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**SPRINGBORO COMMUNITY CITY SCHOOL DISTRICT**

**CONTRACT**

**BETWEEN**

**SPRINGBORO COMMUNITY CITY SCHOOL DISTRICT  
BOARD OF EDUCATION**

**AND**

**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION  
AFFILIATED WITH  
THE OHIO EDUCATION ASSOCIATION  
AND THE  
NATIONAL EDUCATION ASSOCIATION**

**AMENDMENT TO CONTRACT**

**JULY 1, 2013 TO JUNE 30, 2021**

**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION  
AND THE  
SPRINGBORO BOARD OF EDUCATION**

**AMENDMENT TO THE CONTRACT**

On June 2, 2015 the members of the Springboro Classified Employees Association voted to extend the terms of the contract through June 30, 2021. On June 4, 2015 the Springboro Board of Education voted to also extend the terms of the contract through June 30, 2021. This extension included modifications to several provisions; such modifications are included below. Additionally, this amendment includes language from several Memorandums of Understanding that were developed between the parties and reflect current practice and procedures. Unless otherwise specified below, all other provisions of the contract shall remain in full force and effect through June 30, 2021.

**ARTICLE X – LEAVES**

**10.01 Sick Leave (from Memorandum of Understanding)**

- (b) Each employee shall be entitled to earn one and one-fourth (1-1/4) days of sick leave for each month under contract up to 15 days per year. The maximum accumulation of sick leave for full-time employees hired before July 1, 2011 shall be 270 days. The maximum accumulation of sick leave for full-time employees hired on or after July 1, 2011 shall be equivalent to the length of one contract year for the individual employee. This limit shall be increased for employees who are at the maximum up to an additional ten (10) days for personal leave days unused and converted to sick leave; provided, however, employees who are at the maximum sick leave accumulation at the end of the school year prior to their date of retirement shall be permitted to use sick leave which would have been earned during such school year of retirement before using the accumulated sick leave carried over into the last school year.

**ARTICLE XI – WORKING CONDITIONS**

**11.15 Hiring Retirees (from Memorandum of Understanding)**

- (a) The Board may elect to hire an employee who has retired from the School Employees Retirement System (SERS) but who had previously worked for the Board in either a substitute, part-time or full time status. The following provisions shall be applicable to such employees.
- (b) Placement on the salary schedule shall be at Step 0.
- (c) All employees hired shall be automatically non-renewed at the end of each school year.

- (d) If rehired, Article 12.04 (b) will be applicable for placement on the salary schedule.
- (e) The employee shall be entitled to accumulate and use sick leave in accordance to Article 10.01 through 10.04.
- (f) The employee shall not be entitled to receive severance pay or participate in any retirement/separation incentive program that may be offered by the Board.
- (g) Article 8.01, probationary period, will not be applicable to any employee hired under this provision.
- (h) Articles 8.04 through 8.07, seniority and reduction in force provisions, will not be applicable to any employee hired under this provision. However, for purposes of Article 11.08 retired/rehired bus drivers shall accrue classification seniority for bus route bidding purposes.
- (i) Unless specified above, an employee hired as a rehired/retiree shall be entitled to all other rights and benefits in accordance with the provision of the contract.

## **ARTICLE XII – SALARY SCHEDULES AND WAGE PROVISIONS**

### **12.01 Salary Schedule**

Appendix A includes the salary schedules that reflect the hourly rate effective July 1, 2015 with an increase of 2%, July 1, 2016 with an increase of 2% and July 1, 2017 with an increase of 3%.

In addition to an employee's regular salary during the 2015-16 school year, a stipend of \$350.00 shall be provided to all employees, in a separate check, no later than December 15, 2015. This stipend replaces the \$1,000 stipend originally stated in the body of the contract.

See Article 14.01 for reference to salary for the other years of the contract.

### **12.02 Payroll Practices**

The Board shall continue twenty-six (26) paychecks during the 2015-16 school year as specified in the body of the original contract (Article 12.02, Sections (a) through (d), page 62).

Effective with the start of the 2016-17 school year, employees shall receive twenty-four (24) paychecks paid on the 5<sup>th</sup> and 20<sup>th</sup> of each month.

## 12.06 Supplemental Positions

- (a) The positions for Saturday School supervision, Detention, Commons Duty and Home Work Help shall first be posted and offered first to certified teachers. If available positions remain after the certified teachers have had the opportunity to express interest, said positions shall be offered to classified employees;
- (b) A classified employee accepting said positions shall be paid following rates:
  - a. Detention and Commons Duty - \$20.00 per hour
  - b. Homework Help - \$26.97 per hour
  - c. Saturday School supervision - \$60.00 per day
- (c) Should the assignment in any of said positions result in a classified employee working more than forty (40) hours in the week, he/she will be eligible for the appropriate amount of overtime pay.

## ARTICLE XIII – FRINGE BENEFIT PROVISIONS

### 13.09 Insurance Program

Any Health, Dental and Vision Insurance provided by this Agreement shall be the same or substantially similar to the plan currently in effect. However, in the event of the occurrence of one of the following events, the BOARD may provide another plan. The events are: the offered plan, or a substantially similar plan, is no longer available, the plan, or any successor plan, increases in cost by 10% or more; or, the cost of a substantially similar plan is 10% or more than the cost of the plan currently in place. Prior to sending out the RFP, the Superintendent shall meet with the Insurance Committee, which includes the president of the Springboro Education Association and the president of the Springboro Classified Employees Association.

