.827	\$66,870	1.911	\$69,945
11	1.827	\$66,870	1.911	\$69,945	1.959	\$71,701
12	1.911	\$69,945	1.959	\$71,701	2.007	\$73,458
13	1.911	\$69,945	1.959	\$71,701	2.007	\$73,458
14	1.911	\$69,945	1.959	\$71,701	2.007	\$73,458
15	1.959	\$71,701	2.007	\$73,458	2.057	\$75,288
16	1.959	\$71,701	2.007	\$73,458	2.057	\$75,288
17	1.959	\$71,701	2.007	\$73,458	2.057	\$75,288
18	2.007	\$73,458	2.057	\$75,288	2.117	\$77,484
19	2.007	\$73,458	2.057	\$75,288	2.117	\$77,484
20	2.007	\$73,458	2.057	\$75,288	2.117	\$77,484
21	2.057	\$75,288	2.117	\$77,484	2.167	\$79,314
22	2.057	\$75,288	2.117	\$77,484	2.167	\$79,314
23	2.057	\$75,288	2.117	\$77,484	2.167	\$79,314
24	2.117	\$77,484	2.167	\$79,314	2.227	\$81,510
25	2.117	\$77,484	2.167	\$79,314	2.227	\$81,510
26	2.117	\$77,484	2.167	\$79,314	2.227	\$81,510
27	2.167	\$79,314	2.227	\$81,510	2.252	\$82,425
28	2.167	\$79,314	2.227	\$81,510	2.252	\$82,425
29	2.167	\$79,314	2.227	\$81,510	2.252	\$82,425
30	2.227	\$81,510	2.252	\$82,425	2.272	\$83,157

Physical Therapist

Schedule: FT
Days: 186

2023-2024

Base \$36,967.00

% Increase

1.00%

	Bachelors		Masters		Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary
0	1.287	\$47,577	1.335	\$49,351	1.383	\$51,125
1	1.335	\$49,351	1.383	\$51,125	1.431	\$52,900
2	1.383	\$51,125	1.431	\$52,900	1.479	\$54,674
3	1.431	\$52,900	1.479	\$54,674	1.527	\$56,449
4	1.479	\$54,674	1.527	\$56,449	1.575	\$58,223
5	1.527	\$56,449	1.575	\$58,223	1.623	\$59,997
6	1.575	\$58,223	1.623	\$59,997	1.671	\$61,772
7	1.623	\$59,997	1.671	\$61,772	1.719	\$63,546
8	1.671	\$61,772	1.719	\$63,546	1.767	\$65,321
9	1.719	\$63,546	1.767	\$65,321	1.827	\$67,539
10	1.767	\$65,321	1.827	\$67,539	1.911	\$70,644
11	1.827	\$67,539	1.911	\$70,644	1.959	\$72,418
12	1.911	\$70,644	1.959	\$72,418	2.007	\$74,193
13	1.911	\$70,644	1.959	\$72,418	2.007	\$74,193
14	1.911	\$70,644	1.959	\$72,418	2.007	\$74,193
15	1.959	\$72,418	2.007	\$74,193	2.057	\$76,041
16	1.959	\$72,418	2.007	\$74,193	2.057	\$76,041
17	1.959	\$72,418	2.007	\$74,193	2.057	\$76,041
18	2.007	\$74,193	2.057	\$76,041	2.117	\$78,259
19	2.007	\$74,193	2.057	\$76,041	2.117	\$78,259
20	2.007	\$74,193	2.057	\$76,041	2.117	\$78,259
21	2.057	\$76,041	2.117	\$78,259	2.167	\$80,107
22	2.057	\$76,041	2.117	\$78,259	2.167	\$80,107
23	2.057	\$76,041	2.117	\$78,259	2.167	\$80,107
24	2.117	\$78,259	2.167	\$80,107	2.227	\$82,326
25	2.117	\$78,259	2.167	\$80,107	2.227	\$82,326
26	2.117	\$78,259	2.167	\$80,107	2.227	\$82,326
27	2.167	\$80,107	2.227	\$82,326	2.252	\$83,250
28	2.167	\$80,107	2.227	\$82,326	2.252	\$83,250
29	2.167	\$80,107	2.227	\$82,326	2.252	\$83,250
30	2.227	\$82,326	2.252	\$83,250	2.272	\$83,989

2021-2024 Agreement

School Psychologist

Schedule: PSY

Days: 196

2021-2022

Base: \$36,239.00

% Increase

0.00%

	Masters		Masters +30		Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary
0	1.095	\$39,682	1.191	\$43,161	1.239	\$44,900
1	1.143	\$41,421	1.239	\$44,900	1.287	\$46,640
2	1.191	\$43,161	1.287	\$46,640	1.335	\$48,379
3	1.239	\$44,900	1.335	\$48,379	1.383	\$50,119
4	1.287	\$46,640	1.383	\$50,119	1.431	\$51,858
5	1.335	\$48,379	1.431	\$51,858	1.479	\$53,597
6	1.383	\$50,119	1.479	\$53,597	1.527	\$55,337
7	1.431	\$51,858	1.527	\$55,337	1.575	\$57,076
8	1.479	\$53,597	1.575	\$57,076	1.623	\$58,816
9	1.527	\$55,337	1.623	\$58,816	1.671	\$60,555
10	1.575	\$57,076	1.671	\$60,555	1.719	\$62,295
11	1.623	\$58,816	1.719	\$62,295	1.767	\$64,034
12	1.671	\$60,555	1.767	\$64,034	1.827	\$66,209
13	1.671	\$60,555	1.767	\$64,034	1.827	\$66,209
14	1.671	\$60,555	1.767	\$64,034	1.827	\$66,209
15	1.719	\$62,295	1.827	\$66,209	1.911	\$69,253
16	1.719	\$62,295	1.827	\$66,209	1.911	\$69,253
17	1.719	\$62,295	1.827	\$66,209	1.911	\$69,253
18	1.767	\$64,034	1.911	\$69,253	1.959	\$70,992
19	1.767	\$64,034	1.911	\$69,253	1.959	\$70,992
20	1.767	\$64,034	1.911	\$69,253	1.959	\$70,992
21	1.827	\$66,209	1.959	\$70,992	2.007	\$72,732
22	1.827	\$66,209	1.959	\$70,992	2.007	\$72,732
23	1.827	\$66,209	1.959	\$70,992	2.007	\$72,732
24	1.911	\$69,253	2.007	\$72,732	2.057	\$74,544
25	1.911	\$69,253	2.007	\$72,732	2.057	\$74,544
26	1.911	\$69,253	2.007	\$72,732	2.057	\$74,544
27	1.961	\$71,065	2.057	\$74,544	2.117	\$76,718
28	1.961	\$71,065	2.057	\$74,544	2.117	\$76,718
29	1.961	\$71,065	2.057	\$74,544	2.117	\$76,718
30	2.021	\$73,239	2.117	\$76,718	2.142	\$77,624

