

WOLF CREEK LOCAL SCHOOL DISTRICT

2014-2015 SCHOOL YEAR

APPENDIX A - DOLLAR SALARY SCHEDULE AND INDEX

11-18-14
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BASE YEAR SALARY \$32,087

LEVEL	BA	SALARY	150 HRS	SALARY	MASTERS	SALARY	MAS + 15	SALARY
0	1.00000	\$32,087	1.04374	\$33,490	1.10956	\$35,602	1.15809	\$37,160
1	1.04374	\$33,490	1.09238	\$35,051	1.16293	\$37,315	1.21712	\$39,054
2	1.08748	\$34,894	1.14102	\$36,612	1.21630	\$39,027	1.27618	\$40,949
3	1.13122	\$36,297	1.18966	\$38,173	1.26967	\$40,740	1.33526	\$42,844
4	1.17496	\$37,701	1.23830	\$39,733	1.32304	\$42,452	1.39436	\$44,741
5	1.21870	\$39,104	1.28694	\$41,294	1.37641	\$44,165	1.45348	\$46,638
6	1.26244	\$40,508	1.33558	\$42,855	1.42978	\$45,877	1.51261	\$48,535
7	1.30618	\$41,911	1.38422	\$44,415	1.48315	\$47,590	1.57176	\$50,433
8	1.34992	\$43,315	1.43286	\$45,976	1.53652	\$49,302	1.63092	\$52,331
9	1.39750	\$44,842	1.48250	\$47,569	1.58500	\$50,858	1.68140	\$53,951
10	1.44500	\$46,366	1.53500	\$49,254	1.64500	\$52,783	1.74746	\$56,071
11	1.49250	\$47,890	1.58750	\$50,938	1.70500	\$54,708	1.81353	\$58,191
12	1.54000	\$49,414	1.64000	\$52,623	1.76500	\$56,634	1.87961	\$60,311
20	1.58750	\$50,938	1.69250	\$54,307	1.82500	\$58,559	1.94571	\$62,432
27	1.65610	\$53,139	1.77334	\$56,901	1.91011	\$61,290	2.04533	\$65,629
33	1.69042	\$54,241	1.81375	\$58,198	1.95268	\$62,656	2.09515	\$67,227

SUPPLEMENTAL SCHEDULE:

2014-2015

Base \$32,087

Guidance Counselor 20 Days Extended
 Instructional Music Director 20 Days Extended
 Librarian/Library Media Specialist/Tech Coordinator 20 Days Extended
 (will remain as long as the Librarian is the Media Specialist/Tech Coordinator)

