

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

**WHEREAS**, the Fairborn City School District Board of Education (“Board”) and the Fairborn Education 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 18.01 shall be amended as follows:

This Agreement shall be effective from March 1, 2014 and shall remain in full force and 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 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 6.01 shall be amended to add the following language:

**D. 2016-2017 School Year**

There shall be a 1% increase to all amounts contained in the 2015-16 salary schedule. A copy of the agreed salary schedule for the 2016-17 school year (“2017 salary schedule”) to be included in Addendum B of 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. Any such employee eligible to move horizontally to the next educational column due to increased level of educational credit hours or advanced degree shall move one column to the right and also advance one vertical step on the salary schedule. All other employees shall advance two vertical steps on the schedule in their current column.

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 such employee eligible to move horizontally to the next educational column due to increased level of educational credit hours or advanced degree shall move one column to the right as their step. All other employees shall advance one vertical step on the schedule in their current column.

Any employee hired for the 2016-2017 school year will be correctly placed on the 2017 salary schedule in accordance with Article 6.04 A and will not receive an advancement of step, change of column, or stipend as described above.

Section 6.04(C) 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 17 shall be amended to add the following language pursuant to the statutory requirements of Ohio Revised Code Section 3302.10(P):

#### 17.02 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.



**Salary Schedule  
2016-2017 School Year**

Step	Non-Degree	Bachelors	BA + 135	BA + 150	Masters	MA or MS (60)/+30
1	\$32,017	\$33,526	\$36,543	\$38,052	\$39,561	\$41,070
2	\$33,526	\$35,035	\$38,052	\$39,561	\$41,070	\$42,578
3	\$35,035	\$36,543	\$39,561	\$41,070	\$42,578	\$44,087
4	\$36,543	\$38,052	\$41,070	\$42,578	\$44,087	\$45,596
5	\$38,052	\$39,561	\$42,578	\$44,087	\$45,596	\$46,801
6	\$39,561	\$41,070	\$44,087	\$45,596	\$47,104	\$48,612
7	\$41,070	\$42,578	\$45,596	\$47,104	\$48,612	\$50,121
8	\$42,578	\$44,087	\$47,104	\$48,612	\$50,121	\$51,295
9	\$44,087	\$45,596	\$48,612	\$50,121	\$51,295	\$52,469
10	\$45,596	\$47,104	\$50,121	\$51,295	\$52,469	\$53,641
11	\$47,104	\$48,612	\$51,295	\$52,469	\$53,641	\$54,815
12	\$48,612	\$50,121	\$52,469	\$53,641	\$54,815	\$55,988
13	\$50,121	\$51,295	\$53,641	\$54,815	\$55,988	\$57,162
14	\$51,295	\$52,469	\$54,815	\$55,988	\$57,162	\$58,336
15	\$52,469	\$53,641	\$55,988	\$57,162	\$58,336	\$59,508
16	\$53,641	\$54,815	\$57,162	\$58,336	\$59,508	\$60,682
17	\$54,815	\$55,988	\$58,336	\$59,508	\$60,682	\$61,856
18	\$55,988	\$57,162	\$59,508	\$60,682	\$61,856	\$63,029
19	\$57,162	\$58,336	\$60,682	\$61,856	\$63,029	\$64,203
20	\$58,336	\$59,508	\$61,856	\$63,029	\$64,203	\$65,375
21	\$59,508	\$60,682	\$63,029	\$64,203	\$65,375	\$66,214
22	\$60,682	\$61,856	\$64,203	\$65,375	\$66,214	\$67,052
23	\$61,856	\$63,029	\$65,375	\$66,214	\$67,052	\$67,890
24	\$63,029	\$64,203	\$66,214	\$67,052	\$67,890	\$68,729
25	\$64,203	\$65,375	\$67,052	\$67,890	\$68,729	\$69,567
26	\$65,375	\$66,214	\$67,890	\$68,729	\$69,567	\$70,404
27	\$66,214	\$67,052	\$68,729	\$69,567	\$70,404	\$71,242
28	\$67,052	\$67,890	\$69,567	\$70,404	\$71,242	\$72,081
29	\$67,890	\$68,729	\$70,404	\$71,242	\$72,081	\$72,919
30	\$68,729	\$69,567	\$71,242	\$72,081	\$72,919	\$73,757
31	\$69,567	\$70,404	\$72,081	\$72,919	\$73,757	\$74,596
32	\$70,404	\$71,242	\$72,919	\$73,757	\$74,596	\$75,434
33	\$71,242	\$72,081	\$73,757	\$74,596	\$75,434	\$76,271
Base	\$ 33,526					