

**AGREEMENT FOR REVISION AND EXTENSION
BETWEEN THE
FAIRBORN CITY SCHOOL DISTRICT BOARD OF EDUCATION
AND THE
FAIRBORN CLASSIFIED EMPLOYEES ASSOCIATION/OEA/NEA**

WHEREAS, the Fairborn City School District Board of Education (“Board”) and the Fairborn Classified Employees Association/OEA/NEA (“Association”) are parties to a Collective Bargaining Agreement in effect from March 1, 2014 to June 30, 2016; and

WHEREAS, the parties met for the purpose of negotiating an extension to this Collective Bargaining Agreement, compensation, and other limited issues; and

WHEREAS, the parties have reached an agreement for the revision and extension (“Extension”) of the above-referenced Collective Bargaining Agreement;

NOW, THEREFORE, in consideration of the respective rights, obligations, and liabilities of the parties hereto, the sufficiency of which is hereby acknowledged, the Board and the Association agree as follows:

1. This Extension of the parties’ current collective bargaining agreement shall be for a period of one (1) year, which will extend the Collective Bargaining Agreement’s full force and effect to June 30, 2017.

a. Section 23.01 shall be amended as follows:

This Agreement shall be effective as of March 1, 2014, and shall remain in effect through June 30, 2017, and for yearly periods from year to year thereafter, unless either party shall give the other written notice of its intention to terminate this Agreement not more than one hundred twenty (120) days and not less than ninety (90) days prior to the expiration date of June 30, 2017, or the end of any yearly extension period.

2. The parties agree to other certain specified amendments to the Collective Bargaining Agreement as specifically set forth in this Agreement for Revision and Extension. These amendments are as follows:

a. Section 15.01 shall be amended to add the following language:

2016-2017 School Year

There shall be a 1% increase to all amounts contained in the current salary schedule. A copy of the agreed salary schedule for the 2016-17 school year (“2017 salary schedule”) to be included as an Addendum to the current collective bargaining agreement is attached hereto as Exhibit A.

Those bargaining unit employees hired and physically working in paid employment with the Board prior to July 1, 2013 shall advance two steps on the 2017 salary schedule.

Those bargaining unit employees presently at Step 32 of the salary schedule shall advance one step on the 2017 salary schedule and receive a stipend equivalent to one step on that salary schedule, less any applicable taxes and withholdings.

Those bargaining unit employees presently at Step 33 of the salary schedule and unable to advance on the schedule shall receive a stipend equivalent to two steps on the 2017 salary schedule, less any applicable taxes and withholdings.

Those bargaining unit employees hired and physically working in paid employment with the Board on and after July 1, 2013 shall advance one step on the 2017 salary schedule.

Any bargaining unit employee hired for the 2016-2017 school year will be correctly placed on the 2017 salary schedule and will not receive an advancement of step or stipend as described above.

Section 14.01(D) applies to determine whether an employee hired in the 2015-2016 school year may advance any step.

All stipends will be paid in either three pays (last pay of November 2016, last pay of March 2017, and first pay of June 2017) or a single pay (first pay of June 2017) at the option of each qualifying bargaining unit employee. Any employee leaving the Board's employ prior to the end of the 2016-17 school year shall receive a prorated stipend in their final pay.

- b. Article 22 shall be amended to add the following language pursuant to the statutory requirements of Ohio Revised Code Section 3302.10(P):

22.05 Academic Distress

As required by ORC Section 3302.10 (P), the parties incorporate into this contract the provisions of ORC 3302.10 regarding academic distress commissions.

3. All other provisions of the Collective Bargaining Agreement currently in effect and not specifically amended herein, shall remain in full force and effect during the term of this Extension.
4. All Memoranda of Understanding entered into under the current Agreement, with the exception of the FY 2016 Retiree Stipends, will remain in full effect for a period of one (1)