School Psychologist

Schedule: PSY

Days: 196

2022-2023

Base: \$36,601.00

% Increase

1.00%

Masters			Masters +30			Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary	
0	1.095	\$40,078	1.191	\$43,592	1.239	\$45,349	
1	1.143	\$41,835	1.239	\$45,349	1.287	\$47,105	
2	1.191	\$43,592	1.287	\$47,105	1.335	\$48,862	
3	1.239	\$45,349	1.335	\$48,862	1.383	\$50,619	
4	1.287	\$47,105	1.383	\$50,619	1.431	\$52,376	
5	1.335	\$48,862	1.431	\$52,376	1.479	\$54,133	
6	1.383	\$50,619	1.479	\$54,133	1.527	\$55,890	
7	1.431	\$52,376	1.527	\$55,890	1.575	\$57,647	
8	1.479	\$54,133	1.575	\$57,647	1.623	\$59,403	
9	1.527	\$55,890	1.623	\$59,403	1.671	\$61,160	
10	1.575	\$57,647	1.671	\$61,160	1.719	\$62,917	
11	1.623	\$59,403	1.719	\$62,917	1.767	\$64,674	
12	1.671	\$61,160	1.767	\$64,674	1.827	\$66,870	
13	1.671	\$61,160	1.767	\$64,674	1.827	\$66,870	
14	1.671	\$61,160	1.767	\$64,674	1.827	\$66,870	
15	1.719	\$62,917	1.827	\$66,870	1.911	\$69,945	
16	1.719	\$62,917	1.827	\$66,870	1.911	\$69,945	
17	1.719	\$62,917	1.827	\$66,870	1.911	\$69,945	
18	1.767	\$64,674	1.911	\$69,945	1.959	\$71,701	
19	1.767	\$64,674	1.911	\$69,945	1.959	\$71,701	
20	1.767	\$64,674	1.911	\$69,945	1.959	\$71,701	
21	1.827	\$66,870	1.959	\$71,701	2.007	\$73,458	
22	1.827	\$66,870	1.959	\$71,701	2.007	\$73,458	
23	1.827	\$66,870	1.959	\$71,701	2.007	\$73,458	
24	1.911	\$69,945	2.007	\$73,458	2.057	\$75,288	
25	1.911	\$69,945	2.007	\$73,458	2.057	\$75,288	
26	1.911	\$69,945	2.007	\$73,458	2.057	\$75,288	
27	1.961	\$71,775	2.057	\$75,288	2.117	\$77,484	
28	1.961	\$71,775	2.057	\$75,288	2.117	\$77,484	
29	1.961	\$71,775	2.057	\$75,288	2.117	\$77,484	
30	2.021	\$73,971	2.117	\$77,484	2.142	\$78,399	

School Psychologist

Schedule: PSY

Days: 196

2023-2024

Base: \$36,967.00

% Increase

1.00%

Masters			Masters +30		Doctorate	
Step	Increment	Salary	Increment	Salary	Increment	Salary
0	1.095	\$40,479	1.191	\$44,028	1.239	\$45,802
1	1.143	\$42,253	1.239	\$45,802	1.287	\$47,577
2	1.191	\$44,028	1.287	\$47,577	1.335	\$49,351
3	1.239	\$45,802	1.335	\$49,351	1.383	\$51,125
4	1.287	\$47,577	1.383	\$51,125	1.431	\$52,900
5	1.335	\$49,351	1.431	\$52,900	1.479	\$54,674
6	1.383	\$51,125	1.479	\$54,674	1.527	\$56,449
7	1.431	\$52,900	1.527	\$56,449	1.575	\$58,223
8	1.479	\$54,674	1.575	\$58,223	1.623	\$59,997
9	1.527	\$56,449	1.623	\$59,997	1.671	\$61,772
10	1.575	\$58,223	1.671	\$61,772	1.719	\$63,546
11	1.623	\$59,997	1.719	\$63,546	1.767	\$65,321
12	1.671	\$61,772	1.767	\$65,321	1.827	\$67,539
13	1.671	\$61,772	1.767	\$65,321	1.827	\$67,539
14	1.671	\$61,772	1.767	\$65,321	1.827	\$67,539
15	1.719	\$63,546	1.827	\$67,539	1.911	\$70,644
16	1.719	\$63,546	1.827	\$67,539	1.911	\$70,644
17	1.719	\$63,546	1.827	\$67,539	1.911	\$70,644
18	1.767	\$65,321	1.911	\$70,644	1.959	\$72,418
19	1.767	\$65,321	1.911	\$70,644	1.959	\$72,418
20	1.767	\$65,321	1.911	\$70,644	1.959	\$72,418
21	1.827	\$67,539	1.959	\$72,418	2.007	\$74,193
22	1.827	\$67,539	1.959	\$72,418	2.007	\$74,193
23	1.827	\$67,539	1.959	\$72,418	2.007	\$74,193
24	1.911	\$70,644	2.007	\$74,193	2.057	\$76,041
25	1.911	\$70,644	2.007	\$74,193	2.057	\$76,041
26	1.911	\$70,644	2.007	\$74,193	2.057	\$76,041
27	1.961	\$72,492	2.057	\$76,041	2.117	\$78,259
28	1.961	\$72,492	2.057	\$76,041	2.117	\$78,259
29	1.961	\$72,492	2.057	\$76,041	2.117	\$78,259
30	2.021	\$74,710	2.117	\$78,259	2.142	\$79,183

2021-2024 Agreement

Secretary
Schedule: SEC
Days: 261

2021-2022

Base: \$26,574.00

261 Days			232 Days	211 Days
Step	Increment	Salary	Days	Days
0	1.000	\$26,574	\$23,621	\$21,483
1	1.024	\$27,212	\$24,188	\$21,999
2	1.052	\$27,956	\$24,850	\$22,600
3	1.090	\$28,966	\$25,748	\$23,417
4	1.128	\$29,975	\$26,644	\$24,233
5	1.166	\$30,985	\$27,542	\$25,049
6	1.204	\$31,995	\$28,440	\$25,866
7	1.242	\$33,005	\$29,338	\$26,682
8	1.280	\$34,015	\$30,236	\$27,499
9	1.318	\$35,025	\$31,133	\$28,315
10	1.356	\$36,034	\$32,030	\$29,131
11	1.394	\$37,044	\$32,928	\$29,947
12	1.394	\$37,044	\$32,928	\$29,947
13	1.394	\$37,044	\$32,928	\$29,947
14	1.394	\$37,044	\$32,928	\$29,947
15	1.444	\$38,373	\$34,109	\$31,022
16	1.444	\$38,373	\$34,109	\$31,022
17	1.444	\$38,373	\$34,109	\$31,022
18	1.444	\$38,373	\$34,109	\$31,022
19	1.444	\$38,373	\$34,109	\$31,022
20	1.494	\$39,702	\$35,291	\$32,096
21	1.494	\$39,702	\$35,291	\$32,096
22	1.494	\$39,702	\$35,291	\$32,096
23	1.494	\$39,702	\$35,291	\$32,096
24	1.494	\$39,702	\$35,291	\$32,096
25	1.544	\$41,030	\$36,471	\$33,170

