



COLLECTIVE BARGAINING TENTATIVE AGREEMENT EXTENTION

The Northeastern Local Education Association (the "Association") and the Northeastern Local Board of Education ( The "Board") mutually agree to extend the Collective Bargaining Agreement between the parties currently in effect from July 1, 2010 – June 30 2012. All provisions of the collective bargaining agreement including but not limited to the terms and language will remain unchanged and in full force and effect.

For the 2011-2012 and 2012-2013 school year, all Bargaining Unit members will remain or be frozen on the same salary step as their placement during the 2010-2011 school year. Further there shall be a reopener for base salary only and health insurance as specified in the parties Addendum Salary Schedule for the 2012-2013 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2013-2014 school year. There shall be a reopener for base salary and health insurance only as specified in the parties Addendum Salary Schedule for the 2014-2015 school year.

Furthermore there will be -1% reduction on the base salary for the 2011-2012 school year.

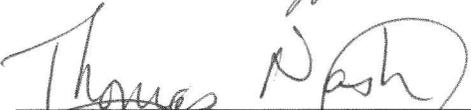
This agreement shall be in effect from March 9, 2011 until June 30, 2015. All terms, conditions and language including all of the parties' Memorandum of Understanding that were contained in the last Agreement will remain unchanged until July 1, 2011 when the paragraphs above take effect.

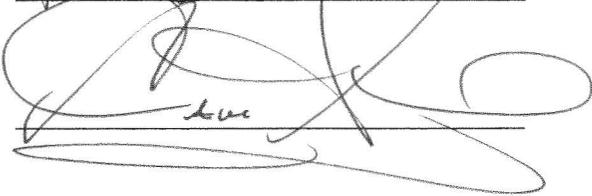
For the Association

  
\_\_\_\_\_

President

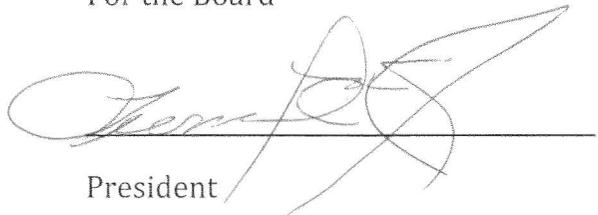
  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

