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ADDENDUM TO THE MASTER AGREEMENT
BETWEEN
BELLEFONTAINE CITY BOARD OF EDUCATION
AND THE
BELLEFONTAINE EDUCATION ASSOCIATION

Effective

Through

August 31, 2016

May it be known that the undersigned parties, for good consideration, do hereby agree to make the following changes and/or additions that are outlined below. These additions shall be made valid as if they are included in the original stated contract.

Stated Contract for: The Master Agreement between the Bellefontaine City Board of Education and the Bellefontaine Education Association.

Article IX-Economic Package

B. Benefit Calculation:

1. Severance pay shall be calculated by multiplying the bargaining unit member's accrued but unused sick leave by one-fourth (1/4) and multiplying the product times the *per diem* rate of pay appropriate for that individual's placement on the base salary schedule at the time of retirement.
 - a. Severance payment to bargaining unit member employees by the district at the time of retirement from teaching will be up to a maximum of thirty-six (36) days provided the unit member has one-hundred and forty-four (144) days accumulated leave.
 - b. Unit members with fifteen (15) through twenty-five (25)-years of service in the district shall receive a maximum of fifty-one (51) days accumulated sick leave provided they have two-hundred and four (204) days accumulated sick leave. Members with more than twenty (20) years of service in the district will be eligible for one additional day of severance pay for each two years of service through the twenty-fifth year.

- c. Unit members with twenty-six (26) or more years of service in the district shall receive a maximum of sixty-nine (69) days severance pay provided he/she has two hundred seventy-six (276) days accumulated sick leave.
- d. The individual, by endorsing the severance check, is certifying all eligibility criteria have been met.

9.8 Perfect Attendance Incentive:

A. Attendance Leave Bonus

- 1. A member of the bargaining unit who uses no sick leave or personal leave during the school calendar year (185 days) shall receive \$300.00.
- 2. A member of the bargaining unit who uses no more than one (1) day of sick leave or personal leave during the school calendar year (185 days) shall receive \$200.00.
- 3. A member of the bargaining unit who uses no more than two (2) days of sick leave or personal leave during the school calendar year (185 days) shall receive \$100.00.

B. Personal Leave Bonus

In addition to the above Attendance Leave Bonus, staff members who miss no more than five (5) sick days in a year will be eligible for a Personal Leave Bonus of:

- 1. \$150.00 for using no personal days
- 2. \$100.00 for using one personal day
- 3. \$50.00 for using two personal days

For example: A teacher with perfect attendance will receive \$450.00.

Attendance Leave Bonus and Personal Leave Bonus payments shall not be subject to STRS (State Teachers Retirement System) deduction or withholding taxes. They shall be construed as fringe benefit payments.

- C. Only in the case when the Board approved calendar ends in May, any teacher who will retire by the effective end date of the school year will have extended days in June waived under this article.**

Appendix A-1 Supplemental Salary Schedules

Include in Supplemental Salary Schedule

- **Category 6: MS Athletic Director-per season with the expectation that it will be the same person for the full year.**
- **Category 8: HS-MS-IS-EL Instructional Team Leaders (Title Change)**

Article VIII-Other Provisions

8.2 Substitute Teachers:

- A. When any member, including special areas of instruction, is absent from school, every reasonable effort will be made to obtain a certificated/licensured substitute for the member. Substitute teachers shall be selected from the list certified by the Superintendent. **When a specialist is absent and no substitute is available, the teacher that keeps those students shall be compensated accordingly with Article 8.2.B.**
- B. Intra-school substitution may be performed by a regular teacher who volunteers to teach during his/her regular assigned conference period. Certificated employees will be paid according to the following length of time:
- | | | |
|---|---|---------|
| 46 minutes and over (or one block period) | - | \$25.00 |
| 25-45 minutes (or one period or half of a block period) | - | \$12.50 |
- C. **When a substitute is not available and students are placed or split into other classrooms, the teacher(s) covering shall be compensated according to Article 8.2.B. as such:**
1. **Teachers covering students 25 to 45 minutes shall be compensated \$12.50;**
 2. **Teachers covering students 46 or more minutes shall be compensated \$25.00;**
 3. **Teachers shall not be requested to accept more than one-third (1/3) of students from another class.**