		1st Year		2nd Year		3rd Year		4th Year
Color Guard Instructor	0.0350	\$1,123	0.0367	\$1,178	0.0385	\$1,235	0.0402	\$1,290
HS Class Advisors	0.0100	\$321	0.0105	\$337	0.0110	\$353	0.0115	\$369
HS Detention Hall Monitor	0.0162	\$520	0.0170	\$545	0.0180	\$578	0.0189	\$606
Elementary Detention Hall Monitor	0.0162	\$520	0.0170	\$545	0.0180	\$578	0.0189	\$606
Mentor	0.0110	\$353						
National Honor Society Advisor	0.0280	\$898	0.0294	\$943	0.0308	\$988	0.0322	\$1,033
Newspaper Advisor	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Play Director - Each Play	0.0280	\$898	0.0294	\$943	0.0308	\$988	0.0322	\$1,033
Pep Band	0.0100	\$321	0.0105	\$337	0.0110	\$353	0.0115	\$369
Percussion Assistant	0.0350	\$1,123	0.0367	\$1,178	0.0385	\$1,235	0.0402	\$1,290
Spanish Club Advisor	0.0280	\$898	0.0294	\$943	0.0308	\$988	0.0322	\$1,033
Student Council - High School	0.0560	\$1,797	0.0588	\$1,887	0.0616	\$1,977	0.0644	\$2,066
Student Council - Junior High	0.0230	\$738	0.0242	\$777	0.0254	\$815	0.0266	\$854
Technology Coordinator	0.1370	\$4,396	0.1438	\$4,614	0.1507	\$4,836	0.1575	\$5,054
Vocal Music Director	0.0480	\$1,540	0.0509	\$1,633	0.0528	\$1,694	0.0552	\$1,771
Wolf Creek Elementary Technology Specialist	0.0914	\$2,933	0.0959	\$3,077	0.1005	\$3,225	0.1050	\$3,369
Wolf Creek High School Technology Specialist	0.0914	\$2,933	0.0959	\$3,077	0.1005	\$3,225	0.1050	\$3,369
Wolf Creek Elementary Yearbook Advisor	0.0230	\$738	0.0242	\$777	0.0254	\$815	0.0266	\$854
Wolf Creek High School Yearbook Advisor	0.0450	\$1,444	0.0472	\$1,515	0.0495	\$1,588	0.0517	\$1,659
Ahtletic Director	0.2060	\$6,610	0.2162	\$6,937	0.2266	\$7,271	0.2368	\$7,598
Baseball - Head Coach	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Baseball - Assistant Coach	0.0500	\$1,604	0.0524	\$1,681	0.0548	\$1,758	0.0570	\$1,829
Basketball - Boys Head Coach	0.1370	\$4,396	0.1438	\$4,614	0.1507	\$4,836	0.1575	\$5,054
Basketball - Assistant Boys Coach	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Basketball - Girls Head Coach	0.1370	\$4,396	0.1438	\$4,614	0.1507	\$4,836	0.1575	\$5,054
Basketball - Assistant Girls Coach	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Basketball - Freshmen Coach	0.0500	\$1,604	0.0524	\$1,681	0.0548	\$1,758	0.0570	\$1,829
Basketball - Junior High Boys Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Basketball - Junior High Assistant Boys Coach	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Basketball - Junior High Girls Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Basketball - Junior High Assistant Girls Coach	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Cheerleader Advisor	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Cheerleader Advisor - Junior High	0.0280	\$898	0.0294	\$943	0.0308	\$988	0.0322	\$1,033
Cross Country - Boys Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Cross Country - Girls Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Cross Country - Assistant Coach	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Football - Head Coach	0.1370	\$4,396	0.1438	\$4,614	0.1507	\$4,836	0.1575	\$5,054
Football - Assistant Coach (Max 3 Coaches)	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Football - Junior High Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Football - Junior High Assistant Coach	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Golf - Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Softball - High School Head Coach	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Softball - High School Assistant Coach	0.0500	\$1,604	0.0524	\$1,681	0.0548	\$1,758	0.0570	\$1,829
Softball - Junior High Head Coach	0.0350	\$1,123	0.0368	\$1,181	0.0385	\$1,235	0.0402	\$1,290
Softball - Junior High Assistant Coach	0.0200	\$642	0.0210	\$674	0.0220	\$706	0.0230	\$738
Track - Boys Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Track - Girls Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Track - Assistant Coach	0.0500	\$1,604	0.0524	\$1,681	0.0548	\$1,758	0.0570	\$1,829
Track - Junior High Coach	0.0350	\$1,123	0.0368	\$1,181	0.0385	\$1,235	0.0402	\$1,290
Volleyball - Head Coach	0.0830	\$2,663	0.0871	\$2,795	0.0913	\$2,930	0.0954	\$3,061
Volleyball - Assistant Coach	0.0500	\$1,604	0.0524	\$1,681	0.0548	\$1,758	0.0570	\$1,829
Volleyball - Freshman	0.0350	\$1,123	0.0368	\$1,181	0.0385	\$1,235	0.0402	\$1,290
Volleyball - Junior High Head Coach	0.0690	\$2,214	0.0724	\$2,323	0.0759	\$2,435	0.0793	\$2,544
Volleyball - Junior High Assistant Coach	0.0410	\$1,316	0.0430	\$1,380	0.0451	\$1,447	0.0471	\$1,511
Wrestling - Head Coach	0.1100	\$3,530	0.1155	\$3,706	0.1210	\$3,883	0.1265	\$4,059
Wrestling - Assistant Coach	0.0660	\$2,118	0.0693	\$2,224	0.0726	\$2,330	0.0759	\$2,435

the above per diem pay (14.02 C., D, and E.) forty-five, fifty, and 60 days subtracted from their total accumulated sick leave (examples: $215-60=155$ divided by 2 = $77.5 \times \$85.00 = \$6,587.50$; and $215-50=165$ divided by 2 = $82.5 \times \$85.00 = \$7,012.50$ or $215-45=170$ divided by 2 = $85 \times \$85.00 = 7,225.00$ (that figure shall be multiplied by a fixed figure of \$85.00).

ARTICLE 15

PAYROLL DEDUCTIONS

15.01 The Board of Education shall provide payroll deduction options to all members of the teaching staff provided that two or more teachers have requested a deduction from this same organization company.

A. Professional Dues

1. Deductions are to be made as determined by Treasurer and Association, in accordance with the school accounting system.
2. By the tenth of the month following the deduction, the Treasurer of the Board shall deliver said deductions to the Treasurer of the Association.

All deductions shall be paid to the designated account before the next pay period.

ARTICLE 16

PAY PERIODS

16.01 Teacher's pay shall be divided into equal pay periods. Payday shall be every other week.

ARTICLE 17

SALARY OF CERTIFICATED EMPLOYEES

17.01 The Board agrees that the B.S./B.A. base salary for the school years 2014-2015 for teachers who carry the H.S.A. will be \$32,087.00

17.02 See appendix A for Index Schedule

Master Plus 15 – It is understood that to attain this Masters + 15 level pay on the Salary Schedule ten (10) years of completed service in the Wolf Creek Local School District must be completed. Additionally, the fifteen (15) Semester Hours (or the equivalent) must be taken after the Master Degree is conferred.