- (a) Health, Dental and Vision Insurance shall be available for all employees on the active working payroll who complete the required applications for such insurance and transmit such applications to the Treasurer of the BOARD on or before the effective date of this AGREEMENT, who are regular employees employed by the BOARD, who work at least fifteen (15) hours per week, and for whom such coverage is in effect prior to the effective date of this AGREEMENT. Appropriate information and application forms will be provided to all new employees by the BOARD at the time of pre-employment processing, and it is desirable that such applications be completed and filed at that time if the employee desires insurance coverage.
- (b) The Health, Dental and Vision Insurance shall be available for all employees who make application for such insurance and/or such employees who are hired after the effective date of this AGREEMENT, for all such employees

who are regular employees of the BOARD, who work at least fifteen (15) hours per week, and who complete the required insurance forms and have the same filed with the office of the Treasurer of the BOARD. Upon completion and filing of the required insurance forms, on or prior to the thirtieth (30th) day of employment on the active working payroll, coverage becomes effective on the first day of the month following the month when first on active working payroll.

(c) Premium Sharing

If there is more than one Health, Dental or Vision Insurance plan the BOARD shall pay premiums based upon the following percentage of the least expensive plan based on the following schedule:

1. Employed twenty five (25) hours or more per week

**BOARD PORTION** - 80% of the cost of each such benefit, as determined at least annually by the Insurance Administrator or the insurance provider.

**EMPLOYEE PORTION** - 20% of the cost of each such benefit, as determined at least annually by the Insurance Administrator based on claims experience (single contract or family contract) or the insurance provider.

2. Employed at least twenty (20) hours but less than twenty-five hours per week:

**BOARD PORTION** - 55% of the cost of each such benefit, as determined at least annually by the Insurance Administrator based on claims experience.

**EMPLOYEE PORTION** - 45% of the cost of each such benefit as determined at least annually by the Insurance Administrator based on claims experience (single contract or family contract) or the insurance provider.

3. Employed at least fifteen (15) hours but less than twenty (20) hours per week:

The employee electing such coverage shall be responsible for the payment of all premium cost for such insurance as set by the insurance administrator.

(d) Health Insurance Coverage (Effective January 1, 2016)

1. Effective January 1, 2016, the Health Insurance Plan will be administered as a High Deductible Health Plan with a Health Savings Account (HSA) for all eligible employees who qualify under IRS rules. The plan will maintain the same covered services and benefits provided by the core medical plan in effect immediately prior to January 1, 2016. The plan year shall run January 1<sup>st</sup> through December 31<sup>st</sup>.

2. Deductible
  - a. The deductible for a single plan shall be \$2,000 per plan year.
  - b. The deductible for an employee plus kids' plan shall be \$4,000 per plan year.
  - c. The deductible for a family plan shall be \$4,000 per plan year.
3. In-network preventative services as identified by the member's service provider shall be covered at one hundred percent (100%) and not subject to the deductible stated above.
4. Once the deductible is reached, all in-network insurance claims, including prescriptions will be paid at one hundred percent (100%) for the duration of the plan year subject to the lifetime maximum.
5. The maximum out of pocket expense for in-network eligible covered medical cost in a given plan year shall be no more than the deductible as stated in Section 2 above subject to the lifetime maximum.
6. Contribution to Deductible
  - a. The BOARD's contribution to a staff member's Health Savings Account is as follows:
    - (1) Fifty percent (50%) for plan year January 1, 2016, through December 31, 2016
 

a. Single:	\$1,000
b. Employee + Kids:	\$2,000
c. Family:	\$2,000
    - (2) Fifty percent (50%) for plan year January 1, 2017, through December 31, 2017
 

a. Single:	\$1,000
b. Employee + Kids:	\$2,000
c. Family:	\$2,000
    - (3) Forty-five percent (45%) for plan year January 1, 2018, through December 31, 2018
 

a. Single:	\$ 900
b. Employee + Kids:	\$1,800
c. Family:	\$1,800
  - a. The BOARD's contribution shall be made in two (2) payments. The first payment contribution shall be by the first payroll in January.

The second payment contribution shall be by the first payroll in July.

- b. The BOARD will contract with Wright-Patt Credit Union for the HSA account which will include a debit card with no fees to employees. However, an employee will be responsible for payment of any fees associated with opening an account with the Credit Union.
- c. Employees may elect to contribute to their deductible through payroll deduction or lump sum as designated by the employee.
- d. Pro-Rata Contribution and Reimbursement:

If an employee leaves the employment with the BOARD prior to the end of any calendar year (December 31), he/she will be required to reimburse the BOARD a pro-rata share of the BOARD's contribution towards his/her deductible/Health Savings Account. If an employee is aware that he/she may be leaving prior to December 31 of any year, he/she can make arrangements with the Treasurer's office to provide a pro-rata contribution towards his/her deductible.

Additional pro-rata reimbursement to the BOARD may be necessary if an employee alters his/her plan during the calendar year, such as changing from a family to single coverage, altering working hours to less than full-time or increasing working hours.

The BOARD's contribution will be adjusted, on a pro-rata basis, should an employee alter his/her plan during the calendar year, such as changing from a single to family coverage or increasing working hours to full-time.