11.1 Master Teacher Committee:

- A. A master teacher committee shall be established for the purpose of designating teachers in the district as a master teacher.
1. The committee shall be comprised of four (4) Association-appointed members and two (2) administrators.
 2. The master teacher committee shall be co-chaired by one Association member and one member of the Administration who shall jointly determine the time, location and number of committee meetings. The master teacher committee members shall establish its Plan of Operation for the appropriate designation of a master teacher, including but not limited to the application and review processes, the dissemination of general information to local association members, and the appeal procedure.
 3. The Association shall determine the length of the term of office for the local association members serving on the master teacher committee. Terms of office for the master teacher committee shall be staggered to the greatest extent possible. The Association shall determine the process for removing a teacher member from office. In the event of an in-term vacancy or removal, the teacher member shall be replaced by the Association.
 4. Nothing in the master teacher committee process shall have an adverse impact on the educator's performance evaluation as established in this Agreement.
 5. As determined by the master teacher committee, the Association's master teacher committee members shall be provided on-going training by the employer to ensure consistent application of the master teacher criteria.
 6. The Association's master teacher committee members shall receive forty dollars (\$40) for each application a committee member reviews.
 7. The master teacher committee shall be provided with adequate and secure space for the safe and secure storage of records, files and any other work and materials requiring storage and/or file space. The master teacher committee shall be provided with the equipment, paper and other materials necessary to perform its duties, as specified in the master teacher operating procedures. The master teacher committee shall be provided with secretarial support and any other support services necessary.

8. The master teacher committee shall determine its own appeals procedure. The master teacher committee appeals procedure is not subject to the grievance/arbitration procedure outlined in this Agreement.
9. **Teachers who successfully complete the Initial Master Teacher process shall be compensated in the amount of five-hundred dollars (\$500.00). Teachers who complete the renewal process shall be compensated in the amount of two-hundred dollars (\$200.00).**

Be it specified that nothing contained herein shall in any way alter or change the negotiated agreement in any other manner than that which is outlined.

Joan Haushalter
President, Board of Education

8/24/15
Date

Brad Hall
Superintendent

8/24/15
Date

Kustine Mount
President, Bellefontaine Education Assoc.

8/25/15
Date

BELLEFONTAINE CITY SCHOOLS
TEACHER SALARY SCHEDULE AND INDEX
EFFECTIVE AUGUST 1, 2015
SALARY BASE - \$32,946.00
 (All hours beyond degree are semester hours)