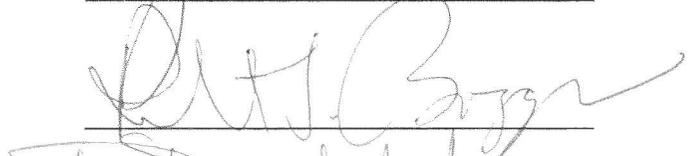
\_\_\_\_\_

For the Board

  
\_\_\_\_\_

President

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

\_\_\_\_\_

NORTHEASTERN LOCAL BOARD OF EDUCATION  
INSTRUCTIONAL SALARY SCHEDULE  
2011-2012

	CLASS	CLASS	CLASS	CLASS	CLASS	CLASS
STEP	1	II	III	IV	V	VI
0	100%	103%	105%	108%	110%	112%
ANNUAL	\$33,378	\$34,379	\$35,047	\$36,048	\$36,716	\$37,383
DAILY RATE	181.41	186.85	190.48	195.92	199.55	203.17
1	104%	107%	109%	112%	114%	116%
ANNUAL	34,713	35,714	36,382	37,383	38,051	38,718
DAILY RATE	188.66	194.10	197.73	203.17	206.80	210.43
2	108%	111%	113%	116%	118%	120%
ANNUAL	36,048	37,050	37,717	38,718	39,386	40,054
DAILY RATE	195.92	201.36	204.98	210.43	214.06	217.69
3	112%	115%	117%	121%	123%	125%
ANNUAL	37,383	38,385	39,052	40,387	41,055	41,723
DAILY RATE	203.17	208.63	212.24	219.50	223.13	226.76
4	117%	120%	122%	126%	128%	130%
ANNUAL	39,052	40,054	40,721	42,056	42,724	43,391
DAILY RATE	212.24	217.69	221.31	228.57	232.20	235.82
5	122%	125%	127%	132%	134%	136%
ANNUAL	40,721	41,723	42,390	44,059	44,727	45,394
DAILY RATE	221.31	226.76	230.38	239.46	243.09	246.71
6	127%	130%	132%	138%	140%	142%
ANNUAL	42,390	43,391	44,059	46,062	46,729	47,397
DAILY RATE	230.39	235.83	239.46	250.34	253.97	257.60
7	132%	135%	137%	144%	146%	148%
ANNUAL	44,059	45,060	45,728	48,064	48,732	49,399
DAILY RATE	239.46	244.90	248.53	261.22	264.85	268.48
8	137%	140%	142%	150%	153%	156%
ANNUAL	45,728	46,729	47,397	50,067	51,068	52,070
DAILY RATE	248.53	253.97	257.60	272.11	277.55	282.99
9	142%	145%	147%	157%	160%	163%
ANNUAL	47,397	48,398	49,066	52,403	53,405	54,406
DAILY RATE	257.60	263.04	266.67	284.80	290.25	295.69
10	148%	151%	153%	164%	167%	170%
ANNUAL	49,399	50,401	51,068	54,740	55,741	56,743
DAILY RATE	268.48	273.92	277.55	297.50	302.95	308.39
11	154%	157%	159%	171%	174%	177%
ANNUAL	51,402	52,403	53,071	57,076	58,078	59,079
DAILY RATE	279.36	284.80	288.43	310.20	315.65	321.08
12			165%	178%	181%	184%
ANNUAL			55,074	59,413	60,414	61,416
DAILY RATE			299.32	322.90	328.34	333.79
13				185%	188%	191%
ANNUAL				61,749	62,751	63,752
DAILY RATE				335.60	341.04	346.48
14					195%	198%
ANNUAL					65,087	66,088
DAILY RATE					353.74	359.18
20	160%	163%	171%	192%	202%	212%
ANNUAL	53,405	54,406	57,076	64,086	67,424	70,761
DAILY RATE	290.25	295.69	310.20	348.30	366.44	384.57
25	166%	169%	177%	199%	209%	219%
ANNUAL	55,407	56,409	59,079	66,422	69,760	73,098
DAILY RATE	301.13	306.58	321.08	360.99	379.14	397.28

TRAINING CLASSIFICATIONS

CLASS		CONTRACT CLASS
CLASS I	Bachelor's Degree	BS
CLASS II	Bachelor's Degree Plus 10 Semester Hours of Graduate Credit	BS+10
CLASS III	150 Semester Hours with a Bachelor's Degree or Bachelor's Degree Plus 20 Semester Hours of Graduate Credit	BS150
CLASS IV	Master's Degree	MA
CLASS V	Master's Degree Plus 15 Semester Hours of Graduate Credit	MA+15
CLASS VI	Master's Degree Plus 25 Semester Hours of Graduate Credit	MA+25

ADDITIONAL BENEFITS

A full time #staff member receives in addition to the above base, the following:

1. A single or family vision policy.
2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

A full time #staff member may elect to receive in addition to the above, the following benefits:

1. A single core health insurance policy at a cost of \$1.00 per year for those individuals employed prior to 7/1/05. Effective 7/1/05, 90% the cost of a single core policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
2. A single dental policy or 65% the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees for single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

#Staff member is a contracted employee, employed as per adopted school calendar on a 26 pay schedule.