## 7. Hardship Advancement

- (a) The BOARD agrees to advance up to the full amount of the employee's deductible as a loan to the employee if the employee can demonstrate through documentation extreme hardship or exigent circumstances. An employee shall be required to provide a written request for a hardship application/advancement to the Superintendent and the Treasurer.

An employee shall be required to reimburse the BOARD the amount of advancement that was the employee's share of the deductible through payroll deduction or alternative means within twelve (12) months of receipt by the staff member of the advanced funds. A decision by the Superintendent/Treasurer to deny a request for advancement shall be final and shall not be subject to

challenge through the grievance process contained in this Agreement.

- (b) An employee may also notify the Superintendent and Treasurer of the need to advance the second BOARD contribution payment prior to the July date if he/she has exhausted the amount of the first contribution payment (\$1,000 for Family and Employee Plus Kids, \$500 for Single.)

#### 8. Premiums

The sharing of premiums shall continue as specified in Section c above, Premium Sharing.

- 9. Employees enrolled in Medicare and in certain other instances may not be eligible for a Health Savings Account according to IRS rules. In such case, the BOARD will make available to said employee a Health Reimbursement Account (HRA). The plan will pay for eligible claims up to the amount of the BOARD's normal contribution, the employee will then pay the eligible claims to reach the full deductible amount. Eligible claims over the deductible will then be paid at one hundred percent (100%) by the plan for the balance of the plan year subject to the lifetime maximum.

#### (e) Life Insurance

The following Life Insurance Program shall be provided without cost to the full-time employees covered by this AGREEMENT.

- (1) Life Insurance in the amount of \$50,000.00 for all regular employees who work twenty-five (25) or more hours per week. Life Insurance in the amount of \$40,000.00 for all regular employees who work fifteen (15) hours per week but less than twenty-five (25) hours per week.
- (2) Accidental Death and Dismemberment Insurance in the amount of \$50,000.00 for all regular employees who work twenty-five (25) hours per week. Accidental Death and Dismemberment Insurance in the amount of \$40,000.00 for all regular employees who work fifteen (15) hours per week but less than twenty-five (25) hours per week.
- (3) The Life Insurance specified in this Section shall be provided without cost to all employees who are on the active working payroll on the effective date of this Agreement, and who are regular employees of the BOARD, who have an annual contract with the BOARD, and for whom coverage is in effect immediately prior to the effective date of this Agreement. The

Insurance Program specified in this Section shall also be provided without cost to all regular employees and/or new employees who are hired after the effective date of this Agreement, effective on the first day of the month following the date of this Agreement or the date they commence actual employment with the BOARD, whichever is the later date, for all regular employees of the BOARD who have an annual contract with the BOARD.

(f) **Dental Insurance**

The BOARD will continue to provide dental insurance at the same or substantially similar coverage to the plan in effect at the time of the contract ratification (June 2, 2015). The sharing of premiums shall continue as specified in Section (c) above, Premium Sharing. Additionally, effective January 1, 2016 employees shall have the option to select an improved dental plan whose specifications shall be shared in advance with the employees.

(g) **Vision Insurance**

The BOARD will continue to provide vision insurance at the same or substantially similar coverage to the plan in effect at the time of the contract ratification (June 2, 2015). The sharing of premiums shall continue as specified in Section (c) above, Premium Sharing.

(h) **Insurance Committee**

1) An Insurance Committee shall be developed to meet quarterly during the school year. The members of the committee shall include the SEA President/designee and four (4) members appointed by the SEA President, the SCEA President/Co-President and three (3) members appointed by the SCEA President; four (4) members appointed by the Superintendent.

2) The committee shall work cooperatively to explore all aspects of insurance including, but not be limited to, reviewing:

Group utilization patterns;  
Current trends in cost containment;  
Alternative plan options and/or design;  
Comparative coverage within the industry.

3) Additionally, the committee shall review offers/quotes from carriers/providers when the increase in premiums exceeds 10%.

(i) General Provisions

- (1) The foregoing Health, Dental and Vision above shall be continued for any eligible employee who pays the employee's portion as set forth in Section (c) above during any period when such employee is on the active working payroll, compensated sick leave, compensated leave of absence granted pursuant to the provisions of this Agreement, non-compensated approved leave of absence of less than thirty (30) days, or for employees working only during the regular School year and not working during the Summer break period, until such employee either resign their employment status or fail to return to active working status at the commencement of the next school year. Except as otherwise required under the FMLA, employees on a non-compensated approved leave of absence of over thirty (30) days' duration, and/or employees or dependents of employees eligible for COBRA Benefit Continuation Rights who desire to continue benefit coverage described above in Sections 18.02(a) through (d) past the period for which the BOARD has agreed to continue benefit coverage for the employee may do so by paying one hundred and two percent (102%) of the full group premium for such insurance, as set by the BOARD's Insurance Administrator or the insurance provider and/or insurance carrier, to the Administrator of the insurance program and/or the carrier designated by the BOARD and as set forth in COBRA regulations. In the event coverage is discontinued for any period, coverage cannot be reacquired through the BOARD until the employee returns to active working status.
- (2) Unless a properly completed application form for any of the benefits described in above is filed with the Treasurer of the BOARD within thirty (30) calendar days of the date the employee commences active working status, or returns to active working status from leave, whichever is applicable, or unless timely application is made for COBRA benefit rights, coverage will not be available until the next enrollment period and then in accordance with the limitations contained in the Plan.
- (3) In the event an employee desires to change from one type of coverage to a different type of coverage (e.g., single to dependent), the employee must follow the procedures specified in the "Master Plan Document". Any change in coverage shall be governed by the provisions contained in the "Master Plan Document".
- (4) All benefits provided pursuant to this Benefit Program shall be subject to the conditions set forth in any contract secured by the BOARD or the conditions set forth in the "Master Plan Document".

