

STATE EMPLOYMENT
RELATIONS BOARD

2018 OCT 25 P 4: 05

10-25-2018
0257-01
17-MED-01-0090
K37317



COLLECTIVE BARGAINING AGREEMENT

between the
BROWN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
and the
MALVERN EDUCATION ASSOCIATION
of
BROWN LOCAL SCHOOLS

July 1, 2020 to June 30, 2021

STATE EMPLOYMENT
RELATIONS BOARD

All the terms and conditions of employment contained in the July 2018 OCT 25 P 4: 05 2020 agreement not changed herein shall be carried forward for the period July 1, 2020 through June 30, 2021.

STATE EMPLOYMENT
RELATIONS BOARD

2018 OCT 25 P 4: 05

ARTICLE XV - INSURANCES

In order to be eligible for insurance, an employee must be contracted for at least 30 hours per week.

If both spouses are members of either bargaining unit, only one may take family health insurance.

Employees may not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information.

15.01 Medical

A. The Board will pay 86% of the premium and the employee will pay 14% for 2020-2021 for full-time employees.

B. Stark County Schools Council

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental, vision and life insurance through the COG. The coverage shall be the standardized COG specifications.

C. Preferred Provider - Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program. Anyone, as of August 1, 2009, who has the traditional Mutual Health Program instead of the PPO, may continue such participation.
2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County OEA office representative.

D. Preferred Provider - Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.
2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.

3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the COG and the Stark County OEA office representative.
5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.
6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

15.02 Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of \$60,000 for each teacher.

Bargaining unit members may purchase additional term life insurance at the group rate, in \$5,000 increments, up to a maximum of \$60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirement of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

15.03 Dental Insurance

The Board will pay 86% of the premium and the employee will pay 14% for 2020-2021 for full-time employees.

15.04 Section 125-Tax Shelter

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided under IRS Section 125.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. If an employee elects to utilize any of the IRS 125 benefits, the administrative cost shall be shared equally between the employee and the employer.

15.05 Vision

The Board will pay 86% of the premium and the employee will pay 14% for 2020-2021 for full-time employees.

15.06 Premium Holidays

If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

15.07 Spousal Coverage

Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who had insurance with one COG employer and immediately thereafter, moved to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

15.08 Same Sex Marriage

If state law recognizes same-sex marriage, the COG plan specifications will be modified to include those individuals.

ARTICLE XXVII - CERTIFIED SALARY SCHEDULES

2020-2021 3% base increased to \$30,403 current index
Steps

Placement on the salary schedule: This section shall be effective until June 30, 2020-2021. However, anyone hired for the 2020-2021 school year shall be grandfathered.

- A. Beginning with the 2017-2018 school year, a newly hired bargaining unit member will be placed no lower than Step 4. That individual will not move to Step 5 until they have five years' salary schedule credit. i.e. If the individual has 2 years prior teaching experience and is placed on Step 4, he/she would not move to Step 5 until 2019-2020. The individual shall, however, receive the increase on the base each year.
- B. Beginning with the 2017-2018 school year, a member of the bargaining unit who, for the 2016-2017 school year is on Step 1, 2, or 3, will be moved to Step 4 for the 2017-2018 school year.
- C. If the member was on Step 1 for the 2016-2017 school year and moved to Step 4 for the 2017-2018 school year, that member shall not move to Step 5 until the 2020-2021 school year. The individual shall, however, receive the increase on the base each year.
- D. If the member was on Step 2 for the 2016-2017 school year and moved to Step 4 for the 2017-2018 school year, that member shall not move to Step 5 until the 2019-2020 school year. The individual shall, however, receive the increase on the base each year.
- E. If the member was on Step 3 for the 2016-2017 school year and moved to Step 4 for the 2017-2018 school year, that member shall not move to Step 5 until the 2018-2019 school year. The individual shall, however, receive the increase on the base each year.

- F. If a member moves, based on educational experience, they will move to the appropriate column at Step 4 and will be eligible to move as stated above. The individual shall, however, receive the increase on the base each year.

Movement may occur from one column to another for increased education.

2020-2021							
			\$30,403				
			3.0% Base Increase				
STEP		BA/BS		+150		MA	
1		1:0000	30,403	1:0600	32,227	1:1200	34,051
2		1:0490	31,893	1:1169	33,957	1:1809	35,903
3		1:0980	33,382	1:1738	35,687	1:2418	37,754
4		1:1470	34,872	1:2307	37,417	1:3027	39,606
5		1:1960	36,362	1:2876	39,147	1:3636	41,458
6		1:2450	37,852	1:3445	40,877	1:4245	43,309
7		1:2940	39,341	1:4014	42,607	1:4854	45,161
8		1:3430	40,831	1:4583	44,337	1:5463	47,012
9		1:3920	42,321	1:5152	46,067	1:6072	48,864
10		1:4410	43,811	1:5721	47,797	1:6681	50,715
11		1:4900	45,300	1:6290	49,526	1:7290	52,567
12		1:5390	46,790	1:6859	51,256	1:7899	54,418
13		1:5880	48,280	1:7428	52,986	1:8508	56,270
14		1:6370	49,770	1:7997	54,716	1:9117	58,121
15		1:6860	51,259	1:8566	56,446	1:9726	59,973
16		1:7350	52,749	1:9135	58,176	2:0335	61,825
17		1:7840	54,239	1:9704	59,906	2:0944	63,676
18		1:7840	54,239	1:9704	59,906	2:0944	63,676
19		1:8330	55,729	2:0273	61,636	2:1553	65,528
20		1:8330	55,729	2:0273	61,636	2:1553	65,528
21		1:8820	57,218	2:0842	63,366	2:2162	67,379
22		1:8820	57,218	2:0842	63,366	2:2162	67,379
23		1:9310	58,708	2:1411	65,096	2:2771	69,231
24		1:9310	58,708	2:1411	65,096	2:2771	69,231
25		1:9800	60,198	2:1980	66,826	2:3380	71,082
26		1:9800	60,198	2:1980	66,826	2:3380	71,082
27		2:0290	61,688	2:2549	68,556	2:3989	72,934
One time Stipend for noted milestones:							
30			+750		+1000		+1250
31			+750		+1000		+1250
32			+750		+1000		+1250
33			+1000		+1250		+1500
34			+1000		+1250		+1500
35			+1000		+1250		+1500

