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2025-2028

Master Agreement

Fairlawn Local Schools and the Fairlawn Teachers' Association

PROFESSIONAL NEGOTIATIONS AGREEMENT

ARTICLE 1. RECOGNITION

1.1 Recognition of Association

The Fairlawn Board of Education hereinafter referred to as the "Board" hereby recognizes the Fairlawn Teachers' Association hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for the purposes of and as defined in Chapter 41 17 Ohio Revised Code, for all full-time professional teachers, full-time licensed tutors, nonsupervisory personnel, and all teachers who are assigned F.T.E. of .50 or more, excluding "short-term" substitutes, employed by the District performing any work currently being performed by bargaining unit members or any similar work, including by way of illustration only but not limitation, classroom teachers (K-12, adult, special, vocational), guidance counselors, librarians, and media and program specialists. The Association recognizes that the Superintendent, Assistant Superintendent, Principals, and other administrative personnel as defined in Chapter 41 1 7 Ohio Revised Code are excluded from the bargaining unit. The Employer recognizes that Association representation will include any newly created positions unless employment into the position is governed by Section 3319.02 of the Ohio Revised Code.

1.2 Recognition of Management

Except as specifically abridged, delegated, granted or modified by a specific and express term of this agreement, the Board hereby retains and reserves to itself and the administration, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in them by the laws and the constitution of the State of Ohio. Including but not limited to management's right to: determine matters of inherent managerial policy which include but are not limited to areas ofdiscretion or policy such as the functions and programs ofthe Board, standards of services, its overall budget, utilization of technology, and organizational structure; hire, assign, direct, schedule, supervise, and evaluate teachers; maintain and improve the effectiveness of school operations, determine the methods, processes, means, and personnel of school operations are to be conducted, and suspend discipline, demote, or terminate teachers for just cause, layoff, non-renew, transfer, promote or retain teachers; determine the adequacy of the work force; determine the overall mission of the school district as an educational unit; effectively manage the work force; take actions to carry out the mission of the school district, determine the instructional hours for pupils: and direct, assign, and schedule pupils. The exercise of any of the foregoing rights requires neither prior negotiation with nor agreement with the Association.

ARTICLE 11. PROVISIONS

2.1 Ohio Revised Code

Some terms and language as text in the Ohio Revised Code may be abridged by the operation of this agreement and where these articles conflict or contradict pertinent sections of the ORC, it is the intention of this Master Contract that these articles will prevail to the total exclusion of the ORC conflicting articles as permissible under the collective bargaining legislation of ORC 41 1 7 and all pertinent sections thereof.

ARTICLE 111. PROCEDURES FOR CONDUCTING NEGOTIATIONS

3.0 Section 4117.11 (a) (5) and (b) (3) requires that the Association and the Board be willing to respond to each other's proposals. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons. Section 4117.11 (a) (5) and (b) (3) requires both parties to recognize negotiations as a shared process.

3.1 Negotiating Team

The Board or designated representative(s) of the Board will meet with the representatives designated by the Association **only in face-to-face negotiating sessions** for the purpose of discussion and reaching mutually satisfactory agreements.

3.2 Submission of Issues

Under this agreement, notice must be given by either party not less than 90 days prior to the expiration date of this agreement on the issues subject to negotiations. The terms and conditions of this contract will continue in effect for a period of 90 days after the party gives notice or until the expiration date of the contract whichever occurs later. (Section 4117.14 (B) (1) and([3]).)

3.3 Negotiations Procedures

The Board or designated representative(s) of the Board shall meet at mutually agreed upon places and times with the representatives of the Association for the purpose of affecting a free exchange of facts, opinions, and proposals in an effort to reach mutual understandings and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meetings, as described under 'Submission of Issues', such additional meetings shall be held, as the parties may require to reach an understanding on the issue(s), or until an impasse is reached.

a. Caucus - Upon request of either party, the negotiation meeting shall be recessed to permit the requesting party a period of time, not to exceed thirty (30) minutes, to caucus, unless extended time is mutually agreed upon.
b. Both parties may find it necessary to update their respective constituencies in the negotiation process. Both negotiating teams may report to their respective constituencies regarding the status of negotiations. All such reports must be factual, descriptive, and objective statements void of emotional or qualitative commentary.
c. The Board will furnish the Association with requested specific financial data for the negotiations process. The Board will furnish this data within 10 business days.

3.4 Reaching Agreement

As tentative agreement is reached on each issue, it shall be so noted and initialed by each party. When consensus is reached covering all areas under negotiation, the proposed agreement shall be reduced to writing as a tentative agreement and submitted to the Association and the Board for approval. Following approval by the Association and the Board, the Board shall, by resolution, adopt the Agreement and amend its official policies to comply with changes adopted within the Agreement. The parties agree to abide by the terms of the agreement and to take the necessary action to advise their respective constituents of the terms of the agreement. If, thirty (30) days before the expiration date of the existing agreement, the parties are unable to reach an agreement, either party may request the **State Employee Relations Board (SERB)** to intervene to provide mediation services.

3.5 Implementation and Amendment

Both the Negotiating Procedure Agreement and the Negotiated Agreements shall contain specification as to when they will become effective and their duration.
Any or all articles of this agreement may be amended by mutual consent of both parties. Consent of the Association may be reached upon majority vote of its membership.

3.6 Conflict with Law or Regulation

If any provision of this Agreement or any agreement reached through this Agreement, or any application thereof to any teacher or group of teachers is held to be contrary to Ohio law, or to Federal Regulations and Guidelines, then such items will not be deemed valid and subsisting except to the extent permitted, but all other items of this Agreement will continue in full force and effect. The parties will meet not later than ten (10) days after any such holding for the purpose of re-negotiating the provision or provisions affected except where such contradiction is permissible under the collective bargaining laws of Ohio and this agreement between the Association and the Board.

3.7 Past Practices

This master agreement voids consideration of all previous agreements and past practices between the Board and the Fairlawn Teacher's Association.

3.8 Duration of Agreement

This agreement shall become effective **August 1, 2025 to July 31, 2028.**

ARTICLE IV. RATIFICATION

4.1 Ratification

This Agreement and its provisions were hereby approved by the Fairlawn Teachers' Association **September 8, 2025** and were approved by the Fairlawn Board of Education at its **Special** Board of Education meeting on **September 17, 2025.**

ARTICLE V. ASSOCIATION RIGHTS

5.1 The Association shall be permitted to insert materials into licensed personnel mailboxes provided that such materials will cause no disruptions to the educational atmosphere and no expense to the Board.

5.2 The Board will give prior notice of all regular and special Board meetings to the Association President. The Board will also provide the Association with a copy of the planned agenda and a copy of the approved minutes as soon as possible. A copy of the Board agenda will be posted by the administration on the school website prior to BOE meeting.

5.3 The Association and its representatives shall have access to school buildings at all reasonable hours for meetings subject to the building use authorization policy adopted by the Board.