Secretary
Schedule: SEC
Days: 261

2022-2023

Base: \$26,840.00

% Increase
1.00%

261 Days			232 Days	211 Days
Step	Increment	Salary	Days	Days
0	1.000	\$26,840	\$23,858	\$21,698
1	1.024	\$27,484	\$24,430	\$22,219
2	1.052	\$28,236	\$25,099	\$22,827
3	1.090	\$29,256	\$26,005	\$23,651
4	1.128	\$30,276	\$26,912	\$24,476
5	1.166	\$31,295	\$27,818	\$25,300
6	1.204	\$32,315	\$28,724	\$26,124
7	1.242	\$33,335	\$29,631	\$26,949
8	1.280	\$34,355	\$30,538	\$27,774
9	1.318	\$35,375	\$31,444	\$28,598
10	1.356	\$36,395	\$32,351	\$29,423
11	1.394	\$37,415	\$33,258	\$30,247
12	1.394	\$37,415	\$33,258	\$30,247
13	1.394	\$37,415	\$33,258	\$30,247
14	1.394	\$37,415	\$33,258	\$30,247
15	1.444	\$38,757	\$34,451	\$31,332
16	1.444	\$38,757	\$34,451	\$31,332
17	1.444	\$38,757	\$34,451	\$31,332
18	1.444	\$38,757	\$34,451	\$31,332
19	1.444	\$38,757	\$34,451	\$31,332
20	1.494	\$40,099	\$35,644	\$32,417
21	1.494	\$40,099	\$35,644	\$32,417
22	1.494	\$40,099	\$35,644	\$32,417
23	1.494	\$40,099	\$35,644	\$32,417
24	1.494	\$40,099	\$35,644	\$32,417
25	1.544	\$41,441	\$36,836	\$33,502

Secretary
Schedule: SEC
Days: 261

2023-2024

Base: \$27,108.00

% Increase
1.00%

261 Days			232 Days	211 Days
Step	Increment	Salary	Days	Days
0	1.000	\$27,108	\$24,096	\$21,915
1	1.024	\$27,759	\$24,675	\$22,441
2	1.052	\$28,518	\$25,349	\$23,055
3	1.090	\$29,548	\$26,265	\$23,887
4	1.128	\$30,578	\$27,180	\$24,720
5	1.166	\$31,608	\$28,096	\$25,553
6	1.204	\$32,638	\$29,012	\$26,386
7	1.242	\$33,668	\$29,927	\$27,218
8	1.280	\$34,698	\$30,843	\$28,051
9	1.318	\$35,728	\$31,758	\$28,884
10	1.356	\$36,758	\$32,674	\$29,716
11	1.394	\$37,789	\$33,590	\$30,550
12	1.394	\$37,789	\$33,590	\$30,550
13	1.394	\$37,789	\$33,590	\$30,550
14	1.394	\$37,789	\$33,590	\$30,550
15	1.444	\$39,144	\$34,795	\$31,645
16	1.444	\$39,144	\$34,795	\$31,645
17	1.444	\$39,144	\$34,795	\$31,645
18	1.444	\$39,144	\$34,795	\$31,645
19	1.444	\$39,144	\$34,795	\$31,645
20	1.494	\$40,499	\$35,999	\$32,741
21	1.494	\$40,499	\$35,999	\$32,741
22	1.494	\$40,499	\$35,999	\$32,741
23	1.494	\$40,499	\$35,999	\$32,741
24	1.494	\$40,499	\$35,999	\$32,741
25	1.544	\$41,855	\$37,204	\$33,837

2021-2024 Agreement

Speech Language Therapist
Schedule: SLP
Days: 189

2021-2022
Base \$36,239.00

% Increase
0.00%

Step	Masters		Masters +30		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.143	\$41,421	1.191	\$43,161	1.239	\$44,900
1	1.191	\$43,161	1.239	\$44,900	1.287	\$46,640
2	1.239	\$44,900	1.287	\$46,640	1.335	\$48,379
3	1.287	\$46,640	1.335	\$48,379	1.383	\$50,119
4	1.335	\$48,379	1.383	\$50,119	1.431	\$51,858
5	1.383	\$50,119	1.431	\$51,858	1.479	\$53,597
6	1.431	\$51,858	1.479	\$53,597	1.527	\$55,337
7	1.479	\$53,597	1.527	\$55,337	1.575	\$57,076
8	1.527	\$55,337	1.575	\$57,076	1.623	\$58,816
9	1.575	\$57,076	1.623	\$58,816	1.671	\$60,555
10	1.623	\$58,816	1.671	\$60,555	1.719	\$62,295
11	1.671	\$60,555	1.719	\$62,295	1.767	\$64,034
12	1.719	\$62,295	1.767	\$64,034	1.767	\$64,034
13	1.719	\$62,295	1.767	\$64,034	1.767	\$64,034
14	1.719	\$62,295	1.767	\$64,034	1.827	\$66,209
15	1.767	\$64,034	1.827	\$66,209	1.827	\$66,209
16	1.767	\$64,034	1.827	\$66,209	1.827	\$66,209
17	1.767	\$64,034	1.827	\$66,209	1.911	\$69,253
18	1.827	\$66,209	1.911	\$69,253	1.911	\$69,253
19	1.827	\$66,209	1.911	\$69,253	1.911	\$69,253
20	1.827	\$66,209	1.911	\$69,253	1.961	\$71,065
21	1.911	\$69,253	1.961	\$71,065	1.961	\$71,065
22	1.911	\$69,253	1.961	\$71,065	1.961	\$71,065
23	1.911	\$69,253	1.961	\$71,065	2.021	\$73,239
24	1.961	\$71,065	2.021	\$73,239	2.021	\$73,239
25	1.961	\$71,065	2.021	\$73,239	2.021	\$73,239
26	1.961	\$71,065	2.021	\$73,239	2.071	\$75,051
27	2.021	\$73,239	2.071	\$75,051	2.071	\$75,051
28	2.021	\$73,239	2.071	\$75,051	2.071	\$75,051
29	2.021	\$73,239	2.071	\$75,051	2.121	\$76,863
30	2.071	\$75,051	2.121	\$76,863	2.171	\$78,675