FCEA 2016-2017 Pay Scale

Step	Noon-Duty/ Assistants	Clinical/Sped Ed Assistant	Clerk/Lib	Bldg. Tech	Secretary	Resp. Assoc.	Resp. BA	Coordinator
1	\$ 10.41	\$ 11.10	\$ 11.37	\$ 11.82	\$ 14.69	\$ 16.24	\$ 16.87	\$ 18.36
2	\$ 10.61	\$ 11.38	\$ 11.59	\$ 12.05	\$ 14.93	\$ 16.54	\$ 17.17	\$ 18.72
3	\$ 10.81	\$ 11.66	\$ 11.81	\$ 12.27	\$ 15.18	\$ 16.84	\$ 17.48	\$ 19.08
4	\$ 11.02	\$ 11.94	\$ 12.04	\$ 12.49	\$ 15.42	\$ 17.14	\$ 17.78	\$ 19.45
5	\$ 11.22	\$ 12.23	\$ 12.26	\$ 12.71	\$ 15.66	\$ 17.45	\$ 18.08	\$ 19.81
6	\$ 11.42	\$ 12.51	\$ 12.48	\$ 12.93	\$ 15.90	\$ 17.75	\$ 18.39	\$ 20.17
7	\$ 11.62	\$ 12.79	\$ 12.70	\$ 13.16	\$ 16.15	\$ 18.05	\$ 18.69	\$ 20.54
8	\$ 11.82	\$ 13.08	\$ 12.92	\$ 13.38	\$ 16.39	\$ 18.36	\$ 18.99	\$ 20.90
9	\$ 12.03	\$ 13.36	\$ 13.15	\$ 13.60	\$ 16.63	\$ 18.66	\$ 19.30	\$ 21.26
10	\$ 12.23	\$ 13.64	\$ 13.37	\$ 13.82	\$ 16.87	\$ 18.96	\$ 19.60	\$ 21.63
11	\$ 12.43	\$ 13.92	\$ 13.59	\$ 14.04	\$ 17.11	\$ 19.27	\$ 19.90	\$ 21.99
12	\$ 12.63	\$ 14.21	\$ 13.81	\$ 14.27	\$ 17.36	\$ 19.57	\$ 20.20	\$ 22.35
13	\$ 12.83	\$ 14.49	\$ 14.03	\$ 14.49	\$ 17.60	\$ 19.87	\$ 20.51	\$ 22.72
14	\$ 13.04	\$ 14.77	\$ 14.26	\$ 14.71	\$ 17.84	\$ 20.17	\$ 20.81	\$ 23.08
15	\$ 13.24	\$ 15.05	\$ 14.48	\$ 14.93	\$ 18.08	\$ 20.48	\$ 21.11	\$ 23.45
16	\$ 13.44	\$ 15.34	\$ 14.70	\$ 15.16	\$ 18.33	\$ 20.78	\$ 21.42	\$ 23.81
17	\$ 13.64	\$ 15.62	\$ 14.92	\$ 15.38	\$ 18.57	\$ 21.08	\$ 21.72	\$ 24.17
18	\$ 13.84	\$ 15.90	\$ 15.15	\$ 15.60	\$ 18.81	\$ 21.39	\$ 22.02	\$ 24.54
19	\$ 14.04	\$ 16.19	\$ 15.37	\$ 15.82	\$ 19.05	\$ 21.69	\$ 22.32	\$ 24.90
20	\$ 14.25	\$ 16.47	\$ 15.59	\$ 16.04	\$ 19.30	\$ 21.99	\$ 22.63	\$ 25.26
21	\$ 14.45	\$ 16.75	\$ 15.81	\$ 16.27	\$ 19.54	\$ 22.29	\$ 22.93	\$ 25.63
22	\$ 14.65	\$ 17.03	\$ 16.03	\$ 16.49	\$ 19.78	\$ 22.60	\$ 23.23	\$ 25.99
23	\$ 14.85	\$ 17.32	\$ 16.26	\$ 16.71	\$ 20.02	\$ 22.90	\$ 23.54	\$ 26.35
24	\$ 15.05	\$ 17.60	\$ 16.48	\$ 16.93	\$ 20.26	\$ 23.20	\$ 23.84	\$ 26.72
25	\$ 15.26	\$ 17.88	\$ 16.70	\$ 17.15	\$ 20.51	\$ 23.51	\$ 24.14	\$ 27.08
26	\$ 15.46	\$ 18.16	\$ 16.92	\$ 17.38	\$ 20.75	\$ 23.81	\$ 24.44	\$ 27.44
27	\$ 15.66	\$ 18.45	\$ 17.14	\$ 17.60	\$ 20.99	\$ 24.11	\$ 24.75	\$ 27.81
28	\$ 15.86	\$ 18.73	\$ 17.37	\$ 17.82	\$ 21.23	\$ 24.41	\$ 25.05	\$ 28.17
29	\$ 16.06	\$ 19.01	\$ 17.59	\$ 18.04	\$ 21.48	\$ 24.72	\$ 25.35	\$ 28.53
30	\$ 16.27	\$ 19.30	\$ 17.81	\$ 18.27	\$ 21.72	\$ 25.02	\$ 25.66	\$ 28.90
31	\$ 16.47	\$ 19.58	\$ 18.03	\$ 18.49	\$ 21.96	\$ 25.32	\$ 25.96	\$ 29.26
32	\$ 16.67	\$ 19.86	\$ 18.26	\$ 18.71	\$ 22.20	\$ 25.63	\$ 26.26	\$ 29.62
33	\$ 16.87	\$ 20.14	\$ 18.48	\$ 18.93	\$ 22.45	\$ 25.93	\$ 26.57	\$ 29.99