5.4 The Association may obtain by written request a list of all employee names within the bargaining unit each school year. The list shall contain the individual employee's training and experience level on the current salary schedule as well as supplemental positions held.

5.5 Association Leave

The Association shall be permitted four (4) days-paid leave per school year to conduct Association business. Said leave shall apply to four members of the Association and may be used as one day respectively for each of the four members or any combination thereof not to exceed a total of four (4) days.

5.6 Association Membership

All teachers will be given the option of membership to the Fairlawn Teachers' Association (FTA). Membership dues of $4.00 will be deducted from each pay period for a total of $104.00 per year. Dissolution of the Fairlawn Teachers' Association voids this clause.

ARTICLE VI. TEACHING CONDITIONS

6.1 School Day

The Teacher Workday shall consist of 7 hours and 15 minutes exclusive of a 30-minute unassigned lunch break.

Beginning and ending times of the teacher workday may vary contingent on teacher schedule and duty assignments.

The regular calendar shall consist of 185 days for the contract years 2025-28.

Note #1 : Personal professional development days on the part of the employee shall be completed to meet their Local Professional Development Committee (LPDC) approved Individual Professional Development Plan (IPDP). They are not a part of the Board of Education approved calendar. The district days and any waiver days may also count towards the IPDP if approved by the LPDC.

6.2 Planning Time

Every licensed teacher at the PK-5 level shall have scheduled a minimum of two hundred (200) minutes of planning time per five-day week.

Part time teachers (50% or more) shall have their planning time prorated.

Every licensed teacher at the secondary level (6-12) shall have scheduled at least one period per school day for planning per five-day week. Part time teachers (50% or more) shall have their planning time prorated.

Teachers who assume assignments in place of planning time shall be paid an hourly rate of $25.00 per hour prorated for actual time spent under these circumstances.

6.3 Lesson Plans

Lesson plans are expected to be done weekly. Lesson plans will be available if requested by the administration. State standards should be the foundation of most lesson planning.

6.4 Sick Leave

a. Teachers unable to attend school because of illness shall notify their Building Principal by 6:00 a.m. of absence. Violations may be subject to disciplinary actions.

b. Teachers shall notify the Building Principal prior to the close of the students' school day if they know they will be unable to attend the following day.

c. In cases of all absences (sick leave, personal leave, and professional leave) teachers will provide the following information:
   1. Name
   2. Lesson plans which will be on file in the school office
   3. Seating chart(s) and class rosters will accompany lesson plans
   4. Any other information or instructions (like duties, etc.) that may be of help to the substitute.

d. Teachers shall accumulate sick leave at the rate of fifteen (15) days per school year. Sick leave may be used for each of the following reasons:
   1. Personal illness
   2. Pregnancy
   3. Illness in the immediate family. Immediate family is defined as:
      a. Those living in the same household and husband, wife, children, parents, parents-in-law, brother and sister, and grandchildren.
      b. Sick leave used for this purpose is limited to 3 days. Beyond this limit refer to section j (below)
   4. Death
      a. Employees immediate family shall include spouse, parents, brothers and sisters, children, grandparents, aunts, uncles, in-laws and grandchildren.
   5. Extraordinary circumstances shall be referred to the Superintendent of schools for special consideration.

e. Any licensed employee who has exhausted all earned sick leave shall be advanced five (5) days sick leave prior to the start of each new school year.

f. Teachers shall be permitted to have sick leave accumulation of 300 days.

g. Employees will be allowed to use sick leave and authorized leave on half day or full day increments only. When internal in-house coverage is available, teachers will have the option to take 1/4 day of sick leave. Teachers must make their own arrangements for acceptable 1/4 sick day coverage and must notify the administrator in charge before final approval is authorized. If in-house coverage is not available, the teacher must take a minimum of a half day of sick leave.

h. Teachers will be notified periodically of their total number of accumulated sick leave days.

i. Upon return from sick leave, each employee of the Board shall furnish a signed statement indicating that the employee was absent for just cause and shall give the name and address of an attending physician if medical attention is required. Medical documentation is required for all absences of 3 or more days. A release by the doctor treating the employee will be required for employee returning to work for any absences in excess of 3 days.

i. Sick leave donation will be available to any member of the licensed staff who has used all available sick leave days. A member may request a donation of sick leave days from the members of the bargaining unit.

Each member will be asked to donate I day (at a time) of their accumulated sick leave to the sick leave bank. Members may donate up to a maximum of 5 days. The Association shall submit to the treasurer a list of all employees who have donated one day. The list the Treasurer will use will be starting with the person having the most accumulated sick days to the person with the least number of sick days accumulated. If some sick days remain unused, the staff members who made them available shall retain that day. The total accumulated bank of donated leave shall expire at the completion of each contract year.

Any member wishing to use a day(s) from the bank will complete a fon•n requesting access to the sick leave bank. The Association President and the school Treasurer will sign off on the form approving access to the bank. (Reference Sick Leave form page 28).

Access to the bank will be considered only after a member has exhausted all sick leave and all personal leave and ONLY in the occurrence of an extended illness or emergency surgery.

Sick leave pool shall not be an alternative to disability retirement nor delay the application for disability retirement.

6.5 Personal Leave

a. Personal leave shall be granted upon forty-eight (48) hour notice to the building principal. In cases of emergency, the forty-eight (48) hour notice may be waived. Personal leave use shall be limited to four (4) days per school year. No reason(s) shall be required for the use of personal leave.
b. Personal leave shall not be granted on the first or last day of school for leisure or recreational activities, nor to work another job, including self-employment.
c. Personal days will not be granted in place of Professional Development days.
d. Staff can gain 1/2 personal day for attending graduation. The max (4) Personal Leave days for one year will remain in effect.
e. One Unused Personal Leave Day may be carried over to the following year. Any additional unused Personal Days shall be forfeited.
f. No more than three (3) teachers will be permitted to use personal leave on a given day. In the event of an unforeseeable emergency, the Superintendent may

authorize personal leave to an additional teacher, but the determination of the Superintendent to deny the additional request will not be subject to the grievance procedure.

6.6 Parental and Maternity Leave

Parental leave without pay shall be granted to an employee for the purpose of childbearing and/or rearing. All paternity and maternity leave shall be consistent with the Federal Family and Medical Leave Act which shall apply to this provision.

6.7 Jury-Duty

The Board will pay employees the difference between such employee's regular pay and the pay received by him/her for serving as a juror. Except as provided above, teachers receiving notice of jury duty shall be granted a leave of absence without loss of pay or benefits for the duration of the leave.

6.8 Military Leave A military leave of absence shall be granted to any employee who is drafted or recalled to active, duty with any branch of the armed service of the United States. An employee returning from military service shall be returned to a position comparable to that held before leave and given full credit on the salary schedule for such service. Voluntary re-enlistment immediately terminates military leave granted by the Board.