17.03 Dual Enrollment teachers will receive \$500.00 per course/prep per semester up to a maximum of \$2,500.00 per semester. (Example: Math-2130, taught all eight (8) periods all year would equal \$1000.00).

17.04 A reopener, as requested annually, to discuss any specifics for Distance Learning Dual Enrollment.

ARTICLE 18

INSURANCE PROGRAMS

18.01 HOSPITALIZATION AND MAJOR MEDICAL The Board will pay ninety percent (90%) of family or single hospitalization, surgical, and major medical insurance. In the event that the Board desires changing the carriers on the insurances, the Wolf Creek Local Education Association shall be included in the selection process. The Board and the Association shall mutually agree on a new carrier. This consent enables either party to request for the insurance to be reviewed each year, but does not constitute the opening of contract negotiations.

18.02 DENTAL PROTECTION The Board will continue the present level of protection for all certified personnel. The Board will pay ninety percent (90%) of the premium.

18.03 The Board will provide \$25,000.00 Life Insurance policy for each member of the certified staff, at Board expense. If allowed by the Company, the employee can buy more term insurance at the same (current) rate from the carrier and pay the cost themselves by payroll deduction.

18.04 In the case of husband and wife employees, the Board will pay 100% of stated premium.

18.05 A section 125 tax reduction for employee portion of Insurance Premium shall apply.

- 18.06 A section 125 tax reduction for employee portion of Insurance Premium shall apply.
- 18.07 Any bargaining unit member who provides proof of coverage under any other Insurance Plan shall be eligible to waive coverage under the Board's Group Plan annually by September 30. If they so waive they will receive an annual payment of five thousand (\$5,000.00) dollars. The payment will be made on the last payroll period in June of each year provided the employee had remained off the Board's Group Plan the entire year. Members of the same household with both employed by the Board shall not be eligible to participate.

ARTICLE 19

INDIVIDUAL CONTRACT SUPPLEMENTAL

- 19.01 All teachers assigned additional responsibilities and granted additional compensation for such responsibilities shall be given a written contract that is in addition to their regular contract in keeping with the Ohio Revised Code. The extra pay for additional duties and extended service is included in the following scale. All increments are figured on the current base salary and reflect the number of years of experience in this district.
- 19.02 Supplemental Contracts are for one year only and should be deemed as automatically non-renewed at the close of each school year without further action by the Board of Education.

See Appendix B for index of supplemental contracts.

ARTICLE 20

TRANSPORTATION

- 20.01 Neither the Board nor any administrator shall require any certified employee to use his/her personal vehicle to transport students.
- 20.02 The Board will pay WCLEA members the rate as approved in board policy for all employees per mile for any travel approved by the Superintendent for travel (beyond back and forth to school) required by job description.

Retirement System paid upon behalf of the employees in the bargaining unit under the following terms and conditions:

- A. The amount to be “picked-up” on behalf of each employee shall be 9.25 percent (9.25%) or any statutory increases therein of the employee’s gross annual compensation. The employee’s annual compensation shall be reduced by the Board for the purpose of State and Federal tax only.
- B. The pick-up percentage shall apply uniformly to all members of the bargaining unit as a condition of employment.
- C. The pick-up shall become effective and shall apply to all compensation including supplemental earnings thereafter.
- D. The parties agree that should the rules and regulations of the IRS, or the retirement system change making this procedure unworkable, the parties agree to return, without penalty to the former method of employee/employer contributions. Payment for all paid leaves: sick leave, personal leave, severance, and supplemental including unemployment and worker’s compensation shall be based on the employee’s daily gross pay prior to the reduction as basis (e.g. gross pay divided by the number of days in a teacher’s contract).

ARTICLE 27

DURATION

27.01

- A. This contract shall be effective as of July 1, 2014, and shall remain in full force until June 30, 2015.
- B. At the end of the third year, no earlier than 120 calendar days prior to June 30th, either party may give written notification to the other of intent to modify or amend this agreement. Such notice shall be by certified mail with return receipt. The parties shall commence negotiations within two calendar weeks upon receiving notice of intent.

Appendix C

- H.S.A. 1500/3000 – an amount of \$1500.00 will be placed into each H.S.A. Single Plan and \$3000.00 into each Family Plan (ES, EC, Family).
- H.S.A. 2500/5000 - an amount of \$2500.00 will be placed into each H.S.A. Single Plan and \$5000.00 placed into each Family Plan (ES, EC, Family).
- Unless otherwise requested all newly hired employees will be placed into the 1500/3000 H.S.A. plan.
- Once you sign up for H.S.A. you must remain with that Deductible for the life of the negotiated agreement.
- Once you opt out of the Wolf Creek Local Insurance Plan you cannot go back (a one time exception can be made in the event of spousal loss of insurance but all accumulated opt out money must be reimbursed prior to being eligible for reinstatement for the Wolf Creek Local School District Insurance Plan).