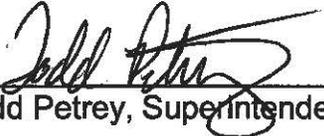
- (j) For purposes of this Article, the effective date of resignation of any employee shall be either: (1) the day prior to the commencement of the next school year; or (2) the effective date of resignation as submitted on the employee's resignation notification, whichever date shall occur first.

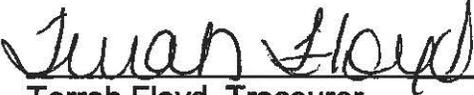
**ARTICLE XIV – AGREEMENT**

**14.01 Duration**

- (a) This AGREEMENT shall be effective for a period from July 1, 2013 through June 30, 2021.
- (b) There will be a reopener on salary and medical benefits to be effective July 1, 2018. The procedures for the reopener shall be in accordance with Article II.

**BOARD OF EDUCATION  
SPRINGBORO COMMUNITY CITY  
SCHOOL DISTRICT**

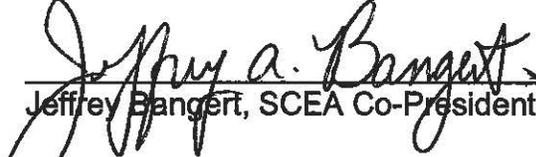
  
\_\_\_\_\_  
Todd Petrey, Superintendent

  
\_\_\_\_\_  
Terrah Floyd, Treasurer

  
\_\_\_\_\_  
Charles Anderson, Board President

**SPRINGBORO CLASSIFIED  
EMPLOYEES ASSOCIATION**

  
\_\_\_\_\_  
Charles Prewitt, SCEA Co-President

  
\_\_\_\_\_  
Jeffrey Bangert, SCEA Co-President

  
\_\_\_\_\_  
Marla Bell, OEA Representative

SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION  
SALARY SCHEDULE EFFECTIVE JULY 1, 2015 - JUNE 30, 2016