6.9 Professional Leave

All professional leave is subject to the approval of the superintendent. Applications for professional leave should meet the mission statement of the district, be cost effective, and based on substitute availability.

6.10 School Calendar

The Superintendent and/or his designee will meet in December of each year with representatives of the Association to determine their recommendations for the school calendar for each succeeding school year.

6.11 Leave of Absence

The Board may authorize a leave of absence without pay for any teacher who requests such leave subject to the terms herein stated:

For professional growth which shall include, travel, professional study, or other pursuits that will in the determination of the teacher, improve his/her competency.

To participate in other employment experience, foreign or domestic, that will increase the teacher's competency and experience.

To care for a newborn child or adopted child of which the teacher is a parent.

For extended illness or for medical reasons of the teacher or a member of the teacher's immediate family.

For other reasons as approved by the Board so long as such leave is granted uniformly and consistent with the provisions of this Agreement.

For military reserve training or for active military duty.

Leave for absence of official and professional organization. Business may include: State Teachers' Retirement System, Ohio High School Athletic Association, Ohio Educational Association, National Education Association, National Teachers' Certification Board, any State or National academically related association, or any other Association Appointment as approved by the Board and the Fairlawn Teachers' Association.

Such leave shall be for a maximum of one year, and with Board approval an additional year.

6.12 Misuse of Leave

Evidence substantiating the willful misuse of any leave granted under this Article may be considered just cause for disciplinary action up to termination of contract.

6.13 Personnel Files

There will be no anonymous entries in an employee's personnel file.

Personnel wishing to appeal material in their record as to its accuracy, completeness, relevance, or timeliness shall make a request in writing to the administrator delegated to maintain the records and specify therein:

- name and date
- material to be appealed
- reason for appeal

The responsible administrator shall hear the appeal within ten (10) days and make a determination within five (5) days of the hearing of the appeal.

Only that information which pertains to the professional role of the employee and submitted by duly authorized school administrative personnel and the Board may be entered in the official record file.

A copy of such information will be given to the employee prior to entry into his/her file.

6.14 Dress Code

Teachers serve as role models for the students and consistent with these roles all staff members should dress professionally and appropriately. When approved by administration, staff members may wear jeans.

ARTICLE VII. COMPENSATION

7.1 Make-Up Days

Calamity days beyond the allotted SIX days shall be made up according to pre-determined dates listed on the Board of Education approved calendar.

7.2 Workers' Compensation Insurance

Workers' Compensation is subject to the Ohio Revised Code.

In no event can Workers' Compensation be received while an employee is on school sick leave, subject to Ohio Revised Code.

7.3 Retirement Pay.

Any employee retiring from the Fairlawn Local School District shall be eligible for severance pay providing eligibility requirements are met as follows:

1. Be employed by the Fairlawn Local School District at the time of retirement.
2. Have ten (10) years or more service in the Fairlawn Local School District.
3. Have an application for retirement approved by the State Teachers' Retirement System.
4. Completed application for severance pays and has filed with the Treasurer of the Board of Education no later than 90 calendar days after the last date of employment.

Payment shall be made after requested, or when eligible. The retiring employee shall designate on application which month payment is desired.

The formula for payment shall be: one-fourth (1/4) or twenty-five percent (25%) times the accrued sick leave days up to a maximum of sixty (60) days. Such payment shall be calculated by multiplying the base daily rate, excluding supplemental pay, of the teacher's pay at retirement by the total number of days, or fractional parts thereof, as determined by the formula. Payment for sick leave on this basis shall. be considered to eliminate all sick leave credit accrued by the employee at that time.

Accumulated personal leave of record as of August 31, 1996 will be kept and transferred to employee's severance package at teacher's per diem rate at the time of the teacher's retirement from Fairlawn under STRS.

A teacher who dies while actively employed by the Board shall be treated as having met all applicable requirements for severance pay. The designated beneficiary or estate shall be paid the total amount of severance pay due on a mutually determined payment schedule or within ninety (90) days of the certificate of death.

7.4 Regular Contracts

All teachers employed by the Board shall be issued written contracts. Such contracts shall include the following information:

1. Name of teacher.

2. Name of the school district and Board of Education employing said teacher.
3. Type of contract, limited or continuing. If limited, the number of years the contract is to be in effect.
4. Annual compensation to be paid for the first year of the contract.
5. The contract shall include provisions for the signatures of the President of the Board of Education, the Treasurer, the teacher, and date of signing by the teacher.

All limited contracts are subject to the provisions of ORC 3319 and all pertinent parts respective to timelines and notification dates.

Initial limited teaching contracts will be determined by the Superintendent for duration of either one (1), two (2), three (3). Limited contracts to be renewed will be offered on the following sequence unless written notification is made to the particular teacher indicating either teacher performance or low student enrollment. Seniority shall be a factor with low student enrollment.

Teachers completing service under a one-year, limited contract are eligible to receive a subsequent two-year contract. Teachers hired after August 1, 2008 who are not appropriately licensed by the Ohio Department of Education will only be eligible for a one-year limited contract until the teacher has completed their licensure requirements.

Teachers who have completed service under a two-year contract are eligible to be awarded a subsequent three-year contract.

Teachers who have completed service under a three-year contract are eligible for another three-year contract as recommended by the Superintendent.

The teacher may request that this sequence be interrupted if the teacher establishes their eligibility for continuing contract status under the ORC. Teachers who request to have their limited contract interrupted for the purpose of being considered for a continuing contract must make the request to the Superintendent in writing by October 15. Two evaluations will be completed by the administration and a recommendation will be made to the Superintendent by April 30. Only teachers rated skilled or higher will be eligible for a continuing contract. All requirements related to Ohio law regarding continuing contracts must be met before Board of Education will consider the employee's request for a continuing contract.

A Teacher may waive their right to a continuing contract and accept a 1 -year or 2-year limited contract if offered by the Board of Education.

7.5 Retire / Rehire Language:

A teacher retired under STRS (re-employed teacher) may be employed/re-employed under the following conditions:

A. The Board is under no obligation to employ any retired bargaining unit member and there is no expectation of re-employment when a bargaining unit member retires from Fairlawn Local School. Re-employed bargaining unit members who previously worked in the district do not need to be interviewed by the Board for any vacant positions for which they apply. Re-employed bargaining unit members who previously worked in the district are not guaranteed a particular assignment upon re- employment. Re-employed bargaining unit members will be assigned to positions that are within their certification/licensure areas and are eligible for transfers pursuant to the negotiated agreement.

B. Re-employed bargaining unit members will be placed at step 5 on the salary schedule upon re-employment and given full credit for their educational level. They shall always stay at a step 5 for the duration of their employment.

C. Re-employed bargaining unit members are not eligible for the Fairlawn Local School insurance program unless they provide adequate proof of ineligibility for STRS benefits or benefits from a spouse's employer in which case the employee would be eligible to pay the full cost of participation in the Fairlawn Local School insurance program. In no case will the Board be held responsible for assuming any cost for insurance of said bargaining unit member.

