



**LIBERTY-BENTON TEACHERS ASSOCIATION/SUPPORT STAFF
SALARY SCHEDULE FOR BARGAINING UNIT MEMBERS HIRED ON OR AFTER SEPTEMBER 1,
2010
2010-2011 AND 2011-2012**

09-CON-03-1011
1011-03
K26337
10/23/12

POSITION	DAYS	HOURS	STEP 1	STEP 2	STEP 3
Lunch./Playground Aides	185		\$ 9.09	\$ 9.48	\$ 9.83
Lunchroom Aides	185	601.25	\$ 9.09	\$ 9.48	\$ 9.83
Teachers Aide/Paraprofessionals	185		\$ 9.09	\$ 9.48	\$ 9.83
Elementary Library Aide	189	1275.75	\$ 9.09	\$ 9.48	\$ 9.83
M. S. Library Aide	189	1228.50	\$ 9.09	\$ 9.48	\$ 9.83
Elementary Secretary	213	1597.5	\$ 9.46	\$ 10.31	\$ 11.18
H.S. Secretary	215	1612.5	\$ 9.59	\$ 10.46	\$ 11.36
M.S. Secretary	215	1720	\$ 9.59	\$ 10.46	\$ 11.36
Trans./Grounds Asst.	260	2080	\$ 11.91	\$ 12.31	\$ 12.71
Maintenance	260	2080	\$ 13.60	\$ 14.03	\$ 14.56
Receptionist	184	1417.50	\$ 9.27	\$ 9.70	\$ 10.00
Grounds/Outbuilding	260	520	\$ 11.06	\$ 11.48	\$ 11.89

*For each year of service between years four (4) and fifteen (15), a longevity step of five cents (\$.05) per hour is added to the hourly rate.

**For each year of service after the fifteenth year, a longevity step of an additional ten cents (\$.10) per hour (for a combined total of fifteen cents (\$.15) per hour is added to the hourly rate.

ARTICLE XXVII
SERS PICK-UP

The Liberty-Benton Local Board of Education agrees to SERS "pick-up" utilizing the salary reduction method contributions to the State Employees Retirement System paid upon behalf of the employees in the bargaining unit, at no cost to the Board, under the following terms and conditions:

1. The amount to be "picked-up" on behalf of each employee shall be ten percent (10%) of the employee's gross annual compensation. The employee's annual compensation can be reduced at no cost to the Board by an amount equal to the amount "picked up" by the Board for the purpose of State and Federal tax only.
2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.
3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.
4. Payment for all paid leaves, sick leave, personal leave, severance and supplemental including unemployment worker's compensation shall be based on the employee's daily gross pay prior to reduction (e.g., gross pay divided by the number of days in an employee's contract).
5. Each bargaining unit member will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service Rulings, Ohio Attorney General Opinions, or other governing regulations, the Board will be held harmless and this Article of the Agreement shall be declared null and void.

ARTICLE XXVIII
ATTENDANCE INCENTIVE

Any employee who works all contract days during a semester shall receive a stipend equal to one day's pay for the eligible employee.

Stipends earned under these provisions (less appropriate tax deductions) shall be paid by separate checks. For year-round employees, stipends earned under these provisions (less appropriate tax deductions) will be paid as follows: first semester stipend to be paid in the first payroll in February; second semester stipend to be paid in the first payroll in July. For all other employees (not year-round employees), stipends earned under these provisions (less appropriate tax deductions) will be paid as follows: first semester stipend to be paid in the first payroll in February; second semester stipend to be paid in the second payroll in June.

ARTICLE XXIX
INSURANCES

A. Comprehensive Major Medical Insurance

The Liberty-Benton Board of Education shall make available a comprehensive major medical insurance plan.