Speech Language Therapist
Schedule: SLP
Days: 189

2022-2023
Base \$36,601.00

% Increase
1.00%

Step	Masters		Masters +30		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.143	\$41,835	1.191	\$43,592	1.239	\$45,349
1	1.191	\$43,592	1.239	\$45,349	1.287	\$47,105
2	1.239	\$45,349	1.287	\$47,105	1.335	\$48,862
3	1.287	\$47,105	1.335	\$48,862	1.383	\$50,619
4	1.335	\$48,862	1.383	\$50,619	1.431	\$52,376
5	1.383	\$50,619	1.431	\$52,376	1.479	\$54,133
6	1.431	\$52,376	1.479	\$54,133	1.527	\$55,890
7	1.479	\$54,133	1.527	\$55,890	1.575	\$57,647
8	1.527	\$55,890	1.575	\$57,647	1.623	\$59,403
9	1.575	\$57,647	1.623	\$59,403	1.671	\$61,160
10	1.623	\$59,403	1.671	\$61,160	1.719	\$62,917
11	1.671	\$61,160	1.719	\$62,917	1.767	\$64,674
12	1.719	\$62,917	1.767	\$64,674	1.767	\$64,674
13	1.719	\$62,917	1.767	\$64,674	1.767	\$64,674
14	1.719	\$62,917	1.767	\$64,674	1.827	\$66,870
15	1.767	\$64,674	1.827	\$66,870	1.827	\$66,870
16	1.767	\$64,674	1.827	\$66,870	1.827	\$66,870
17	1.767	\$64,674	1.827	\$66,870	1.911	\$69,945
18	1.827	\$66,870	1.911	\$69,945	1.911	\$69,945
19	1.827	\$66,870	1.911	\$69,945	1.911	\$69,945
20	1.827	\$66,870	1.911	\$69,945	1.961	\$71,775
21	1.911	\$69,945	1.961	\$71,775	1.961	\$71,775
22	1.911	\$69,945	1.961	\$71,775	1.961	\$71,775
23	1.911	\$69,945	1.961	\$71,775	2.021	\$73,971
24	1.961	\$71,775	2.021	\$73,971	2.021	\$73,971
25	1.961	\$71,775	2.021	\$73,971	2.021	\$73,971
26	1.961	\$71,775	2.021	\$73,971	2.071	\$75,801
27	2.021	\$73,971	2.071	\$75,801	2.071	\$75,801
28	2.021	\$73,971	2.071	\$75,801	2.071	\$75,801
29	2.021	\$73,971	2.071	\$75,801	2.121	\$77,631
30	2.071	\$75,801	2.121	\$77,631	2.171	\$79,461

Speech Language Therapist
Schedule: SLP
Days: 189

2023-2024
Base \$36,967.00

% Increase
1.00%

Step	Masters		Masters +30		Doctorate	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.143	\$42,253	1.191	\$44,028	1.239	\$45,802
1	1.191	\$44,028	1.239	\$45,802	1.287	\$47,577
2	1.239	\$45,802	1.287	\$47,577	1.335	\$49,351
3	1.287	\$47,577	1.335	\$49,351	1.383	\$51,125
4	1.335	\$49,351	1.383	\$51,125	1.431	\$52,900
5	1.383	\$51,125	1.431	\$52,900	1.479	\$54,674
6	1.431	\$52,900	1.479	\$54,674	1.527	\$56,449
7	1.479	\$54,674	1.527	\$56,449	1.575	\$58,223
8	1.527	\$56,449	1.575	\$58,223	1.623	\$59,997
9	1.575	\$58,223	1.623	\$59,997	1.671	\$61,772
10	1.623	\$59,997	1.671	\$61,772	1.719	\$63,546
11	1.671	\$61,772	1.719	\$63,546	1.767	\$65,321
12	1.719	\$63,546	1.767	\$65,321	1.767	\$65,321
13	1.719	\$63,546	1.767	\$65,321	1.767	\$65,321
14	1.719	\$63,546	1.767	\$65,321	1.827	\$67,539
15	1.767	\$65,321	1.827	\$67,539	1.827	\$67,539
16	1.767	\$65,321	1.827	\$67,539	1.827	\$67,539
17	1.767	\$65,321	1.827	\$67,539	1.911	\$70,644
18	1.827	\$67,539	1.911	\$70,644	1.911	\$70,644
19	1.827	\$67,539	1.911	\$70,644	1.911	\$70,644
20	1.827	\$67,539	1.911	\$70,644	1.961	\$72,492
21	1.911	\$70,644	1.961	\$72,492	1.961	\$72,492
22	1.911	\$70,644	1.961	\$72,492	1.961	\$72,492
23	1.911	\$70,644	1.961	\$72,492	2.021	\$74,710
24	1.961	\$72,492	2.021	\$74,710	2.021	\$74,710
25	1.961	\$72,492	2.021	\$74,710	2.021	\$74,710
26	1.961	\$72,492	2.021	\$74,710	2.071	\$76,559
27	2.021	\$74,710	2.071	\$76,559	2.071	\$76,559
28	2.021	\$74,710	2.071	\$76,559	2.071	\$76,559
29	2.021	\$74,710	2.071	\$76,559	2.121	\$78,407
30	2.071	\$76,559	2.121	\$78,407	2.171	\$80,255

2021-2024 Agreement

Social Worker

Schedule: LSW

Days: 186

2021-2022

Base: \$30,750.00

Step	LSW		211 Days
	Increment	Salary	
0	1.095	\$33,671	\$38,197
1	1.143	\$35,147	\$39,871
2	1.191	\$36,623	\$41,545
3	1.239	\$38,099	\$43,220
4	1.287	\$39,575	\$44,894
5	1.335	\$41,051	\$46,569
6	1.383	\$42,527	\$48,243
7	1.431	\$44,003	\$49,917
8	1.479	\$45,479	\$51,592
9	1.527	\$46,955	\$53,266
10	1.575	\$48,431	\$54,941
11	1.623	\$49,907	\$56,615
12	1.671	\$51,383	\$58,289
13	1.719	\$52,859	\$59,964
14	1.767	\$54,335	\$61,638
15	1.815	\$55,811	\$63,312
16	1.863	\$57,287	\$64,987
17	1.911	\$58,763	\$66,661
18	1.966	\$60,455	\$68,581
19	1.966	\$60,455	\$68,581
20	1.966	\$60,455	\$68,581
21	2.021	\$62,146	\$70,499
22	2.021	\$62,146	\$70,499
23	2.021	\$62,146	\$70,499
24	2.076	\$63,837	\$72,417
25	2.076	\$63,837	\$72,417
26	2.076	\$63,837	\$72,417
27	2.131	\$65,528	\$74,336
28	2.131	\$65,528	\$74,336
29	2.131	\$65,528	\$74,336
30	2.191	\$67,373	\$76,429

