

# McComb Local Schools



Mr. Michael V. Lamb, Superintendent  
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Administration Office  
328 South Todd Street  
McComb, OH 45858

March 24, 2011

## DRAFT AGREEMENT

This bargaining proposal presents:

**2011-2012**-Maintain current salary levels, schedule, and steps (no increases),

**2012-2013**-Renew the contract for one additional year from July 1, 2012, through June 30, 2013 with a salary increase of one-half percent (0.5%) on the BA-0 base for 2012-2013.

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This Agreement is entered into on the 25 day of April, 2011, by and between the McComb Local School District Board of Education ("Board") and the McComb Teachers Education Association ("Association").

WHEREAS, the Board and the Association are parties to a Master Agreement having a term of July 1, 2009, through June 30, 2012; and

WHEREAS, the Master Agreement provides for negotiating salary on a reopener for the 2011-2012 school year; and

WHEREAS, through this Agreement, the parties intend to establish salary for the 2011-2012 school year, while renewing the term of the Master Agreement by an additional year.

NOW, THEREFORE, THE PARTIES AGREE:

Section 1. There shall be no increase on the BA-0 base for the 2011-2012 school year.

### THINK IT!

McComb Elementary School  
Ms. Teresa Kozarec, Principal  
328 South Todd Street  
McComb, Ohio 45858  
Phone: 419-293-3286

### BELIEVE IT!

McComb Middle School  
Mr. Heath Huffman, Head Teacher  
20221 Church Street  
Hoytville, Ohio 43529  
Phone: 419-278-8194  
Fax: 419-278-7166

### ACHIEVE IT!

McComb High School  
Mr. Jeremy Herr, Principal  
328 South Todd Street  
McComb, Ohio 45858  
Phone: 419-293-3853  
Fax: 419-293-3107

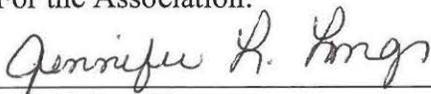
Moreover, there shall be a step freeze, in that teachers eligible to advance an experience step on the salary schedule for the 2011-2012 school year shall remain on the same step for the 2011-2012 school year as the teacher was placed for the 2010-2011 school year. Any teacher who has completed additional coursework which would qualify him/her for a master's degree and has submitted an official transcript or documentation by October 15 will be advanced to the appropriate column effective with the beginning of the 2011-12 school year. There shall be no catch-up on the step freeze for the 2012-2013 school year. Example: A teacher on step 4 for the 2010-2011 school year shall remain on step 4 for the 2011-2012 school year, and shall be eligible based upon service to advance only to step 5 for the 2012-2013 school year.

Section 2. The Master Agreement is renewed for one additional year, from July 1, 2012, through June 30, 2013, on the same terms and conditions but subject to implementation of the step freeze as described in Section 1. There shall be a salary increase of one-half percent (0.5%) on the BA-0 base for the 2012-2013 school year.

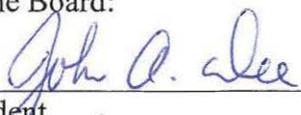
Section 3. Except as provided in this Agreement, all other terms and conditions of the Master Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the date first set forth above.

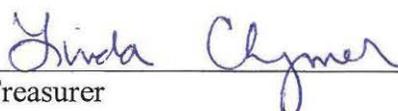
For the Association:

  
\_\_\_\_\_  
MTEA President

For the Board:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Treasurer

**MCCOMB LOCAL SCHOOL DISTRICT  
TEACHER SALARY SCHEDULE 2012-2013**

Teachers hired after June 30, 1997, will not be eligible for the BA +13 Sem. Hrs. or the BA +23 Sem. Hrs. Columns on the Salary Schedule.

Step	BA	BA+13	150 SH	BA+23	MA/MS	MA+15	MA+30
0	30,094	30,696	31,238	31,298	32,953	34,397	35,842
1	31,238	31,900	32,532	32,682	34,397	35,842	37,317
2	32,381	33,103	33,826	34,066	35,842	37,317	38,821
3	33,525	34,307	35,120	35,451	37,317	38,821	40,326
4	34,668	35,511	36,414	36,835	38,821	40,326	41,831
5	35,812	36,715	37,708	38,219	40,326	41,831	43,335
6	36,955	37,918	39,002	39,604	41,831	43,335	44,840
7	38,099	39,122	40,296	40,988	43,335	44,840	46,345
8	39,243	40,326	41,590	42,372	44,840	46,345	47,849
9	40,386	41,530	42,884	43,757	46,345	47,849	49,354
10	41,530	42,733	44,178	45,141	47,849	49,354	50,859
11	42,673	43,937	45,472	46,525	49,354	50,859	52,364
12		45,141	46,766	47,910	50,859	52,364	53,868
13			48,060	49,294	52,364	53,868	55,373
14				50,678	53,868	55,373	56,878
15				52,063	55,373	56,878	58,382
20					56,878	58,382	59,887
25	43,817	46,345	49,354	53,447	58,382	59,887	61,392