D. Re-employed bargaining unit members are not eligible for continuing contracts; rather, they will be awarded one-year contracts that will automatically expire at the end of each school year without a notice of non-renewal and without compliance with ORC Sections 3319.11 and 3319.111. For purposes of re-employed bargaining unit members, the parties expressly agree that this provision supersedes and replaces ORC Section 3319.11 and 3319.111 and differs from the rights of other bargaining unit members contained in the negotiated agreement. Performance evaluations of re-employed teachers will be conducted annually. Such evaluations may be formal or informal assessments at the discretion of the building principal.

E. Re-employed bargaining unit members may not accrue additional STRS credit as a result of their service following re-employment. Instead, the Board and the re-employed bargaining unit member shall make contributions to STRS that will fund a single life annuity with a reserve based on the re-employed bargaining unit member's accumulated contributions during his/her period of service following re-employment. For additional information concerning the annuity, see ORC Section 3307.35.

F. Seniority for re-employed bargaining unit members returning to service with the Board after retirement will return to zero (0) years for the re-employed bargaining unit member's entire "post-retirement" tenure. In the event of a reduction in force, the re- employed bargaining unit member will not have any of the "bumping" rights set forth in the negotiated agreement.

G. Re-employed bargaining unit members are not eligible for severance pay for accumulated sick leave and may not participate in any future retirement incentive programs.

11. Re-employed bargaining unit members will be eligible to accumulate sick leave. Sick leave shall commence at zero (0) days for re-employed teachers. If necessary, the Board shall advance up to five (5) sick days each year to a re-employed bargaining unit member. Such advance will be deducted from the one and one quarter (1.25) days of sick leave earned each month after the advancement until the sick leave has been repaid.

7.6 STRS Contribution

The Fairlawn Board of Education will authorize and direct the Treasurer to treat the teacher STRS contribution as a salary reduction method and to make all necessary reports to the STRS and IRS consistent with this intention.

7.7 Salaries

Initial placement on the specific level of the adopted salary index shall be made by the Board of Education. The Board will base said placement on (1) prior teaching experience, and (2) education level of the teacher. All teachers shall be subject to this Article. All hours completed for consideration to move across the columns on the salary schedule must be "graduate semester" credit hours. Hours taken as graduate quarter hours will be converted to the semester quarter hour by the conversion calculation method.

Consideration for prior experience shall be limited to five years. The Board, on a case by case basis, may consider additional experience.

Teachers working less than full-time shall have their salary pro-rated.

Adopted salary schedules are attached at the end of this contract.

7.8 Special District Work

Teachers completing work for the district that is outside their regular duty assignments will be compensated at a rate of $25 per hour.

The PK-5 team members will be reimbursed at the rate of $25.00 per hour for parent/teacher conferences that go over the allotted time for fall conferences up to a maximum of 8 hours per approved teacher. The PK-5 teams will be holding team conferences with the parents. The teams will also be compensated up to a total of 8 hours per approved teacher for special spring conferences that are held for students on an as-needed basis.

7.9 Non Full-Time Teachers

All non-full-time teachers with .50 or more of active assignment will be placed pro rata on the adopted salary schedule in accordance with 7.5. Said personnel will be eligible for Board contribution to insurances at the pro rate corresponding with their full-time equivalency. For example, a .50 teacher would be eligible for a .50 of the Board contribution for a full-time employee.

7.10 Mileage Reimbursement

Reimbursement shall be at IRS rate per mile during the term of the Agreement

7.11 Service Contracts

Service contract salaries shall be determined by computing the designated percentage of the base salary as listed on the Service Contract Salary index for each of the two years of this Master Agreement.

The Board of Education may create new service contract positions at its discretion based on perceived needs of the district. Percentage factors will be determined after negotiating with the Association President.

Service contracts are binding on both the Board and the individual and cannot be broken by either party exclusive of mutual agreement. However, when insufficient student participation occurs for the activity to occur, the service contract will be considered null and void with no obligation of either party to the other.

All service contracts shall be binding for the designated time span as stated in the particular contract and will not be subject to any automatic renewal. Notices and Board action relative to non-renewal shall not be required under this agreement.

Service contracts will be posted by internet on the district website for the employee to express their interest in the service contract. Unfilled supplemental position vacancies will be listed on the Fairlawn website and/or by general notice to all staff of the Fairlawn Local Schools. Service contracts will be offered to individuals based on past performance, expertise in the contract area and recommendations from past and present supervisors.

Persons who are offered a contract will be required to sign the contract within five days after the successful applicant for the position receives wHtten notice. If the successful applicant does not commit to the service contract within five days, the offer will be considered as withdrawn and may be offered to another applicant.

Application by licensed teachers will be considered for all service contract positions and teachers will be invited to submit applications accordingly.

This Article will supersede all other sections of the ORC and will prevail over contradictions with the Code.

7.12 Activity Passes

All current licensed teachers will receive a pass for admission only to all home Academic/Athletic/Cultural (etc.) events. This privilege is for the employee only.

7.13 SERVICE CONTRACT SALARY INDEX

2025-2028 SCHOOL YEARS

*To calculate amount of pay, multiply salary base for year by the percentage listed.

Description	Percentage
Academia	3%
Art Club	1%
Band	13%
Christmas Concert (Elementary Teacher Supervision of students)	$25/hr
Choir Concert Director	3%
Dual Enrollment Educator (/student/class/yr)	$25
Envirothon	1%
Fairlawn Flyer Publisher	8%
Freshmen Class Advisor	2%
Foreign Language Club Advisor	2%
High Q	2%
Home Instruction	$35/hr
HS Science Olympiad	2%
Junior Class Advisor	5%
Junior High Honor Society	3%
Junior High Student Council	3%
LPDC – Lead	3%
LPDC – Support (2) positions	1%
Lead Teacher	$35/hr
Lego Robotics	1%
MS Science Olympiad	2%
Musical Assistant	2%
Musical	6%
Pep Band	5%
Power of the Pen / Just Write (if only one team, if would be 1 1/2 %)	3%
Resident Educator Mentor (per mentee)	1%
Saturday School Supervision & After School Detention	$25/hr
Senior Class Advisor	4%
National Honor Society	3%
High School Student Council	5%
Model UN	1%
Sophomore Class Advisor	2%

Spelling Bee	1%
Summer School	$35/hr
Tour Director (8th grade trip)	3%
Yearbook	10%
Fall Drama Production	3%
Drama Club	4%
Children's Choirs (K-3 / 4-6)	3%

7.14 Experience Incentive

Any individual who is under any service contract for the listed years will be granted an incentive in pay as follows:

After four consecutive years, the employee will receive 1.15 of the supplemental contract. After ten consecutive years, the employee will receive 1.20 of the supplemental contracted. After fifteen consecutive years in the same program, the employee will receive 1.25 of the supplemental contract.