*Includes a 2.0% increase
over 2014-2015*

2%

YRS. EXP.	BA	INDEX	BA+9	INDEX	BA+18	INDEX	BA+30	INDEX	MA	INDEX	MA+9	INDEX	MA+18	INDEX	MA+30	INDEX	MA+45	INDEX
0	32,946	(1.000)	34,000	(1.032)	36,109	(1.096)	37,163	(1.128)	39,272	(1.192)	40,326	(1.224)	42,434	(1.288)	43,489	(1.320)		
1	34,527	(1.048)	35,582	(1.080)	37,690	(1.144)	38,744	(1.176)	40,853	(1.240)	41,907	(1.272)	44,016	(1.336)	45,070	(1.368)		
2	36,109	(1.096)	37,163	(1.128)	39,272	(1.192)	40,326	(1.224)	42,434	(1.288)	43,489	(1.320)	45,597	(1.384)	46,652	(1.416)		
3	37,690	(1.144)	38,744	(1.176)	40,853	(1.240)	41,907	(1.272)	44,016	(1.336)	45,070	(1.368)	47,179	(1.432)	48,233	(1.464)		
4	39,272	(1.192)	40,326	(1.224)	42,434	(1.288)	43,489	(1.320)	45,597	(1.384)	46,652	(1.416)	48,760	(1.480)	49,814	(1.512)		
5	40,853	(1.240)	41,907	(1.272)	44,016	(1.336)	45,070	(1.368)	47,179	(1.432)	48,233	(1.464)	50,341	(1.526)	51,396	(1.560)		
6	42,434	(1.288)	43,489	(1.320)	45,597	(1.384)	46,652	(1.416)	48,760	(1.480)	49,814	(1.512)	51,923	(1.576)	52,977	(1.608)		
7	44,016	(1.336)	45,070	(1.368)	47,179	(1.432)	48,233	(1.464)	50,341	(1.528)	51,396	(1.560)	53,504	(1.624)	54,559	(1.656)		
8	45,597	(1.384)	46,652	(1.416)	48,760	(1.480)	49,814	(1.512)	51,923	(1.576)	52,977	(1.608)	55,086	(1.672)	56,140	(1.704)		
9	47,179	(1.432)	48,233	(1.464)	50,341	(1.528)	51,396	(1.560)	53,504	(1.624)	54,559	(1.656)	56,667	(1.720)	57,721	(1.752)		
10	48,760	(1.480)	49,814	(1.512)	51,923	(1.576)	52,977	(1.608)	55,086	(1.672)	56,140	(1.704)	58,249	(1.768)	59,303	(1.800)	60,357	(1.832)
11					53,504	(1.624)	54,559	(1.656)	56,667	(1.720)	57,721	(1.752)	59,830	(1.816)	60,884	(1.848)	61,938	(1.880)
12							56,140	(1.704)	58,249	(1.768)	59,303	(1.800)	61,411	(1.864)	62,466	(1.896)	63,520	(1.928)
15	50,341	(1.528)	51,396	(1.560)	55,086	(1.672)	57,721	(1.752)	59,830	(1.816)	60,884	(1.848)	62,993	(1.912)	64,047	(1.944)	65,101	(1.976)
17	51,923	(1.576)	52,977	(1.608)	56,667	(1.720)	59,303	(1.800)	61,411	(1.864)	62,466	(1.896)	64,574	(1.960)	65,628	(1.992)	66,683	(2.024)
20	53,504	(1.624)	54,559	(1.656)	58,249	(1.768)	60,884	(1.848)	62,993	(1.912)	64,047	(1.944)	66,156	(2.008)	67,210	(2.040)	68,264	(2.072)
22	55,086	(1.672)	56,140	(1.704)	59,830	(1.816)	62,466	(1.896)	64,574	(1.960)	65,628	(1.992)	67,737	(2.056)	68,791	(2.088)	69,846	(2.120)

BELLEFONTAINE CITY SCHOOLS
 SUPPLEMENTAL PAY SCHEDULE, Effective August 1, 2015 (Base - \$32,946.00)

Category	POSITION	YEARS OF EXPERIENCE					
		0	1	2	3	4	5
1	HS - Basketball, Boys (H)	0.158	0.165	0.172	0.179	0.186	0.193
	HS - Basketball, Girls (H)	5,205.47	5,436.09	5,666.71	5,897.33	6,127.96	6,358.58
	HS - Football (H)						
2	HS - Instrumental Music	0.120	0.127	0.134	0.141	0.148	0.155
	HS - Vocal Music	3,953.52	4,184.14	4,414.76	4,645.39	4,876.01	5,106.63
3	HS - Athletic Trainer (per season)	0.090	0.097	0.104	0.111	0.118	0.125
	HS - Baseball (H)	2,965.14	3,195.76	3,426.38	3,657.01	3,887.63	4,118.25
	HS - Cross Country, Boys (H)*						
	HS - Cross Country, Girls (H)*						
	HS - Soccer, Boys (H)						
	HS - Soccer, Girls (H)						
	HS - Softball (H)						
	HS - Track, Boys (H)*						
	HS - Track, Girls (H)*						
	HS - Volleyball (H)						
	HS - Wrestling (H)						
	4	HS - Football (A) x 6	0.079	0.086	0.093	0.100	0.107
HS - Production Manager (TV)		2,602.73	2,833.36	3,063.98	3,294.60	3,525.22	3,755.84
HS - Reserve BB, Boys							
HS - Reserve BB, Girls							
HS - Swimming (H)							
HS - Weight Room Coordinator							
5	HS - Baseball (A) x 2	0.067	0.074	0.081	0.088	0.095	0.102
	HS - Bowling, Boys/Girls (H)	2,207.38	2,438.00	2,668.63	2,899.25	3,129.87	3,360.49
	HS - Drama						
	HS - Freshman BB, Boys						
	HS - Freshman BB, Girls						
	HS - Instrumental Music (A)						
	HS-MS-EL Orchestral Music						
	HS - Soccer, Boys (A)						
	HS - Soccer, Girls (A)						
	HS - Softball (A)						
	HS - Tennis, Boys (H)						
	HS - Tennis, Girls (H)						
	HS - Track, Boys (A) x 3						
	HS - Track, Girls (A)						
	HS - Volleyball (A)						
	HS - Wrestling (A)						