Social Worker

Schedule: LSW

Days: 186

2022-2023

Base: \$31,058.00

% Increase

1.00%

Step	LSW		211 Days
	Increment	Salary	
0	1.095	\$34,009	\$38,580
1	1.143	\$35,499	\$40,270
2	1.191	\$36,990	\$41,962
3	1.239	\$38,481	\$43,653
4	1.287	\$39,972	\$45,345
5	1.335	\$41,462	\$47,035
6	1.383	\$42,953	\$48,726
7	1.431	\$44,444	\$50,418
8	1.479	\$45,935	\$52,109
9	1.527	\$47,426	\$53,800
10	1.575	\$48,916	\$55,491
11	1.623	\$50,407	\$57,182
12	1.671	\$51,898	\$58,874
13	1.719	\$53,389	\$60,565
14	1.767	\$54,879	\$62,255
15	1.815	\$56,370	\$63,947
16	1.863	\$57,861	\$65,638
17	1.911	\$59,352	\$67,329
18	1.966	\$61,060	\$69,267
19	1.966	\$61,060	\$69,267
20	1.966	\$61,060	\$69,267
21	2.021	\$62,768	\$71,205
22	2.021	\$62,768	\$71,205
23	2.021	\$62,768	\$71,205
24	2.076	\$64,476	\$73,142
25	2.076	\$64,476	\$73,142
26	2.076	\$64,476	\$73,142
27	2.131	\$66,185	\$75,081
28	2.131	\$66,185	\$75,081
29	2.131	\$66,185	\$75,081
30	2.191	\$68,048	\$77,194

Social Worker

Schedule: LSW

Days: 186

2023-2024

Base: \$31,369.00

% Increase

1.00%

Step	LSW		211 Days
	Increment	Salary	
0	1.095	\$34,349	\$38,966
1	1.143	\$35,855	\$40,674
2	1.191	\$37,360	\$42,382
3	1.239	\$38,866	\$44,090
4	1.287	\$40,372	\$45,798
5	1.335	\$41,878	\$47,507
6	1.383	\$43,383	\$49,214
7	1.431	\$44,889	\$50,922
8	1.479	\$46,395	\$52,631
9	1.527	\$47,900	\$54,338
10	1.575	\$49,406	\$56,047
11	1.623	\$50,912	\$57,755
12	1.671	\$52,418	\$59,463
13	1.719	\$53,923	\$61,171
14	1.767	\$55,429	\$62,879
15	1.815	\$56,935	\$64,588
16	1.863	\$58,440	\$66,295
17	1.911	\$59,946	\$68,003
18	1.966	\$61,671	\$69,960
19	1.966	\$61,671	\$69,960
20	1.966	\$61,671	\$69,960
21	2.021	\$63,397	\$71,918
22	2.021	\$63,397	\$71,918
23	2.021	\$63,397	\$71,918
24	2.076	\$65,122	\$73,875
25	2.076	\$65,122	\$73,875
26	2.076	\$65,122	\$73,875
27	2.131	\$66,847	\$75,832
28	2.131	\$66,847	\$75,832
29	2.131	\$66,847	\$75,832
30	2.191	\$68,729	\$77,967

2021-2024 Agreement

Support Teachers
Schedule: STCH
Days: 186

2021-2022
Base: \$30,000.00

% Increase
0.00%

Step	Bachelors		Bachelors + 5 yrs Tr		Masters	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$30,000	1.038	\$31,140	1.095	\$32,850
1	1.038	\$31,140	1.081	\$32,430	1.143	\$34,290
2	1.076	\$32,280	1.124	\$33,720	1.191	\$35,730
3	1.114	\$33,420	1.167	\$35,010	1.239	\$37,170
4	1.152	\$34,560	1.210	\$36,300	1.287	\$38,610
5	1.190	\$35,700	1.253	\$37,590	1.335	\$40,050
6	1.228	\$36,840	1.296	\$38,880	1.383	\$41,490
7	1.266	\$37,980	1.339	\$40,170	1.431	\$42,930
8	1.304	\$39,120	1.382	\$41,460	1.479	\$44,370
9	1.342	\$40,260	1.425	\$42,750	1.527	\$45,810
10	1.380	\$41,400	1.468	\$44,040	1.575	\$47,250
11	1.418	\$42,540	1.511	\$45,330	1.623	\$48,690

Support Teachers
Schedule: STCH
Days: 186

2022-2023
Base: \$30,300.00

% Increase
1.00%

Step	Bachelors		Bachelors + 5 yrs Tr		Masters	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$30,300	1.038	\$31,451	1.095	\$33,179
1	1.038	\$31,451	1.081	\$32,754	1.143	\$34,633
2	1.076	\$32,603	1.124	\$34,057	1.191	\$36,087
3	1.114	\$33,754	1.167	\$35,360	1.239	\$37,542
4	1.152	\$34,906	1.210	\$36,663	1.287	\$38,996
5	1.190	\$36,057	1.253	\$37,966	1.335	\$40,451
6	1.228	\$37,208	1.296	\$39,269	1.383	\$41,905
7	1.266	\$38,360	1.339	\$40,572	1.431	\$43,359
8	1.304	\$39,511	1.382	\$41,875	1.479	\$44,814
9	1.342	\$40,663	1.425	\$43,178	1.527	\$46,268
10	1.380	\$41,814	1.468	\$44,480	1.575	\$47,723
11	1.418	\$42,965	1.511	\$45,783	1.623	\$49,177

Support Teachers
Schedule: STCH
Days: 186

2023-2024
Base: \$30,603.00

% Increase
1.00%

Step	Bachelors		Bachelors + 5 yrs Tr		Masters	
	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$30,603	1.038	\$31,766	1.095	\$33,510
1	1.038	\$31,766	1.081	\$33,082	1.143	\$34,979
2	1.076	\$32,929	1.124	\$34,398	1.191	\$36,448
3	1.114	\$34,092	1.167	\$35,714	1.239	\$37,917
4	1.152	\$35,255	1.210	\$37,030	1.287	\$39,386
5	1.190	\$36,418	1.253	\$38,346	1.335	\$40,855
6	1.228	\$37,580	1.296	\$39,661	1.383	\$42,324
7	1.266	\$38,743	1.339	\$40,977	1.431	\$43,793
8	1.304	\$39,906	1.382	\$42,293	1.479	\$45,262
9	1.342	\$41,069	1.425	\$43,609	1.527	\$46,731
10	1.380	\$42,232	1.468	\$44,925	1.575	\$48,200
11	1.418	\$43,395	1.511	\$46,241	1.623	\$49,669