CLASSIFICATION	Years of Service in Classification														
	0	1	2	3	4	5	6	7	8	9	10	13	15	17	19
Secretary	\$ 14.49	\$ 14.98	\$ 15.42	\$ 15.86	\$ 16.31	\$ 17.02	\$ 17.74	\$ 17.97	\$ 18.18	\$ 18.64	\$ 19.09	\$ 19.57	\$ 20.05	\$ 20.56	\$ 21.07
Library Aides	\$ 14.15	\$ 14.63	\$ 15.07	\$ 15.51	\$ 15.95	\$ 16.19	\$ 16.42	\$ 16.64	\$ 16.86	\$ 17.31	\$ 17.73	\$ 18.18	\$ 18.65	\$ 19.10	\$ 19.58
Clerical Aides	\$ 12.00	\$ 12.22	\$ 12.34	\$ 12.56	\$ 12.69	\$ 12.77	\$ 12.85	\$ 12.95	\$ 13.05	\$ 13.25	\$ 13.53	\$ 13.83	\$ 14.12	\$ 14.42	\$ 14.73
Building Aides	\$ 12.24	\$ 12.50	\$ 12.65	\$ 12.91	\$ 13.08	\$ 13.18	\$ 13.28	\$ 13.40	\$ 13.52	\$ 13.76	\$ 14.10	\$ 14.47	\$ 14.82	\$ 15.20	\$ 15.58
Clinic Nurse	\$ 18.74	\$ 19.22	\$ 19.72	\$ 20.24	\$ 20.75	\$ 21.02	\$ 21.29	\$ 21.57	\$ 21.85	\$ 22.41	\$ 22.97	\$ 23.54	\$ 24.13	\$ 24.74	\$ 25.36
District Nurse	\$ 24.68	\$ 25.30	\$ 25.96	\$ 26.61	\$ 27.26	\$ 27.54	\$ 27.89	\$ 28.26	\$ 28.62	\$ 29.36	\$ 30.09	\$ 30.83	\$ 31.61	\$ 32.40	\$ 33.21
Maintenance	\$ 16.03	\$ 16.46	\$ 16.88	\$ 17.27	\$ 17.70	\$ 17.91	\$ 18.11	\$ 18.32	\$ 18.52	\$ 18.97	\$ 19.44	\$ 19.92	\$ 20.41	\$ 20.93	\$ 21.45
Custodian	\$ 13.88	\$ 14.34	\$ 14.81	\$ 15.27	\$ 15.79	\$ 16.00	\$ 16.24	\$ 16.46	\$ 16.69	\$ 17.17	\$ 17.60	\$ 18.03	\$ 18.48	\$ 18.93	\$ 19.42
Mechanic	\$ 20.47	\$ 20.77	\$ 21.10	\$ 21.41	\$ 21.71	\$ 21.85	\$ 21.98	\$ 22.13	\$ 22.26	\$ 22.52	\$ 23.03	\$ 23.53	\$ 24.06	\$ 24.62	\$ 25.17
Asst. Mechanic	\$ 15.51	\$ 16.03	\$ 16.55	\$ 17.06	\$ 17.61	\$ 17.87	\$ 18.11	\$ 18.37	\$ 18.65	\$ 19.16	\$ 19.62	\$ 20.12	\$ 20.63	\$ 21.13	\$ 21.66
Transportation Bus Driver *	\$ 15.40	\$ 15.93	\$ 16.48	\$ 16.99	\$ 17.57	\$ 17.82	\$ 18.08	\$ 18.36	\$ 18.65	\$ 19.18	\$ 19.66	\$ 20.15	\$ 20.66	\$ 21.18	\$ 21.69
Bus Aides	\$ 12.48	\$ 12.92	\$ 13.37	\$ 13.84	\$ 14.33	\$ 14.59	\$ 14.81	\$ 15.08	\$ 15.35	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98
Personal Transport of Student	\$ 13.84	\$ 14.33	\$ 14.81	\$ 15.35	\$ 15.89	\$ 16.17	\$ 16.45	\$ 16.73	\$ 17.02	\$ 17.62	\$ 18.05	\$ 18.50	\$ 18.98	\$ 19.44	\$ 19.93
Food Service/Mail Delivery	\$ 11.84	\$ 12.12	\$ 12.40	\$ 12.67	\$ 12.92	\$ 13.08	\$ 13.21	\$ 13.32	\$ 13.47	\$ 13.71	\$ 14.06	\$ 14.40	\$ 14.77	\$ 15.14	\$ 15.51
Food Service Asst. Cook **	\$ 11.84	\$ 12.12	\$ 12.40	\$ 12.67	\$ 12.92	\$ 13.08	\$ 13.21	\$ 13.32	\$ 13.47	\$ 13.71	\$ 14.06	\$ 14.40	\$ 14.77	\$ 15.14	\$ 15.51
Food Service Cooks **	\$ 12.52	\$ 12.81	\$ 13.09	\$ 13.34	\$ 13.62	\$ 13.74	\$ 13.88	\$ 14.03	\$ 14.18	\$ 14.45	\$ 14.82	\$ 15.19	\$ 15.57	\$ 15.95	\$ 16.36
Head Cashier	\$ 13.61	\$ 13.88	\$ 14.15	\$ 14.45	\$ 14.73	\$ 14.85	\$ 15.00	\$ 15.13	\$ 15.25	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54
Educational Assistant	\$ 13.19	\$ 13.53	\$ 13.87	\$ 14.21	\$ 14.55	\$ 14.73	\$ 14.89	\$ 15.07	\$ 15.24	\$ 15.57	\$ 15.96	\$ 16.36	\$ 16.78	\$ 17.19	\$ 17.63
Head Grounds Keeper	\$ 17.46	\$ 17.76	\$ 18.08	\$ 18.40	\$ 18.70	\$ 18.84	\$ 18.97	\$ 19.11	\$ 19.25	\$ 19.51	\$ 20.02	\$ 20.52	\$ 21.05	\$ 21.60	\$ 22.15
Hearing Handicap Interpreter	\$ 16.91	\$ 17.34	\$ 17.75	\$ 18.23	\$ 18.65	\$ 18.85	\$ 19.08	\$ 19.30	\$ 19.53	\$ 19.95	\$ 20.46	\$ 20.97	\$ 21.49	\$ 22.03	\$ 22.58
Study Hall Monitor/ISS Monitor	\$ 11.10	\$ 11.41	\$ 11.69	\$ 12.00	\$ 12.26	\$ 12.41	\$ 12.56	\$ 12.71	\$ 12.85	\$ 13.16	\$ 13.49	\$ 13.83	\$ 14.18	\$ 14.51	\$ 14.88
H.S. Receptionist	\$ 10.32	\$ 10.45	\$ 10.61	\$ 10.77	\$ 10.91	\$ 10.99	\$ 11.08	\$ 11.16	\$ 11.23	\$ 11.40	\$ 11.63	\$ 11.87	\$ 12.10	\$ 12.36	\$ 12.63
Technology Repair	\$ 16.82	\$ 17.25	\$ 17.66	\$ 18.12	\$ 18.53	\$ 18.76	\$ 18.99	\$ 19.20	\$ 19.44	\$ 19.87	\$ -	\$ -	\$ -	\$ -	\$ -

**Employees Hired Before October 20, 1987**

CLASSIFICATION2	11	12	13	14	15	20
Food Service Cooks	\$ 16.30	\$ 16.35	\$ 16.42	\$ 16.52	\$ 16.55	\$ 17.07

\*A Driver assigned to an extra run assignment (field trip, competition, game, etc.) shall be paid at the rate of Fourteen Dollars and Twenty-nine Cents (\$14.29) per hour for all actual hours worked (including waiting time) on such extra run assignments.

\*\*A Food Service Cook or Asst. cook assigned to a weekend event shall be paid at the rate of Sixteen Dollars (\$16.00) per hour for all actual hours worked. In the event the employee's total number of hours exceeds Forty (40) for that week, the employee shall be paid at One and one-half times their hourly rate of pay.

The Event Coordinator will be paid Fourteen Dollars (\$14.00) per hour.