ARTICLE XXVIII - SUPPLEMENTAL SALARIES

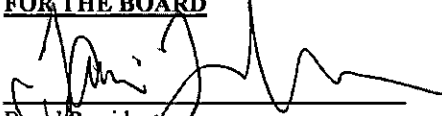
- 28.01 Percent is the percentage of the base salary.
- 28.02 Credit for experience may be given on the Supplemental Salary Schedule for a bargaining unit member that moves to another supplemental position within the same sport. The years of experience in the supplemental do not have to be consecutive in order to be granted credit for such experience.
- 28.03 The Board shall have the unilateral authority to adjust any or all salaries upward in order to comply with Titles VII, IX and the Equal Pay Act.
- 28.04 Release time shall be provided for any teacher on the text book committee. New positions may be added after consulting with the Association President.
- 28.05 The supplemental position of Detention Supervisor may choose to be reimbursed on a bi-monthly basis.
- 28.06 All supplemental contracts shall automatically expire at the end of the school year.
- 28.07 No bargaining unit member shall evaluate another bargaining unit member in any head coaching position. The Head Coach Committee shall determine the evaluation system used for coaching supplementals. Student and/or parent surveys shall not be used in the evaluation of a bargaining unit member in any supplemental position.
- 28.08 All supplementals shall be paid in the next pay period following approval of necessary paperwork required for the supplemental.
- 28.09 Supplemental Salary Schedule
- See Attachment A
- CCP: The parties may discuss any proposed compensation for CCP at labor management.

ARTICLE XXX - TUTORS


- 30.01 All articles shall apply to tutors, home instructors, and any other certified personnel not on a regular teaching contract, with the exception of Articles X, XI, and XXV. Hourly tutors are also excluded from Article XXIII.
1. Tutors and home instructors shall be employed under one-year limited contracts that shall automatically expire at the end of each school year.
 2. Tutors will receive a base pay of \$20.79 per hour for 2020-2021 school year. This represents the same percent of increase as the teachers receive per their agreement.

ARTICLE XXXIX - EFFECTS OF CONTRACT

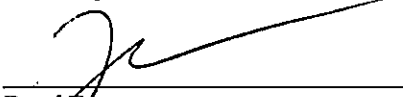
FOR THE BOARD



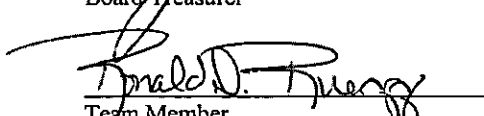
Board President



Board Superintendent



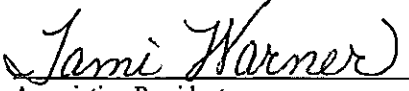
Board Treasurer



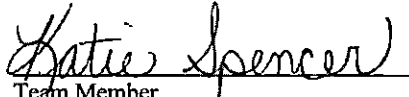
Team Member

Negotiator

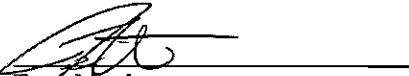
FOR THE ASSOCIATION




Association President



Team Member



Team Member



Team Member

Association Negotiator

ATTACHMENT A – SUPPLEMENTAL SALARY SCHEDULES

2020-2021		0-4 Years Experience		5-9 Years Experience		10+ Experience		Maximum Board Cost
\$30,403		Stipend	Stipend	Stipend	Stipend	Stipend	Stipend	
Drama/Musical Director	0.0700	\$ 2,128	0.0750	\$ 2,280	0.0800	\$ 2,432	\$ 2,432.24	
Yearbook Advisor	0.0700	\$ 2,128	0.0750	\$ 2,280	0.0800	\$ 2,432	\$ 2,432.24	
HS Student Activities Council (5)	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 8,360.83	
Drama/Musical Assist. Director	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 1,672.17	
Show Choir	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 1,672.17	
Excellence Committee (6)	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 10,032.99	
National Honor Society	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 1,672.17	
Mentor (as needed)	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 1,672.17	
Pep Band	0.0450	\$ 1,368	0.0500	\$ 1,520	0.0550	\$ 1,672	\$ 1,672.17	
Club Advisors	0.0375	\$ 1,140	0.0425	\$ 1,292	0.0475	\$ 1,444	\$ 24,550.42	
<i>Including but not limited to:</i>								
Academic Challenge								
Art Club								
Band Auxiliary Unit (2)								
Camp (4)								
Foreign Language Club								
MS Activities Advisor (2)								
PEP Club								
Power of the Pen								
Science Club								
Ski Club								
Young Authors								
Safety Patrol								
Debate Club								
Destination Imagination								
								\$56,169.54
Detention Supervisor	Tutor Hourly Rate							
	\$ 22.79							
Academic Assist	\$ 22.79							
	Tutor Hourly Rate							
Summer School Instructor	\$ 22.79							
Elementary Musical	\$ 300							
(minimum of 2 elementary musicals per year, maximum of \$600 stipend)								