2021-2024 Agreement

Teachers
Schedule: TCH
Days: 186

2021-2022
Base: \$33,206.00

% Increase
0.00%

Step	Bachelors		Bachelors +30		Masters		Masters +30	
	Increment	Salary	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$33,206	1.076	\$35,730	1.095	\$36,361	1.191	\$39,548
1	1.038	\$34,468	1.114	\$36,991	1.143	\$37,954	1.239	\$41,142
2	1.076	\$35,730	1.152	\$38,253	1.191	\$39,548	1.287	\$42,736
3	1.114	\$36,991	1.190	\$39,515	1.239	\$41,142	1.335	\$44,330
4	1.152	\$38,253	1.228	\$40,777	1.287	\$42,736	1.383	\$45,924
5	1.190	\$39,515	1.266	\$42,039	1.335	\$44,330	1.431	\$47,518
6	1.228	\$40,777	1.304	\$43,301	1.383	\$45,924	1.479	\$49,112
7	1.266	\$42,039	1.342	\$44,562	1.431	\$47,518	1.527	\$50,706
8	1.304	\$43,301	1.380	\$45,824	1.479	\$49,112	1.575	\$52,299
9	1.342	\$44,562	1.418	\$47,086	1.527	\$50,706	1.623	\$53,893
10	1.380	\$45,824	1.456	\$48,348	1.575	\$52,299	1.671	\$55,487
11	1.418	\$47,086	1.494	\$49,610	1.623	\$53,893	1.719	\$57,081
12	1.456	\$48,348	1.532	\$50,872	1.671	\$55,487	1.767	\$58,675
13	1.494	\$49,610	1.570	\$52,133	1.719	\$57,081	1.815	\$60,269
14	1.532	\$50,872	1.608	\$53,395	1.767	\$58,675	1.863	\$61,863
15	1.570	\$52,133	1.646	\$54,657	1.815	\$60,269	1.911	\$63,457
16	1.608	\$53,395	1.684	\$55,919	1.863	\$61,863	1.959	\$65,051
17	1.646	\$54,657	1.722	\$57,181	1.911	\$63,457	2.007	\$66,644
18	1.691	\$56,151	1.767	\$58,675	1.966	\$65,283	2.062	\$68,471
19	1.691	\$56,151	1.767	\$58,675	1.966	\$65,283	2.062	\$68,471
20	1.691	\$56,151	1.767	\$58,675	1.966	\$65,283	2.062	\$68,471
21	1.736	\$57,646	1.812	\$60,169	2.021	\$67,109	2.117	\$70,297
22	1.736	\$57,646	1.812	\$60,169	2.021	\$67,109	2.117	\$70,297
23	1.736	\$57,646	1.812	\$60,169	2.021	\$67,109	2.117	\$70,297
24	1.781	\$59,140	1.857	\$61,664	2.076	\$68,936	2.172	\$72,123
25	1.781	\$59,140	1.857	\$61,664	2.076	\$68,936	2.172	\$72,123
26	1.781	\$59,140	1.857	\$61,664	2.076	\$68,936	2.172	\$72,123
27	1.826	\$60,634	1.902	\$63,158	2.131	\$70,762	2.227	\$73,950
28	1.826	\$60,634	1.902	\$63,158	2.131	\$70,762	2.227	\$73,950
29	1.826	\$60,634	1.902	\$63,158	2.131	\$70,762	2.227	\$73,950
30	1.876	\$62,294	1.952	\$64,818	2.191	\$72,754	2.287	\$75,942

Teachers
Schedule: TCH
Days: 186

2021-2023
Base: \$33,538.00

% Increase
1.00%

Step	Bachelors		Bachelors +30		Masters		Masters +30	
	Increment	Salary	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$33,538	1.076	\$36,087	1.095	\$36,724	1.191	\$39,944
1	1.038	\$34,812	1.114	\$37,361	1.143	\$38,334	1.239	\$41,554
2	1.076	\$36,087	1.152	\$38,636	1.191	\$39,944	1.287	\$43,163
3	1.114	\$37,361	1.190	\$39,910	1.239	\$41,554	1.335	\$44,773
4	1.152	\$38,636	1.228	\$41,185	1.287	\$43,163	1.383	\$46,383
5	1.190	\$39,910	1.266	\$42,459	1.335	\$44,773	1.431	\$47,993
6	1.228	\$41,185	1.304	\$43,734	1.383	\$46,383	1.479	\$49,603
7	1.266	\$42,459	1.342	\$45,008	1.431	\$47,993	1.527	\$51,213
8	1.304	\$43,734	1.380	\$46,282	1.479	\$49,603	1.575	\$52,822
9	1.342	\$45,008	1.418	\$47,557	1.527	\$51,213	1.623	\$54,432
10	1.380	\$46,282	1.456	\$48,831	1.575	\$52,822	1.671	\$56,042
11	1.418	\$47,557	1.494	\$50,106	1.623	\$54,432	1.719	\$57,652
12	1.456	\$48,831	1.532	\$51,380	1.671	\$56,042	1.767	\$59,262
13	1.494	\$50,106	1.570	\$52,655	1.719	\$57,652	1.815	\$60,871
14	1.532	\$51,380	1.608	\$53,929	1.767	\$59,262	1.863	\$62,481
15	1.570	\$52,655	1.646	\$55,204	1.815	\$60,871	1.911	\$64,091
16	1.608	\$53,929	1.684	\$56,478	1.863	\$62,481	1.959	\$65,701
17	1.646	\$55,204	1.722	\$57,752	1.911	\$64,091	2.007	\$67,311
18	1.691	\$56,713	1.767	\$59,262	1.966	\$65,936	2.062	\$69,155
19	1.691	\$56,713	1.767	\$59,262	1.966	\$65,936	2.062	\$69,155
20	1.691	\$56,713	1.767	\$59,262	1.966	\$65,936	2.062	\$69,155
21	1.736	\$58,222	1.812	\$60,771	2.021	\$67,780	2.117	\$71,000
22	1.736	\$58,222	1.812	\$60,771	2.021	\$67,780	2.117	\$71,000
23	1.736	\$58,222	1.812	\$60,771	2.021	\$67,780	2.117	\$71,000
24	1.781	\$59,731	1.857	\$62,280	2.076	\$69,625	2.172	\$72,845
25	1.781	\$59,731	1.857	\$62,280	2.076	\$69,625	2.172	\$72,845
26	1.781	\$59,731	1.857	\$62,280	2.076	\$69,625	2.172	\$72,845
27	1.826	\$61,240	1.902	\$63,789	2.131	\$71,469	2.227	\$74,689
28	1.826	\$61,240	1.902	\$63,789	2.131	\$71,469	2.227	\$74,689
29	1.826	\$61,240	1.902	\$63,789	2.131	\$71,469	2.227	\$74,689
30	1.876	\$62,917	1.952	\$65,466	2.191	\$73,482	2.287	\$76,701