**AP DIX A**  
**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION**  
**SALARY SCHEDULE EFFECTIVE JULY 1, 2016 - JUNE 30, 2017**

CLASSIFICATION	Years of Service in Classification														
	0	1	2	3	4	5	6	7	8	9	10	13	15	17	19
Secretary	\$ 14.78	\$ 15.28	\$ 15.73	\$ 16.18	\$ 16.64	\$ 17.36	\$ 18.09	\$ 18.33	\$ 18.54	\$ 19.01	\$ 19.47	\$ 19.96	\$ 20.45	\$ 20.97	\$ 21.49
Library Aides	\$ 14.43	\$ 14.92	\$ 15.37	\$ 15.82	\$ 16.27	\$ 16.51	\$ 16.75	\$ 16.97	\$ 17.20	\$ 17.66	\$ 18.08	\$ 18.54	\$ 19.02	\$ 19.48	\$ 19.97
Clerical Aides	\$ 12.24	\$ 12.46	\$ 12.59	\$ 12.81	\$ 12.94	\$ 13.03	\$ 13.11	\$ 13.21	\$ 13.31	\$ 13.52	\$ 13.80	\$ 14.11	\$ 14.40	\$ 14.71	\$ 15.02
Building Aides	\$ 12.48	\$ 12.75	\$ 12.90	\$ 13.17	\$ 13.34	\$ 13.44	\$ 13.55	\$ 13.67	\$ 13.79	\$ 14.04	\$ 14.38	\$ 14.76	\$ 15.12	\$ 15.50	\$ 15.89
Clinic Nurse	\$ 19.11	\$ 19.60	\$ 20.11	\$ 20.64	\$ 21.17	\$ 21.44	\$ 21.72	\$ 22.00	\$ 22.29	\$ 22.86	\$ 23.43	\$ 24.01	\$ 24.61	\$ 25.23	\$ 25.87
District Nurse	\$ 25.17	\$ 25.81	\$ 26.48	\$ 27.14	\$ 27.81	\$ 28.09	\$ 28.45	\$ 28.83	\$ 29.19	\$ 29.95	\$ 30.69	\$ 31.45	\$ 32.24	\$ 33.05	\$ 33.87
Maintenance	\$ 16.35	\$ 16.79	\$ 17.22	\$ 17.62	\$ 18.05	\$ 18.27	\$ 18.47	\$ 18.69	\$ 18.89	\$ 19.35	\$ 19.83	\$ 20.32	\$ 20.82	\$ 21.35	\$ 21.88
Custodian	\$ 14.16	\$ 14.63	\$ 15.11	\$ 15.58	\$ 16.11	\$ 16.32	\$ 16.56	\$ 16.79	\$ 17.02	\$ 17.51	\$ 17.95	\$ 18.39	\$ 18.85	\$ 19.31	\$ 19.81
Mechanic	\$ 20.88	\$ 21.19	\$ 21.52	\$ 21.84	\$ 22.14	\$ 22.29	\$ 22.42	\$ 22.57	\$ 22.71	\$ 22.97	\$ 23.49	\$ 24.00	\$ 24.54	\$ 25.11	\$ 25.67
Asst. Mechanic	\$ 15.82	\$ 16.35	\$ 16.88	\$ 17.40	\$ 17.96	\$ 18.23	\$ 18.47	\$ 18.74	\$ 19.02	\$ 19.54	\$ 20.01	\$ 20.52	\$ 21.04	\$ 21.55	\$ 22.09
Transportation Bus Driver *	\$ 15.71	\$ 16.25	\$ 16.81	\$ 17.33	\$ 17.92	\$ 18.18	\$ 18.44	\$ 18.73	\$ 19.02	\$ 19.56	\$ 20.05	\$ 20.55	\$ 21.07	\$ 21.60	\$ 22.12
Bus Aides	\$ 12.73	\$ 13.18	\$ 13.64	\$ 14.12	\$ 14.62	\$ 14.88	\$ 15.11	\$ 15.38	\$ 15.66	\$ 16.21	\$ 16.62	\$ 17.02	\$ 17.45	\$ 17.89	\$ 18.34
Personal Transport of Student	\$ 14.12	\$ 14.62	\$ 15.11	\$ 15.66	\$ 16.21	\$ 16.49	\$ 16.78	\$ 17.06	\$ 17.36	\$ 17.97	\$ 18.41	\$ 18.87	\$ 19.36	\$ 19.83	\$ 20.33
Food Service/Mail Delivery	\$ 12.08	\$ 12.36	\$ 12.65	\$ 12.92	\$ 13.18	\$ 13.34	\$ 13.47	\$ 13.59	\$ 13.74	\$ 13.98	\$ 14.34	\$ 14.69	\$ 15.07	\$ 15.44	\$ 15.82
Food Service Asst. Cook **	\$ 12.08	\$ 12.36	\$ 12.65	\$ 12.92	\$ 13.18	\$ 13.34	\$ 13.47	\$ 13.59	\$ 13.74	\$ 13.98	\$ 14.34	\$ 14.69	\$ 15.07	\$ 15.44	\$ 15.82
Food Service Cooks **	\$ 12.77	\$ 13.07	\$ 13.35	\$ 13.61	\$ 13.89	\$ 14.01	\$ 14.16	\$ 14.31	\$ 14.46	\$ 14.74	\$ 15.12	\$ 15.49	\$ 15.88	\$ 16.27	\$ 16.69
Head Cashier	\$ 13.88	\$ 14.16	\$ 14.43	\$ 14.74	\$ 15.02	\$ 15.15	\$ 15.30	\$ 15.43	\$ 15.56	\$ 15.81	\$ 16.21	\$ 16.62	\$ 17.02	\$ 17.45	\$ 17.89
Educational Assistant	\$ 13.45	\$ 13.80	\$ 14.15	\$ 14.49	\$ 14.84	\$ 15.02	\$ 15.19	\$ 15.37	\$ 15.54	\$ 15.88	\$ 16.28	\$ 16.69	\$ 17.12	\$ 17.53	\$ 17.98
Head Grounds Keeper	\$ 17.81	\$ 18.12	\$ 18.44	\$ 18.77	\$ 19.07	\$ 19.22	\$ 19.35	\$ 19.49	\$ 19.64	\$ 19.90	\$ 20.42	\$ 20.93	\$ 21.47	\$ 22.03	\$ 22.59
Hearing Handicap Intrepreter	\$ 17.25	\$ 17.69	\$ 18.11	\$ 18.59	\$ 19.02	\$ 19.23	\$ 19.46	\$ 19.69	\$ 19.92	\$ 20.35	\$ 20.87	\$ 21.39	\$ 21.92	\$ 22.47	\$ 23.03
Study Hall Monitor/ISS Monitor	\$ 11.32	\$ 11.64	\$ 11.92	\$ 12.24	\$ 12.51	\$ 12.66	\$ 12.81	\$ 12.96	\$ 13.11	\$ 13.42	\$ 13.76	\$ 14.11	\$ 14.46	\$ 14.80	\$ 15.18
H.S. Receptionist	\$ 10.53	\$ 10.66	\$ 10.82	\$ 10.99	\$ 11.13	\$ 11.21	\$ 11.30	\$ 11.38	\$ 11.45	\$ 11.63	\$ 11.86	\$ 12.11	\$ 12.34	\$ 12.61	\$ 12.88
Technology Repair	\$ 17.16	\$ 17.80	\$ 18.01	\$ 18.48	\$ 18.90	\$ 19.14	\$ 19.37	\$ 19.58	\$ 19.83	\$ 20.27	\$ -	\$ -	\$ -	\$ -	\$ -