NORTHEASTERN LOCAL SCHOOL DISTRICT  
EXTRA DUTY SALARY SCHEDULE  
2011-2012

<u>POSITION</u>	<u>% *</u>	<u>AMOUNT</u>	<u>POSITION</u>	<u>% *</u>	<u>AMOUNT</u>
<u>DISTRICT</u>			<u>PER MIDDLE SCHOOL</u>		
Coordinator, Art	5	1669.00	<u>MUSIC/DRAMA</u>		
*** Destination Imagination Coach	2	668.00	Minor	1	334.00
Enrichment Program	.07	23.36/hr	#Major	3	1001.00
Home Instruction Tutor	.07	23.36/hr	Vocal Solo/Ensemble Contest	1	334.00
Director Musical/Drama (max 2)			Instrumental Solo/Ensemble Contest	1	334.00
Speech & Debate Coach	6	2003.00	Swing Ensemble	1	334.00
<u>NORTHEASTERN-KENTON RIDGE</u>			<u>CLUBS/ACTIVITIES ADVISORS</u>		
<u>DRAMA/MUSICAL</u>			Yearbook	3	1001.00
#Major Play Director (max 1)	4	1335.00	Major Club Advisors (2)	2	668.00
#Major Play Asst (max 1)	2	668.00	Minor Club Advisors (4)	1	334.00
#Major Musical Director (max 1)	4	1335.00	<u>PER ELEMENTARY</u>		
#Major Musical Asst (max 1)	3	1001.00	<u>DRAMA/MUSIC</u>		
#Major Musical Asst (max 1)	2	668.00	Play/Musical (3 Total)		
<u>MUSIC/VOCAL</u>			#Major	2	668.00
Basic Choir (max 1)****	3	1001.00	Minor	1	334.00
Swing Choir (max 1)	3	1001.00	<u>CLUB/ACTIVITY ADVISORS</u>		
<u>MUSIC/INSTRUMENTAL</u>			Advisors (2 total)		
Band Director****+	12	4005.00	Major	2	668.00
Assistant Band Director	7	2336.00	Minor	1	334.00
Flag	2	668.00	<u>CLASS ADVISORS/CLUBS/ACTIVITIES</u>		
Jazz Band	4	1335.00	Freshman (1 ea.)	2	668.00
Pep Band	2	668.00	Sophomore (1 ea.)	2	668.00
<u>CLASS ADVISORS/CLUBS/ACTIVITIES</u>			Junior (1 ea. w/Prom)	5	1669.00
Freshman (1 ea.)	2	668.00	Senior (1 ea.)	2	668.00
Sophomore (1 ea.)	2	668.00	Club Advisors (5 ea.)	2	668.00
Junior (1 ea. w/Prom)	5	1669.00	Annual Publication (1 ea.)	7	2336.00
Senior (1 ea.)	2	668.00	Newspaper Advisor (1 ea.)	3	1001.00
Club Advisors (5 ea.)	2	668.00	Stu. Government Adv.(1 ea.)	4	1335.00
Annual Publication (1 ea.)	7	2336.00	Quiz Bowl( 1ea.)	3	1001.00
Newspaper Advisor (1 ea.)	3	1001.00			
Stu. Government Adv.(1 ea.)	4	1335.00			
Quiz Bowl( 1ea.)	3	1001.00			

SUBSTITUTE TEACHER RATE

Fixed Rate	= \$80.00	
Partial Day: Minimum of ½ day	= \$40.00	= 3 ¼ hours
Rates over ½ day	= ½ day	+ (hourly rate x hours beyond 3 ¼ hours)
	= \$40.00	+ (\$10.67** x hours beyond 3 ¼ hours)
**Hourly Rate	= \$80.00	= 7 ½ hours day = \$10.67 per hour

\*ALL PERCENTAGES APPLIED TO A BASE OF \$33,378

- \*\* Funds which may be used in increments of .50% to recognize staff members who have performed a service for students beyond the normal working day upon the recommendation of the Principal and Superintendent.
- \*\*\* Destination Imagination: the number of positions will be determined annually by the Board of Education.
- \*\*\*\* Includes Solo and Ensemble Contest
- + Includes Band Contest
- # Supplemental contracts issued upon approval of program or project plans IN ADVANCE of production date and upon recommendation of the Principal and Superintendent. To be considered a major production the activity must include after school practices and/or rehearsals culminating in at least one evening performance.

EXTRA-DUTY POSITIONS

The Extra-duty position compensation is paid solely for time outside of the school day. While "school time" might be used for a portion of the activity (depending on the position), substantial and appropriate time outside of the school day is a requirement.

EXTRA-DUTY EXPERIENCE RAISES

Extra-duty experience raises are intended to encourage and reward directors/advisors for remaining in their current directing/advising positions. Experience is counted specifically for that/position/level. Changing coaching/advising positions, even if in the same sport/activity, or between girls and boys sports/activities, returns the coach/advisor to the no experience level. Experience credits are transferable to another building for the same position/level/sport. The years do not have to be consecutive. Both experience credits are calculated on the extra-curricular base salary only.

The first experience raise shall be granted after the completion of three years in one coach/advising position. The raise shall be an increase of 10% of the current extra-curricular base salary for that position. The second raise shall be under the same conditions as the first raise, after the completion of the fifth year of service. The raise shall be a second 10% of the current extra-curricular base salary for that position. It is the responsibility of each individual coach to notify the Treasurer's office when he/she is eligible for either of the experience raises.