Teachers
Schedule: TCH
Days: 186

2023-2024
Base: \$33,873.00

% Increase
1.00%

Step	Bachelors		Bachelors +30		Masters		Masters +30	
	Increment	Salary	Increment	Salary	Increment	Salary	Increment	Salary
0	1.000	\$33,873	1.076	\$36,447	1.095	\$37,091	1.191	\$40,343
1	1.038	\$35,160	1.114	\$37,735	1.143	\$38,717	1.239	\$41,969
2	1.076	\$36,447	1.152	\$39,022	1.191	\$40,343	1.287	\$43,595
3	1.114	\$37,735	1.190	\$40,309	1.239	\$41,969	1.335	\$45,220
4	1.152	\$39,022	1.228	\$41,596	1.287	\$43,595	1.383	\$46,846
5	1.190	\$40,309	1.266	\$42,883	1.335	\$45,220	1.431	\$48,472
6	1.228	\$41,596	1.304	\$44,170	1.383	\$46,846	1.479	\$50,098
7	1.266	\$42,883	1.342	\$45,458	1.431	\$48,472	1.527	\$51,724
8	1.304	\$44,170	1.380	\$46,745	1.479	\$50,098	1.575	\$53,350
9	1.342	\$45,458	1.418	\$48,032	1.527	\$51,724	1.623	\$54,976
10	1.380	\$46,745	1.456	\$49,319	1.575	\$53,350	1.671	\$56,602
11	1.418	\$48,032	1.494	\$50,606	1.623	\$54,976	1.719	\$58,228
12	1.456	\$49,319	1.532	\$51,893	1.671	\$56,602	1.767	\$59,854
13	1.494	\$50,606	1.570	\$53,181	1.719	\$58,228	1.815	\$61,479
14	1.532	\$51,893	1.608	\$54,468	1.767	\$59,854	1.863	\$63,105
15	1.570	\$53,181	1.646	\$55,755	1.815	\$61,479	1.911	\$64,731
16	1.608	\$54,468	1.684	\$57,042	1.863	\$63,105	1.959	\$66,357
17	1.646	\$55,755	1.722	\$58,329	1.911	\$64,731	2.007	\$67,983
18	1.691	\$57,279	1.767	\$59,854	1.966	\$66,594	2.062	\$69,846
19	1.691	\$57,279	1.767	\$59,854	1.966	\$66,594	2.062	\$69,846
20	1.691	\$57,279	1.767	\$59,854	1.966	\$66,594	2.062	\$69,846
21	1.736	\$58,804	1.812	\$61,378	2.021	\$68,457	2.117	\$71,709
22	1.736	\$58,804	1.812	\$61,378	2.021	\$68,457	2.117	\$71,709
23	1.736	\$58,804	1.812	\$61,378	2.021	\$68,457	2.117	\$71,709
24	1.781	\$60,328	1.857	\$62,902	2.076	\$70,320	2.172	\$73,572
25	1.781	\$60,328	1.857	\$62,902	2.076	\$70,320	2.172	\$73,572
26	1.781	\$60,328	1.857	\$62,902	2.076	\$70,320	2.172	\$73,572
27	1.826	\$61,852	1.902	\$64,426	2.131	\$72,183	2.227	\$75,435
28	1.826	\$61,852	1.902	\$64,426	2.131	\$72,183	2.227	\$75,435
29	1.826	\$61,852	1.902	\$64,426	2.131	\$72,183	2.227	\$75,435
30	1.876	\$63,546	1.952	\$66,120	2.191	\$74,216	2.287	\$77,468

2021-2024 Agreement

Technology Support

Schedule: TECH

Days: 261

2021-2022

Base: \$26,574.00

% Increase

0.00%

Step	Associates		Bachelors	
	Increment	Salary	Increment	Salary
0	1.242	\$33,005	1.318	\$35,025
1	1.280	\$34,015	1.356	\$36,034
2	1.318	\$35,025	1.394	\$37,044
3	1.356	\$36,034	1.432	\$38,054
4	1.394	\$37,044	1.470	\$39,064
5	1.432	\$38,054	1.508	\$40,074
6	1.470	\$39,064	1.546	\$41,083
7	1.508	\$40,074	1.584	\$42,093
8	1.546	\$41,083	1.622	\$43,103
9	1.584	\$42,093	1.660	\$44,113
10	1.622	\$43,103	1.698	\$45,123
11	1.660	\$44,113	1.736	\$46,132
12	1.660	\$44,113	1.736	\$46,132
13	1.660	\$44,113	1.736	\$46,132
14	1.660	\$44,113	1.736	\$46,132
15	1.698	\$45,123	1.786	\$47,461
16	1.698	\$45,123	1.786	\$47,461
17	1.698	\$45,123	1.786	\$47,461
18	1.698	\$45,123	1.786	\$47,461
19	1.698	\$45,123	1.786	\$47,461
20	1.736	\$46,132	1.836	\$48,790
21	1.736	\$46,132	1.836	\$48,790
22	1.736	\$46,132	1.836	\$48,790
23	1.736	\$46,132	1.836	\$48,790
24	1.736	\$46,132	1.836	\$48,790
25	1.786	\$47,461	1.886	\$50,119

Technology Support

Schedule: TECH

Days: 261

2022-2023

Base: \$26,840.00

% Increase

1.00%

Step	Associates		Bachelors	
	Increment	Salary	Increment	Salary
0	1.242	\$33,335	1.318	\$35,375
1	1.280	\$34,355	1.356	\$36,395
2	1.318	\$35,375	1.394	\$37,415
3	1.356	\$36,395	1.432	\$38,435
4	1.394	\$37,415	1.470	\$39,455
5	1.432	\$38,435	1.508	\$40,475
6	1.470	\$39,455	1.546	\$41,495
7	1.508	\$40,475	1.584	\$42,515
8	1.546	\$41,495	1.622	\$43,534
9	1.584	\$42,515	1.660	\$44,554
10	1.622	\$43,534	1.698	\$45,574
11	1.660	\$44,554	1.736	\$46,594
12	1.660	\$44,554	1.736	\$46,594
13	1.660	\$44,554	1.736	\$46,594
14	1.660	\$44,554	1.736	\$46,594
15	1.698	\$45,574	1.786	\$47,936
16	1.698	\$45,574	1.786	\$47,936
17	1.698	\$45,574	1.786	\$47,936
18	1.698	\$45,574	1.786	\$47,936
19	1.698	\$45,574	1.786	\$47,936
20	1.736	\$46,594	1.836	\$49,278
21	1.736	\$46,594	1.836	\$49,278
22	1.736	\$46,594	1.836	\$49,278
23	1.736	\$46,594	1.836	\$49,278
24	1.736	\$46,594	1.836	\$49,278
25	1.786	\$47,936	1.886	\$50,620