Any teacher may be granted a leave of absence by the Board relative to a service contract subject to Board action. Persons who have been granted such leave shall not lose their consecutive status as it pertains to this Article provided, they assume a service contract position at the expiration of said leave.

7.15 Health Insurance

The Fairlawn Local Board will pay monthly premiums for eligible unit members under the insurance plan(s) authorized by the Board of Education.

Unit members who choose the family insurance plan(s) will be eligible for:

2025-26: 100% Board Contribution
2026-27: 100% Board Contribution
2027-28: 100% Board Contribution

***For staff grandfathered onto the family PPO, they are eligible for: 97% Board Contribution**

Unit members who choose the single insurance plan(s) will be eligible for

2025-26: 100% Board Contribution
2026-27: 100% Board Contribution
2027-28: 100% Board Contribution

Members who choose the High Deductible Plan with a Health Savings Account (HSA) will be eligible for an annual contribution by the Board of Education to their Health Savings Account

Family Plan

2025-28: $2400 Board Contribution

Single Plan

2025-28: $1400 Board Contribution

The HSA contribution will be paid in September.

7.16 Insurance Incentive

Licensed teachers who choose to decline the insurance plan(s) will receive an insurance stipend. The stipend will be paid at the end of the insurance year as determined by the BOE and FTA. The insurance year runs from September to August. Stipends will be prorated based on the number of months that the licensed teacher declines health insurance over the 12 month period. Stipends are as follows:

$4250 September 2025 – August 2028 (paid yearly in August)

7.17 Dental insurance

The Fairlawn Local Board will pay monthly premiums for eligible unit members under the insurance plan(s) authorized by the Board of Education.
Unit members who choose the dental insurance plan will be eligible for:

2025-28 – 85% Board Contribution

7.18 Life Insurance

The Board of Education shall provide a maximum of $50,000 per employee of Tenn Life Insurance at a cost to the Board not to exceed $.35 per $1,000 of coverage per employee per month. At age 65, the amount of coverage will be reduced by 35% to $32,500; at age 70, the amount of coverage will be reduced by 35% to $21,125; at age 75, the amount of coverage will be reduced by 35% to $13,731.

All non-full-time teachers with .50 or more of active assignment will be placed pro rata on the adopted salary schedule in accordance with 7.5. Said personnel will be eligible for Board contribution to insurances at the pro rata corresponding with their full-time equivalency. For example, a .50 teacher would be eligible for a .50 of the Board contributions for a full-time employee.

7.19 125 Plan

Beginning January 1, 2006, the Board will bear the administrative cost of a 125 Plan, which will be administered by an outside firm. Employees may have wages withheld in a flexible spending account that could be used to pay for dependent child care, over-the-counter drugs, co-pays, medical, dental, optical care, and supplemental insurance not covered by insurance as permitted by the Internal Revenue Code. Any money not used by December 31 will be forfeited —IRS regulation

7.20 Professional Development/In-service

Teachers will be required to complete Professional Development/In-service per the agreed calendar for contract years 2025-2028. All days will be completed as required by administration planning.

7.21 Attendance

All members of the bargaining unit who have perfect attendance in any semester (excluding professional or personal leave) will be compensated $300. Upon missing just one day, (sick members will be compensated $150. This payment will be made at the end of each semester. To receive this bonus communication must be made in writing to the treasurer by August 1st.

7.22 Health Insurance in no-pay status

If a teacher has exhausted their sick leave and personal leave and they are in a no-pay status, the employee's and the Board of Education's portions of the cost of insurances must be paid by the employee.

7.23 Direct Deposit

Employees will be paid by automatic direct check deposit subject to the rules and regulations as deemed appropriate by the contractor and district finance officer. Employee pay stubs will be e-mailed.

7.24 Longevity Bonus — effective August 1.2021

Longevity Bonus: Certified Staff with 25 years or more of service at Fairlawn will receive a onetime payment of $1,500 in FY22. In years after FY22, certified staff with exactly 25 years of service with Fairlawn will receive the onetime payment of $ 1 ,500.

ARTICLE VIII. EVALUATION PROCEDURE

TEACHER EVALUATION

All teachers will be evaluated, per the negotiated contract, using the Ohio Department of Education evaluation tool, OTES 2.0. The assessment cycle will be determined by the teacher's last formal assessment. All new teachers to the district will be evaluated in their first year in the district.

1. Self-Assessments will be completed in September by teachers who did not have a full evaluation done the previous year.

2. Professional Growth Plans will be completed by all teachers by October 1st. Teachers will have two goals.

3. All teachers will be required to identify two instruments of highly-qualified student data (HQSD). When applicable to the grade level or subject area taught by the teacher being evaluated, HQSD

shall include value-added as one source of HQSD. If a teacher receives more than one subject area value-added report, the teacher may select one as HQSD or a composite of the two areas, as one HQSD.

All HQSD instruments must be approved by the credentialed evaluator by completing the HQSD worksheet. All HQSD submissions shall be prior to October 1st. HQSD instruments requiring revisions shall include notification to the teacher no later than October 15. All final HQSD submissions and approvals shall be completed no later than October 31st.

If using vendor assessments as HQSD, all related teaching, student, and other educational materials shall be purchased by the district and all affected staff shall be trained and provided ongoing support of the utilization of the assessment program.

4. Teachers currently up for full evaluation cycle are required to participate in all components of the OTES 2.0 framework.

A. Pre-conference

1. A pre-conference will be held for each formal holistic observation within three working days prior to the observation in order for the teacher to explain plans and objectives for the class to be observed.

2.Teachers may opt to fill out the pre-conference questions in lieu of an in person preconference prior to the formal holistic observation.

OBSERVATIONS

A. Formal observations will not be scheduled the first week of the school year, the day before or after the following: a school holiday, administration of standardized testing; a holiday or any break from scheduled school days (excluding weekends); or any approved leave of absence of three (3) or more days.

B. Formal Holistic Observation
Teachers will participate in ONE announced formal holistic observation.

Observation

1. The evaluator will observe an entire class period or lesson for a minimum of thirty continuous minutes.
2. There shall be at least six weeks between the formal and focused observations for teachers on an improvement plan and at least four weeks between observations for all other teachers.
3. During the classroom observation the evaluator documents specific information related to teaching and learning.
4. The evaluator will analyze each observation using the teacher performance evaluation rubric. 5. Post conference Post Conference

1. The teacher will participate in a post conference within 10 days of the formal holistic observation.
2. The evaluator and teacher witl identify a focus area(s) for the formal focused observation that will be completed later in the year.

C. Classroom walk throughs

Teachers will participate in two classroom walkthroughs.

1. Each walkthrough shall consist of a maximum of 15 consecutive minutes. Teachers will receive notice of walkthrough no less than two (2) days prior to the walkthrough.
2. The evaluator may collect evidence on any focus area during the walkthrough.
3. Teachers will be provided feedback in writing within 5 days of the walkthrough.