BELLEFONTAINE CITY SCHOOLS
 SUPPLEMENTAL PAY SCHEDULE, Effective August 1, 2015 (Base - \$32,946.00)

Category	POSITION	YEARS OF EXPERIENCE					
		0	1	2	3	4	5
6	HS - Chant	0.059	0.066	0.073	0.080	0.087	0.094
	HS - Cheerleader Advisor (FB)	1,943.81	2,174.44	2,405.06	2,635.68	2,866.30	3,096.92
	HS - Cheerleader Advisor (BB)						
	HS - Flag Corps						
	HS - Golf (H)						
	HS - Hi-Life						
	HS - Swimming (A)						
	MS - Athletic Director (per season)						
	MS - Basketball, Boys 7th & 8th (H)						
	MS - Basketball, Girls 7th & 8th (H)						
	MS - Football, 7th & 8th (H)						
	MS - Volleyball, 7th & 8th (H)						
	MS - Wrestling (H)						
7	MS - Basketball, Boys 7th & 8th (A)	0.050	0.057	0.064	0.071	0.078	0.085
	MS - Basketball, Girls 7th & 8th (A)	1,647.30	1,877.92	2,108.54	2,339.17	2,569.79	2,800.41
	HS - Bowling, Boys/Girls (A)						
	MS - Football, 7th & 8th (A)						
	MS - Intramurals						
	MS - Show Choirs						
	MS - Track, Boys (H)*						
	MS - Track, Girls (H)*						
8	HS - Class Advisors (10,11, 12)**	0.040	0.047	0.054	0.061		
	HS-MS-EL Instructional Team Leaders	1,317.84	1,548.46	1,779.08	2,009.71		
	HS - Cheerleader Advisor FB (A)						
	HS - Cheerleader Advisor BB (A)						
	MS - Cheerleader Advisor (FB)						
	MS - Cheerleader Advisor (BB)						
	MS - Cross Country*						
	MS - Instrumental Music						
	MS - Track (A)						
	MS - Vocal Music						
	MS - Wrestling (A)						
Student Assistance Program Specialist							
LPDC	x 3	0.0403					
		1,327.72					
9	HS - Jazz Band	0.016	0.023	0.030	0.037		
	HS - Musical Production Assistant x 5	527.14	757.76	988.38	1,219.00		
	MS - Yearbook Advisor						
10	HS - Class Advisor (9)	0.010	0.017	0.024	0.031		
	HS-MS Organizations	329.46	560.08	790.70	1,021.33		
Substance Abuse Facilitator							

* At such time that the high school and middle school head track or head cross country responsibility is combined (Head Boys and Head Girls), the combined positions would be at a ratio of 1.5 times those noted here.

** Two people will be employed here at the .040 rate each for grades eleven and twelve.

Footnote: Previous experience in a similar supplemental position in the same or another Bellefontaine school building will be allowed when accepting another supplemental position.