Technology Support

Schedule: TECH

Days: 261

2023-2024

Base: \$27,108.00

% Increase

1.00%

Step	Associates		Bachelors	
	Increment	Salary	Increment	Salary
0	1.242	\$33,668	1.318	\$35,728
1	1.280	\$34,698	1.356	\$36,758
2	1.318	\$35,728	1.394	\$37,789
3	1.356	\$36,758	1.432	\$38,819
4	1.394	\$37,789	1.470	\$39,849
5	1.432	\$38,819	1.508	\$40,879
6	1.470	\$39,849	1.546	\$41,909
7	1.508	\$40,879	1.584	\$42,939
8	1.546	\$41,909	1.622	\$43,969
9	1.584	\$42,939	1.660	\$44,999
10	1.622	\$43,969	1.698	\$46,029
11	1.660	\$44,999	1.736	\$47,059
12	1.660	\$44,999	1.736	\$47,059
13	1.660	\$44,999	1.736	\$47,059
14	1.660	\$44,999	1.736	\$47,059
15	1.698	\$46,029	1.786	\$48,415
16	1.698	\$46,029	1.786	\$48,415
17	1.698	\$46,029	1.786	\$48,415
18	1.698	\$46,029	1.786	\$48,415
19	1.698	\$46,029	1.786	\$48,415
20	1.736	\$47,059	1.836	\$49,770
21	1.736	\$47,059	1.836	\$49,770
22	1.736	\$47,059	1.836	\$49,770
23	1.736	\$47,059	1.836	\$49,770
24	1.736	\$47,059	1.836	\$49,770
25	1.786	\$48,415	1.886	\$51,126

2021-2024 Agreement

HMG - Home Visitor

Schedule: HMG-HV

Days: 232

2022-2023	% Increase
Base: \$33,078.00	1.00%

232 Days		
Step	Increment	Salary
0	1.000	\$33,078
1	1.018	\$33,673
2	1.036	\$34,269
3	1.054	\$34,864
4	1.072	\$35,460
5	1.090	\$36,055
6	1.108	\$36,650
7	1.126	\$37,246
8	1.152	\$38,106
9	1.170	\$38,701
10	1.188	\$39,297
11	1.206	\$39,892
12	1.206	\$39,892
13	1.206	\$39,892
14	1.206	\$39,892
15	1.242	\$41,083
16	1.242	\$41,083
17	1.242	\$41,083
18	1.242	\$41,083
19	1.242	\$41,083
20	1.278	\$42,274
21	1.278	\$42,274
22	1.278	\$42,274
23	1.278	\$42,274
24	1.278	\$42,274
25	1.318	\$43,597

HMG - Home Visitor

Schedule: HMG-HV

Days: 232

2023-2024	% Increase
Base: \$33,409.00	1.00%

232 Days		
Step	Increment	Salary
0	1.000	\$33,409
1	1.018	\$34,010
2	1.036	\$34,612
3	1.054	\$35,213
4	1.072	\$35,814
5	1.090	\$36,416
6	1.108	\$37,017
7	1.126	\$37,619
8	1.152	\$38,487
9	1.170	\$39,089
10	1.188	\$39,690
11	1.206	\$40,291
12	1.206	\$40,291
13	1.206	\$40,291
14	1.206	\$40,291
15	1.242	\$41,494
16	1.242	\$41,494
17	1.242	\$41,494
18	1.242	\$41,494
19	1.242	\$41,494
20	1.278	\$42,697
21	1.278	\$42,697
22	1.278	\$42,697
23	1.278	\$42,697
24	1.278	\$42,697
25	1.318	\$44,033

Note: All HMG Employees will be placed onto the salary schedule in the same manner as the rest of the bargaining unit members beginning with the 2022-23 contract year. Compensation for the 2021-22 contract year will be based upon the previously agreed to MOU/factoring schedules.

2021-2024 Agreement

HMG - Training Specialist

Schedule: HMG-TR

Days: 232

2022-2023

Base: \$33,078.00

% Increase

1.00%

232 Days

Step	Increment	Salary
0	1.054	\$34,864
1	1.076	\$35,592
2	1.098	\$36,320
3	1.120	\$37,047
4	1.142	\$37,775
5	1.164	\$38,503
6	1.186	\$39,231
7	1.208	\$39,958
8	1.230	\$40,686
9	1.252	\$41,414
10	1.274	\$42,141
11	1.296	\$42,869
12	1.296	\$42,869
13	1.296	\$42,869
14	1.296	\$42,869
15	1.332	\$44,060
16	1.332	\$44,060
17	1.332	\$44,060
18	1.332	\$44,060
19	1.332	\$44,060
20	1.368	\$45,251
21	1.368	\$45,251
22	1.368	\$45,251
23	1.368	\$45,251
24	1.368	\$45,251
25	1.408	\$46,574

HMG - Training Specialist

Schedule: HMG-TR

Days: 232

2023-2024

Base: \$33,409.00

% Increase

1.00%

232 Days

Step	Increment	Salary
0	1.054	\$35,213
1	1.076	\$35,948
2	1.098	\$36,683
3	1.120	\$37,418
4	1.142	\$38,153
5	1.164	\$38,888
6	1.186	\$39,623
7	1.208	\$40,358
8	1.230	\$41,093
9	1.252	\$41,828
10	1.274	\$42,563
11	1.296	\$43,298
12	1.296	\$43,298
13	1.296	\$43,298
14	1.296	\$43,298
15	1.332	\$44,501
16	1.332	\$44,501
17	1.332	\$44,501
18	1.332	\$44,501
19	1.332	\$44,501
20	1.368	\$45,704
21	1.368	\$45,704
22	1.368	\$45,704
23	1.368	\$45,704
24	1.368	\$45,704
25	1.408	\$47,040

Note: All HMG Employees will be placed onto the salary schedule in the same manner as the rest of the bargaining unit members beginning with the 2022-23 contract year. Compensation for the 2021-22 contract year will be based upon the previously agreed to MOU/factoring schedules.