D. Formal focused observation/emphasis on focus area(s)

1 Teachers will participate in ONE announced formal focused observation that is at least 30 continuous minutes in length and will emphasize the focus area(s) identified after the earlier formal holistic observation.

2 The evaluator may collect evidence on any focus area during the observation.

3 A post conference will be held within ten days of the Formal Focused observation.

E. Final Summative conference

1 The teacher will participate in a final summative conference by May 1st.

2 The teacher's Final Holistic Rating wili be based upon a combination of informal and formal observations and supporting evidence using the Teacher Performance Evaluation Rubric.

3 The evaluator will provide a written report to the teacher by May 10th . Teaches who are NOT in a current evaluation year are required to participate in components of the less frequent evaluation cycle of OTES 2.0. Teachers eligible for the less frequent evaluation cycle are those with an Accomplished or Skilled rating. Teachers with an Accomplished rating on the most recent evaluation will be fully evaluated once every three years. Teachers with a Skilled rating on the most recent evaluation will be fully evaluated once every two years.

F. Less frequent cycle requirements:

1. One observation: The evaluator will observe an entire class period or lesson for a minimum of thirty continuous minutes.
2. One post conference with discussion of progress on their professional growth plan. Comparable evaluations for the purposes of RIF will be determined using two categories: 1) Accomplished, Skilled, and Developing: and 2) Ineffective. A teacher with a Final Holistic rating of Ineffective will be placed on an Improvement Plan developed by the assigned credentialed evaluator.

3. The teacher's Final Holistic Rating will be entered into OhioES.

ARTICLE IX. PERSONNEL ASSIGNMENTS

9.1 Reduction in Staff

It is the responsibility of the Board to provide the staff necessary for the implementation of the education program of the district and the operation of the schools and to do so efficiently and economically.

The Board reserves the right to abolish positions in the district and to reduce the staff whenever reasons of decreased enrollment of the students, return to duty of regular eachers after leaves of absence, suspension of schools, territorial changes affecting the district, or when financial reasons warrant. In all cases, this Article shall govern the transfer and dismissal of employees affected by the abolishment of positions.

If staff reduction is made, the reduction shall be made according to current state law.

9.2 Assignment, Transfers, and Vacancies

A written notice of the grade level or subject area assignment will be tentatively made by the Superintendent or Principal and will be given to the teacher prior to July 10. If no written notice is received prior to July 10, the teacher may assume that no change in assignment will be made without prior consultation with the teacher in question.

Notice of teaching and supplemental Vacancies will be posted on the district email system and/or on the District Website

ARTICLE X. GRIEVANCE PROCEDURE

10.1 An Association representative has the right to attend all meetings in connection with this grievance procedure.

In order to solve problems arising from an alleged violation, misinterpretation, or misapplication of this contract, the following procedure shall be followed:

Step I - Within fifteen (15) working days of the incident or knowledge of the incident, the grievant or the Association will arrange a meeting with the immediate supervisor to discuss the matter of concern. The meeting shall be held within seven (7) working days of request.

Step II - If no acceptable agreement can be reached in Step l, the grievant or the Association may put the matter into writing within seven (7) working days using Form A. The immediate supervisor will respond in writing within seven (7) working days of receipt of formal grievance.

Step III - If the grievant or the Association is not satisfied with the decision rendered in Step II, he/she may submit the grievance within seven (7) working days to the Superintendent. Within seven (7) working days of receipt of said grievance, the Superintendent shall respond

in writing. In the event that the Superintendent is the immediate supervisor, Step Ill will be omitted.

Step IV - If the grievant or the Association is still not satisfied, he/she/ or the Association may appeal within seven (7) working days to the Board of Education for a hearing which shall be granted. Either party may request that such hearing be held in executive session, provided the subject of grievance qualifies it for executive session under the "Sunshine Law.»

Once a grievance has been filed by either the employee or the Association, the same issue cannot be grieved by either party a second time.

Rights: a. No reprisal shall be taken against persons or the Association when filing grievances.

b. More than two persons or the Association when having a similar complaint may follow the procedure outlined.

c. Failure of any party to respond within the time limits provided shall allow for the grievance to be dropped (in case of grievant or the Association when) or to be moved to the next level (in case of supervisors).

d. When the grievant is satisfied with the decision, at any step, the Association cannot continue with proceedings regarding the grievance.

*The Association cannot initiate a grievance without the express consent of the individual involved in the grievance. Only the party to the grievance can initiate the grievance.

10.2 Miscellaneous

The right to process a grievance shall be forfeited if the grievance is not presented or appealed at any level of this procedure within the specified time limits. If a grievance is not presented or appealed to a higher level of this procedure, it shall be deemed settled on the basis of the last answer.

If the administration fails to respond in a timely manner, the grievance goes to the next level in the grievance process.

GRIEVANCE PROCEDURE FORM A

Aggrieved Person, Persons, and/or FT _____

_____

Address _____ Phone _____

School _____ Principal _____

Date of Alleged Violation/Misapplication: _____

Person Grievance Filed with _____

Position _____ Date filed _____

Action taken, if any

A. Discussed with immediate supervisor

Name _____ Date _____

_____

B. Statement of Grievance:

C. What area of the Contract is disputed? (Set forth the language and source.)

D. Action Requested

E. Grievant Signature: _____

GRIEVANCE DECISIONS FORM B

Level 1 1 (Formal) Decision

_____

_____

Date _____ Signature _____

Administrative Representative

Signature _____

Grievant and/or Association Representative

Level Ill (Formal) Decision

Date _____ Signature _____

Administrative Representative

Signature _____

Grievant and/or Association Representative

Level IV (Formal) Decision

Date _____ Signature _____

Administrative Representative

Signature _____

Grievant and/or Association Representative

When decision requires additional space, attached pages as necessary.

ARTICLE XI. ARBITRATION

If the action taken by the Board does not resolve the grievance to the satisfaction of the employee, the Association may file for arbitration provided that all costs associated with this decision are shared equally by the Board and the Association.

a. Upon the request for arbitration, the Association and the Superintendent will jointly submit a request to the American Arbitration Association within ten (10) working days to provide the parties with a panel of seven (7) arbitrators experienced in public employment disputes from which the parties can select an arbifrator in accordance with the Rules of the American Arbitration Association. Either party may reject one Arbitration Association.

b. The arbitrator shall not have the power to ignore, add to, subtract from, or modify the negotiated policies and agreement. Only grievances as defined herein shall be subject to arbitration; and all issues of procedural arbitration will be heard by the arbitrator in an expedited hearing and award separate from a hearing to determine the substantive issues, or merits of a grievance.

c. In no instance shall the arbitrator presume to allocate the resources of the School District.

d. The decision of the arbitrator shall be binding on issues covered under this Master Agreement in its application to working conditions in the Fairlawn Local Schools.

ARTICLE XII. MISCELLANEOUS POLICY

12.1 Conflict with Law or Regulation

If any provision of this Contract, of any Contract reached through this Contract, or any application thereof to any teacher or group of teachers is held to be contrary to law, then such provision or application will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. The parties will meet not later than ten (10) working days after any such holding for the purpose of re-negotiating the provision or provisions affected.