**Employees Hired Before October 20, 1987**

CLASSIFICATION2	11	12	13	14	15	20
Food Service Cooks	\$ 16.63	\$ 16.68	\$ 16.75	\$ 16.85	\$ 16.88	\$ 17.41

\*A Driver assigned to an extra run assignment (field trip, competition, game, etc.) shall be paid at the rate of Fourteen Dollars and Twenty-nine Cents (\$14.29) per hour for all actual hours worked (including waiting time) on such extra run assignments.

\*\*A Food Service Cook or Asst. cook assigned to a weekend event shall be paid at the rate of Sixteen Dollars (\$16.00) per hour for all actual hours worked. In the event the employee's total number of hours exceeds Forty (40) for that week, the employee shall be paid at One and one-half times their hourly rate of pay.

The Event Coordinator will be paid Fourteen Dollars (\$14.00) per hour.

**AP DIXA**  
**SPRINGBORO CLASSIFIED EMPLOYEES ASSOCIATION**  
**SALARY SCHEDULE EFFECTIVE JULY 1, 2017 - JUNE 30, 2018**

CLASSIFICATION	Years of Service in Classification														
	0	1	2	3	4	5	6	7	8	9	10	13	15	17	19
Secretary	\$ 15.22	\$ 15.74	\$ 16.20	\$ 16.67	\$ 17.14	\$ 17.88	\$ 18.63	\$ 18.88	\$ 19.10	\$ 19.58	\$ 20.05	\$ 20.56	\$ 21.06	\$ 21.60	\$ 22.13
Library Aides	\$ 14.86	\$ 15.37	\$ 15.83	\$ 16.29	\$ 16.76	\$ 17.01	\$ 17.25	\$ 17.48	\$ 17.72	\$ 18.19	\$ 18.62	\$ 19.10	\$ 19.59	\$ 20.06	\$ 20.57
Clerical Aides	\$ 12.61	\$ 12.83	\$ 12.97	\$ 13.19	\$ 13.33	\$ 13.42	\$ 13.50	\$ 13.61	\$ 13.71	\$ 13.93	\$ 14.21	\$ 14.53	\$ 14.83	\$ 15.15	\$ 15.47
Building Aides	\$ 12.85	\$ 13.13	\$ 13.29	\$ 13.57	\$ 13.74	\$ 13.84	\$ 13.96	\$ 14.08	\$ 14.20	\$ 14.46	\$ 14.81	\$ 15.20	\$ 15.57	\$ 15.97	\$ 16.37
Clinic Nurse	\$ 19.68	\$ 20.19	\$ 20.71	\$ 21.26	\$ 21.81	\$ 22.08	\$ 22.37	\$ 22.66	\$ 22.96	\$ 23.55	\$ 24.13	\$ 24.73	\$ 25.35	\$ 25.99	\$ 26.65
District Nurse	\$ 25.93	\$ 26.58	\$ 27.27	\$ 27.95	\$ 28.64	\$ 28.93	\$ 29.30	\$ 29.69	\$ 30.07	\$ 30.85	\$ 31.61	\$ 32.39	\$ 33.21	\$ 34.04	\$ 34.89
Maintenance	\$ 16.84	\$ 17.29	\$ 17.74	\$ 18.15	\$ 18.59	\$ 18.82	\$ 19.02	\$ 19.25	\$ 19.46	\$ 19.93	\$ 20.42	\$ 20.93	\$ 21.44	\$ 21.99	\$ 22.54
Custodian	\$ 14.58	\$ 15.07	\$ 15.56	\$ 16.05	\$ 16.59	\$ 16.81	\$ 17.06	\$ 17.29	\$ 17.53	\$ 18.04	\$ 18.49	\$ 18.94	\$ 19.42	\$ 19.89	\$ 20.40
Mechanic	\$ 21.51	\$ 21.83	\$ 22.17	\$ 22.50	\$ 22.80	\$ 22.96	\$ 23.09	\$ 23.25	\$ 23.39	\$ 23.66	\$ 24.19	\$ 24.72	\$ 25.28	\$ 25.86	\$ 26.44