1. The Board shall make the following payments towards the current medical insurance coverage:
 - i. For full-time employees*, the Board shall pay 80% of the cost for family coverage.
 - ii. For full-time employees*, the Board shall pay 95% of the cost for single coverage.
 - iii. For two (2) full-time employees* who are both employee spouses, the Board will pay 80% of the cost for family coverage, but will not pay any of the cost for single coverage.
 - iv. For part-time employees who are employed ten (10) hours per week or more, the Board will pay a proportion of the full-time employee's single (95%) or family (80%) benefit that equals the part-time employee's annual contract hours divided by 2,080 annual hours.

*For all eight (8) bargaining unit members who were enrolled in the District's comprehensive major medical insurance plan as of August 1, 2009, and for bargaining unit members who were not enrolled in the District's comprehensive major medical insurance plan as of August 1, 2009, but who experience a "qualifying life event" as defined and described by the Hancock County Schools Consortium Plan in effect for the period of this Agreement, and who desire coverage under the District's Medical Insurance Plan during the period of this Agreement (i.e. from date of ratification through August 31, 2012), an exception to the definition of full-time employee as found in Article XXXI herein shall be waived and these employees only shall be grandfathered under the past practice definition of full-time through the duration of this Agreement (i.e. August 31, 2012):

2. Bargaining unit member deductibles paid through July 31, 2009, for insurance plan year 2009 will be carried over and applied to same with change in plan; as well as, Board will pay individual bargaining unit member difference between current deductibles and new deductibles actually paid and incurred by bargaining unit members for insurance plan year 2010, but the Board will only pay the difference between current deductibles and new deductibles actually paid by individual bargaining unit members from the time period January 1, 2010 through December 31, 2010. Further, the Board will only pay the difference between current deductibles and new deductibles amounts actually paid and incurred by individual bargaining unit members upon submission by individual bargaining unit member of verifiable documentation from the insurance provider that establishes actual amounts paid by individual bargaining unit member from time period January 1, 2010 through December 31, 2010, to be paid in one (1) payment.
3. For the 2009 and 2010 insurance plan years, the Board will reimburse eligible bargaining unit members (eligibility defined herein) the difference between deductibles paid by each eligible bargaining unit member on an individual basis for the plan year at issue versus the calendar year deductible that was in effect prior to August 1, 2009. The Board's maximum reimbursement liability for a single policy will be \$200 per plan year and the Board's maximum reimbursement liability for a family policy will be \$400 per plan year. The minimum amount to be reimbursed per plan year shall be \$5.00.

In order to receive this reimbursement, eligible bargaining unit members must submit all required final EOB documentation for the calendar year to the Treasurer no later than June 1 of the following plan year at issue, but no earlier than January 1 following the plan year at issue.

The precise amount the Board will reimburse each eligible bargaining unit member will be determined by the EOBs submitted by each eligible bargaining unit member.

4. Plan Specifications:

Physician Office Visit

\$10 (\$10 copay)

Without a referral –

\$30 (\$30 copay)

Deductibles & Coinsurance –

	<u>Network</u>	<u>Non-Network</u>
Deductible	\$400/\$800	\$800/\$1,600
Out of Pocket Max	\$1,000/\$2,000	\$2,000/\$4,000
Total Exposure	\$1,400/\$2,800	\$2,800/\$5,600

Office X-Ray & Lab

Deductible and Coinsurance

B. Continuation of Coverage

Members shall be eligible for medical, group life, dental and vision insurance plans in accordance with the provisions of this Agreement.

Effective at the ratification of this Agreement, the current medical insurance plan offered to employees have been determined by the Hancock County School Consortium and shall remain in effect unless changed by the Consortium and agreed to by both the Board and the Association.

C. Insurance Committee

An Insurance Committee shall be established by and between the Board and the Association to discuss the status of the district's medical insurance. Said Committee shall meet two (2) times per year. Membership on the Committee shall consist of three (3) representatives of the Board and three (3) representatives of the Association. The district's insurance consultant shall be present at such meetings.

D. Section 125 Plan

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting that their benefit elections be nontaxable. An amount not to exceed twenty-five percent (25%) of salary may be set