12.2 Duration of Contract

This agreement shall become effective **August 1, 2025 to July 31, 2028.**

12.3 Contract Availability

The Board will provide a copy of this contract to each new teacher by the start of the school year.

12.4 Teacher Rights

1. No anonymous letter or report shall be the basis for any portion of an evaluation or entry in the teacher's personnel file.

2. Any written formal evaluation of the teacher shall follow the evaluation procedures as required by ORC 3319.11 , the Negotiated Agreement and the Rules and Regulations of Fairlawn Local School District not in conflict with ORC 3319.11.

3. A teacher may send a reply regarding any written evaluation to the appropriate administrator. Such reply will be attached to the original evaluation.

4. Teachers shall be entitled to the full rights of citizenship.

5. With the permission of the Principal, or in his absence, by the Assistant Principal or designee, the teacher may leave the building during working hours, so long as such absence does not interfere in any way with his professional duties.

6. Any licensed staff, upon a written and timely request, may have money deducted from his/her pay checks by the Board to be deposited into his/her Universal One Credit Union account.

7. The Board will not discriminate against any employee with regard to race, color, creed, national origin, sex, marital status, age, or membership or non-membership in any employee organization.

8. A copy of the Board's policies and rules and regulations and any revisions will be posted on the district email system (First Class) and/or on the District Website.

9. Principal's meetings with the faculty will generally be scheduled with at least two days notice to the faculty. This notice will not be necessary if this meeting is held during teachers' normal working hours or if the meeting is necessary because of an emergency or unanticipated problem.

10. If a teacher feels that a scheduled conference, hearing, or meeting with a non-school employee may be especially negative or unreasonably antagonistic, he/she may request that the Principal allow a representative of the teacher's choice be present.

12.5 Teacher Aides

The Board will make every reasonable attempt to employ sufficient educational and teacher aides to supervise study halls, bus duty, schoolyards, lunchrooms, and school halls and other duties as deemed necessary by the building Principal. Personnel under this category will be subject to funding sources being available as determined by the Superintendent.

Fairlawn Teachers' Association

Fairlawn Local Schools

18800 Johnston Road Sidney, Ohio 45365

Sick Leave Bank Request Form

Employee's Name _____

Date of Request _____

Dates of absences _____

Reason for absence/ request

_____

_____

_____

Employee's Signature

Number of days used from the bank for this request _____

Treasurer _____

Treasurer's Signature

FTA President _____

FTA President's Signature

Copies to:

Treasurer

- FM president
- Employee

12.6 Ratification

This Agreement and all of its provisions are hereby ratified by the Fairlawn Teachers' Association on this day, **September 8, 2025** and ratified and adopted by the Fairlawn Board of Education on **September 17, 2025.**

9-17-2025

TROY OPPERMAN, PRESIDENT FAIRLAWN TEACHERS' ASSOCIATION

10-16-2025

NATALIE STURM, FAIRLAWN BOE PRESIDENT

KEITH DOSECK, FAIRLAWN LOCAL SCHOOLS TREASURER

9-17-2025

JOHN HOLTZAPPLE, FAIRLAWN LOCAL SCHOOLS SUPERINTENDENT

SUPPLEMENTAL SALARY SCHEDULE

POSITION	PERCENTAGE OF TEACHER BASE
Boys Varsity Basketball	14%
Boys JV Basketball	9%
Boys Assistant Varsity Basketball	8%
Freshman Boys Basketball	6%
Seventh Boys Basketball	6%
Eighth Boys Basketball	6%
Girls Varsity Basketball	14%
Girls JV Basketball	9%
Girls Assistant Varsity Basketball	8%
Freshman Girls Basketball	6%
Seventh Girls Basketball	6%
Eighth Girls Basketball	6%
Varsity Volleyball	14%
Assistant Varsity Volleyball	8%
JV Volleyball	9%
Freshman Volleyball	6%
Seventh Volleyball	6%
Eighth Volleyball	6%
Varsity Baseball	10%
Assistant Baseball	5%
JV Baseball	6%
Varsity Softball	10%
Assistant Softball	5%
Varsity Cross Country	7%
Assistant / JH Cross Country	3%
Varsity Track	10%
Assistant Track	5%
Assistant Track	5%
Junior High Track	7%
Varsity Golf	7%
Assistant Golf	4%
Varsity Soccer	10%
Assistant Soccer	5%
Varsity Cheerleading Advisor	6%
JV Cheerleading Advisor	3%
Junior High Cheerleading Advisor	4%

Step 1 – 15% increase – starts with the beginning of the 5th continuous year as an advisor / coach
Step 2 – 20% increase – starts with the beginning of the 11th continuous year as advisor / coach
Step 3 – 25% increase - starts with the beginning of the 16th year in the same continuous program

FAIRLAWN LOCAL - 7503
Certified Employee Salary Schedule
2025-2026

FY26 Base pay 42,081.73

increase 5%

	BA		BA +20		MA		MA +15	
YEARS	INDEX	DEGREE	INDEX	HOURS	INDEX	DEGREE	INDEX	DEGREE
0-2	1.113	$46,836.97	1.187	$49,951.02	1.263	$53,149.23	1.288	$54,201.27
3	1.133	$47,678.60	1.198	$50,413.91	1.272	$53,527.96	1.300	$54,706.25
4	1.152	$48,478.16	1.210	$50,918.90	1.287	$54,159.19	1.312	$55,211.23
5	1.162	$48,898.97	1.220	$51,339.71	1.298	$54,622.09	1.324	$55,716.21
6	1.171	$49,277.71	1.231	$51,802.61	1.311	$55,169.15	1.336	$56,221.19
7	1.190	$50,077.26	1.253	$52,728.41	1.335	$56,179.11	1.360	$57,231.16
8	1.228	$51,676.37	1.296	$54,537.92	1.383	$58,199.04	1.408	$59,251.08
9	1.266	$53,275.47	1.339	$56,347.44	1.431	$60,218.96	1.456	$61,271.00
10	1.304	$54,874.58	1.382	$58,156.95	1.479	$62,238.88	1.504	$63,290.92
11	1.342	$56,473.68	1.425	$59,966.47	1.527	$64,258.80	1.552	$65,310.85
12	1.380	$58,072.79	1.468	$61,775.98	1.575	$66,278.73	1.600	$67,330.77
13	1.418	$59,671.90	1.511	$63,585.50	1.623	$68,298.65	1.648	$69,350.69
14	1.456	$61,271.00	1.554	$65,395.01	1.671	$70,318.57	1.696	$71,370.62
15	1.494	$62,870.11	1.597	$67,204.53	1.719	$72,338.50	1.744	$73,390.54
16	1.532	$64,469.21	1.640	$69,014.04	1.767	$74,358.42	1.792	$75,410.46
17	1.570	$66,068.32	1.683	$70,823.55	1.815	$76,378.34	1.840	$77,430.39
18	1.608	$67,667.43	1.726	$72,633.07	1.863	$78,398.27	1.888	$79,450.31
19	1.608	$67,667.43	1.796	$75,578.79	1.911	$80,418.19	1.936	$81,470.23
20	1.608	$67,667.43	1.812	$76,252.10	1.959	$82,438.11	2.039	$85,804.65
23	1.636	$68,845.71	1.840	$77,430.39	1.987	$83,616.40	2.067	$86,982.94
26	1.664	$70,024.00	1.868	$78,608.68	2.015	$84,794.69	2.095	$88,161.23
29	1.692	$71,202.29	1.896	$79,786.96	2.043	$85,972.98	2.123	$89,339.52

Notes:
1. All hours counted must be in Semester Hours.
2. BA+20, & MA+15 columns are for Semester hours earned after obtaining each degree.