Asst. Mechanic	\$ 16.29	\$ 16.84	\$ 17.39	\$ 17.92	\$ 18.50	\$ 18.78	\$ 19.02	\$ 19.30	\$ 19.59	\$ 20.13	\$ 20.61	\$ 21.14	\$ 21.67	\$ 22.20	\$ 22.75
Transportation Bus Driver *	\$ 16.18	\$ 16.74	\$ 17.31	\$ 17.85	\$ 18.46	\$ 18.73	\$ 18.99	\$ 19.29	\$ 19.59	\$ 20.15	\$ 20.65	\$ 21.17	\$ 21.70	\$ 22.25	\$ 22.78
Bus Aides	\$ 13.11	\$ 13.58	\$ 14.05	\$ 14.54	\$ 15.06	\$ 15.33	\$ 15.56	\$ 15.84	\$ 16.13	\$ 16.70	\$ 17.12	\$ 17.53	\$ 17.97	\$ 18.43	\$ 18.89
Personal Transport of Student	\$ 14.54	\$ 15.06	\$ 15.56	\$ 16.13	\$ 16.70	\$ 16.98	\$ 17.28	\$ 17.57	\$ 17.88	\$ 18.51	\$ 18.96	\$ 19.44	\$ 19.94	\$ 20.42	\$ 20.94
Food Service/Mail Delivery	\$ 12.44	\$ 12.73	\$ 13.03	\$ 13.31	\$ 13.58	\$ 13.74	\$ 13.87	\$ 14.00	\$ 14.15	\$ 14.40	\$ 14.77	\$ 15.13	\$ 15.52	\$ 15.90	\$ 16.29
Food Service Asst. Cook **	\$ 12.44	\$ 12.73	\$ 13.03	\$ 13.31	\$ 13.58	\$ 13.74	\$ 13.87	\$ 14.00	\$ 14.15	\$ 14.40	\$ 14.77	\$ 15.13	\$ 15.52	\$ 15.90	\$ 16.29
Food Service Cooks **	\$ 13.15	\$ 13.46	\$ 13.75	\$ 14.02	\$ 14.31	\$ 14.43	\$ 14.58	\$ 14.74	\$ 14.89	\$ 15.18	\$ 15.57	\$ 15.95	\$ 16.36	\$ 16.76	\$ 17.19
Head Cashier	\$ 14.30	\$ 14.58	\$ 14.86	\$ 15.18	\$ 15.47	\$ 15.60	\$ 15.76	\$ 15.89	\$ 16.03	\$ 16.28	\$ 16.70	\$ 17.12	\$ 17.53	\$ 17.97	\$ 18.43
Educational Assistant	\$ 13.85	\$ 14.21	\$ 14.57	\$ 14.92	\$ 15.29	\$ 15.47	\$ 15.65	\$ 15.83	\$ 16.01	\$ 16.36	\$ 16.77	\$ 17.19	\$ 17.63	\$ 18.06	\$ 18.52
Head Grounds Keeper	\$ 18.34	\$ 18.66	\$ 18.99	\$ 19.33	\$ 19.64	\$ 19.80	\$ 19.93	\$ 20.07	\$ 20.23	\$ 20.50	\$ 21.03	\$ 21.56	\$ 22.11	\$ 22.69	\$ 23.27
Hearing Handicap Intrepreter	\$ 17.77	\$ 18.22	\$ 18.65	\$ 19.15	\$ 19.59	\$ 19.81	\$ 20.04	\$ 20.28	\$ 20.52	\$ 20.96	\$ 21.50	\$ 22.03	\$ 22.58	\$ 23.14	\$ 23.72
Study Hall Monitor/ISS Monitor	\$ 11.66	\$ 11.99	\$ 12.28	\$ 12.61	\$ 12.89	\$ 13.04	\$ 13.19	\$ 13.35	\$ 13.50	\$ 13.82	\$ 14.17	\$ 14.53	\$ 14.89	\$ 15.24	\$ 15.64
H.S. Receptionist	\$ 10.85	\$ 10.98	\$ 11.14	\$ 11.32	\$ 11.46	\$ 11.55	\$ 11.64	\$ 11.72	\$ 11.79	\$ 11.98	\$ 12.22	\$ 12.47	\$ 12.71	\$ 12.99	\$ 13.27
Technology Repair	\$ 17.67	\$ 18.13	\$ 18.55	\$ 19.03	\$ 19.47	\$ 19.71	\$ 19.95	\$ 20.17	\$ 20.42	\$ 20.88	\$ -	\$ -	\$ -	\$ -	\$ -

**Employees Hired Before October 20, 1987**

CLASSIFICATION2	11	12	13	14	15	20
Food Service Cooks	\$ 17.13	\$ 17.18	\$ 17.25	\$ 17.36	\$ 17.39	\$ 17.93

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The Event Coordinator will be paid Fourteen Dollars (\$14.00) per hour.