NORTHEASTERN LOCAL SCHOOL DISTRICT  
EXTRA DUTY SALARY SCHEDULE  
ATHLETIC  
2011-2012

NORTHEASTERN-KENTON RIDGE

<u>POSITION</u>	<u>%*</u>	<u>AMOUNT</u>
Conditioning Coord.	8	2670.00
<u>ATHLETIC SITE MANAGER</u>		
Fall Sports	5	1669.00
Winter Sports	4	1335.00
<u>BASEBALL</u>		
Varsity Head	10	3338.00
Assistant	7	2336.00
<u>BASKETBALL</u>		
Varsity Boys	16	5340.00
Assistant Boys	9	3004.00
Freshman Boys	8	2670.00
Varsity Girls	16	5340.00
Assistant Girls	9	3004.00
<u>BOWLING</u>		
Varsity Head	6	2003.00
<u>CHEERLEADER COACH</u>		
Varsity Football	3	1001.00
Reserve Football	2	668.00
Varsity & Reserve Basketball	4	1335.00
Freshman Basketball	2	668.00
<u>CROSS COUNTRY</u>		
Varsity Head	8	2670.00
Assistant	5	1669.00
<u>FOOTBALL</u>		
Varsity Head	16	5340.00
Assistant (5)	9	3004.00
<u>GOLF</u>		
Boys Varsity Head	6	2003.00
Girls Varsity Head	6	2003.00
<u>SOCCER</u>		
Varsity Head Boys	10	3338.00
Varsity Head Girls	10	3338.00
Assistant Boys	6	2003.00
Assistant Girls	6	2003.00
<u>SOFTBALL</u>		
Varsity Head	10	3338.00
Assistant	7	2336.00
<u>SWIMMING</u>		
Varsity Head Swim Coach	6	2003.00
Assistant Swim Coach	4	1335.00
<u>TENNIS</u>		
Varsity Boys	6	2003.00
Varsity Girls	6	2003.00
<u>TRACK</u>		
Head Track Coach	10	3338.00
Assistant (3)	6	2003.00
<u>VOLLEYBALL</u>		
Varsity Head	10	3338.00
Assistant	6	2003.00
<u>WRESTLING</u>		
Varsity Head	12	4005.00
Assistant	8	2670.00

The length of each sport season is as determined by the Northeastern Board of Education; according to the Ohio High School Athletic Association and uniform school policy.

\*Percentage applied to a base of \$33,378

NORTHRIDGE-SOUTH VIENNA

<u>POSITION</u>	<u>%*</u>	<u>AMOUNT</u>
Faculty Manager	4	1335.00
<u>BASKETBALL</u>		
Eighth Grade Boys	8	2670.00
Seventh Grade Boys	8	2670.00
Eighth Grade Girls	8	2670.00
Seventh Grade Girls	8	2670.00
<u>CHEERLEADER COACH</u>		
Seventh & Eighth Basketball	2	668.00
Football	2	668.00
<u>CROSS COUNTRY</u>		
Varsity Head	6	2003.00
<u>FOOTBALL</u>		
Varsity Head	8	2670.00
Assistant	5	1669.00
<u>TRACK</u>		
Varsity Head	6	2003.00
Assistant (2)	4	1335.00
<u>VOLLEYBALL</u>		
Varsity Head	6	2003.00
Assistant	4	1335.00
<u>WRESTLING</u>		
Varsity Head	6	2003.00
Assistant	4	1335.00

EXTRA-CURRICULAR/ATHLETIC POSITIONS

The Extra-Curricular/Athletic position compensation is paid solely for time outside of the school day. While "school time" might be used for a portion of the activity (depending on the position), substantial and appropriate time outside of the school day is a requirement.

EXTRA-CURRICULAR/ATHLETIC EXPERIENCE RAISES

Extra-curricular experience raises are intended to encourage and reward coaches/advisors for remaining in their current coaching/advising positions.

Experience is counted specifically for that position/level/sport. Changing coaching/advising positions, even if in the same sport/activity, or between girls and boys sports/activities, returns the coach/advisor to the no experience level. Experience credits are transferable to another building for the same position/level/sport. The years do not have to be consecutive. Both experience credits are calculated on the extra-curricular base salary only.

The first experience raise shall be granted after the completion of three years in one coaching/advising position. The raise shall be an increase of 10% of the current extra-curricular base salary for that position. The second raise shall be under the same conditions as the first raise, after the completion of the fifth year of service. The raise shall be a second 10% of the current extra-curricular base salary for that position.

It is the responsibility of each individual coach to notify the Treasurer's office when he/she is eligible for either of the experience raises.