FAIRLAWN LOCAL - 7503
Certified Employee Salary Schedule
2026-2027

FY27 Base pay 43,765.00

Increase 4%

	BA		BA +20		MA		MA +15	
YEARS	INDEX	DEGREE	INDEX	HOURS	INDEX	DEGREE	INDEX	DEGREE
0-2	1.113	$48,710.44	1.187	$51,949.05	1.263	$55,275.19	1.288	$56,369.32
3	1.133	$49,585.74	1.198	$52,430.47	1.272	$55,669.08	1.300	$56,894.50
4	1.152	$50,417.28	1.210	$52,955.65	1.287	$56,325.55	1.312	$57,419.68
5	1.162	$50,854.93	1.220	$53,393.30	1.298	$56,806.97	1.324	$57,944.86
6	1.171	$51,248.81	1.231	$53,874.71	1.311	$57,375.91	1.336	$58,470.04
7	1.190	$52,080.35	1.253	$54,837.54	1.335	$58,426.27	1.360	$59,520.40
8	1.228	$53,743.42	1.296	$56,719.44	1.383	$60,526.99	1.408	$61,621.12
9	1.266	$55,406.49	1.339	$58,601.33	1.431	$62,627.71	1.456	$63,721.84
10	1.304	$57,069.56	1.382	$60,483.23	1.479	$64,728.43	1.504	$65,822.56
11	1.342	$58,732.63	1.425	$62,365.12	1.527	$66,829.15	1.552	$67,923.28
12	1.380	$60,395.70	1.468	$64,247.02	1.575	$68,929.87	1.600	$70,024.00
13	1.418	$62,058.77	1.511	$66,128.91	1.623	$71,030.59	1.648	$72,124.72
14	1.456	$63,721.84	1.554	$68,010.81	1.671	$73,131.31	1.696	$74,225.44
15	1.494	$65,384.91	1.597	$69,892.70	1.719	$75,232.03	1.744	$76,326.16
16	1.532	$67,047.98	1.640	$71,774.60	1.767	$77,332.75	1.792	$78,426.88
17	1.570	$68,711.05	1.683	$73,656.49	1.815	$79,433.47	1.840	$80,527.60
18	1.608	$70,374.12	1.726	$75,538.39	1.863	$81,534.19	1.888	$82,628.32
19	1.608	$70,374.12	1.796	$78,601.94	1.911	$83,634.91	1.936	$84,729.04
20	1.608	$70,374.12	1.812	$79,302.18	1.959	$85,735.63	2.039	$89,236.83
23	1.636	$71,599.54	1.840	$80,527.60	1.987	$86,961.05	2.067	$90,462.25
26	1.664	$72,824.96	1.868	$81,753.02	2.015	$88,186.47	2.095	$91,687.67
29	1.692	$74,050.38	1.896	$82,978.44	2.043	$89,411.89	2.123	$92,913.09

Notes:

1. All hours counted must be in Semester Hours.
2. BA+20, & MA+15 columns are for Semester hours earned after obtaining each degree.

FAIRLAWN LOCAL - 7503
Certified Employee Salary Schedule
2027-2028

FY28 Base pay 45,077.95

Increase 3%

	BA		BA +20		MA		MA +15	
YEARS	INDEX	DEGREE	INDEX	HOURS	INDEX	DEGREE	INDEX	DEGREE
0-2	1.113	$50,171.76	1.187	$53,507.53	1.263	$56,933.45	1.288	$58,060.40
3	1.133	$51,073.32	1.198	$54,003.38	1.272	$57,339.15	1.300	$58,601.34
4	1.152	$51,929.80	1.210	$54,544.32	1.287	$58,015.32	1.312	$59,142.27
5	1.162	$52,380.58	1.220	$54,995.10	1.298	$58,511.18	1.324	$59,683.21
6	1.171	$52,786.28	1.231	$55,490.96	1.311	$59,097.19	1.336	$60,224.14
7	1.190	$53,642.76	1.253	$56,482.67	1.335	$60,179.06	1.360	$61,306.01
8	1.228	$55,355.72	1.296	$58,421.02	1.383	$62,342.80	1.408	$63,469.75
9	1.266	$57,068.68	1.339	$60,359.38	1.431	$64,506.55	1.456	$65,633.50
10	1.304	$58,781.65	1.382	$62,297.73	1.479	$66,670.29	1.504	$67,797.24
11	1.342	$60,494.61	1.425	$64,236.08	1.527	$68,834.03	1.552	$69,960.98
12	1.380	$62,207.57	1.468	$66,174.43	1.575	$70,997.77	1.600	$72,124.72
13	1.418	$63,920.53	1.511	$68,112.78	1.623	$73,161.51	1.648	$74,288.46
14	1.456	$65,633.50	1.554	$70,051.13	1.671	$75,325.25	1.696	$76,452.20
15	1.494	$67,346.46	1.597	$71,989.49	1.719	$77,489.00	1.744	$78,615.94
16	1.532	$69,059.42	1.640	$73,927.84	1.767	$79,652.74	1.792	$80,779.69
17	1.570	$70,772.38	1.683	$75,866.19	1.815	$81,816.48	1.840	$82,943.43
18	1.608	$72,485.34	1.726	$77,804.54	1.863	$83,980.22	1.888	$85,107.17
19	1.608	$72,485.34	1.796	$80,960.00	1.911	$86,143.96	1.936	$87,270.91
20	1.608	$72,485.34	1.812	$81,681.25	1.959	$88,307.70	2.039	$91,913.94
23	1.636	$73,747.53	1.840	$82,943.43	1.987	$89,569.89	2.067	$93,176.12
26	1.664	$75,009.71	1.868	$84,205.61	2.015	$90,832.07	2.095	$94,438.31
29	1.692	$76,271.89	1.896	$85,467.79	2.043	$92,094.25	2.123	$95,700.49

Notes:

1. All hours counted must be in Semester Hours.
2. BA+20, & MA+15 columns are for Semester hours earned after obtaining each degree.