

ARTICLE XVIII

AGREEMENT BETWEEN THE BOTKINS LOCAL SCHOOL DISTRICT BOARD OF  
EDUCATION AND THE BOTKINS FEDERATION OF TEACHERS AFT/OFT  
LOCAL #44884

08-15-2018  
2165-01  
17-MED-04-0502  
K35862

A. Conformity to Law

In the event that any of the terms of the provisions of this Agreement are or become null and void, all remaining provisions shall remain in force and effect for the term of the Agreement. In such cases, the Board and the Federation shall meet within sixty (60) days to make all necessary changes to make the provision comply with law.

B. Additional Items Agreed Upon

For the 2018 – 2019 school year there will be a 3.75% salary increase with steps on the employee's current salary. The Employees will be required to pay 7.50% (2.50% increase) of the health/dental/vision premium.


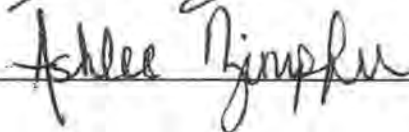
For the 2019 - 2020 school year there will be a 3.75% salary increase with steps on the employee's current salary. The Employees will be required to pay 10% (2.50% increase) of the health/dental/vision premium.

No changes in the employers Board HSA contribution of \$2,000 Family/\$1600 single for both the 2018/2019 and 2019/2020 school years.


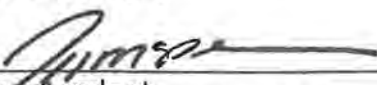
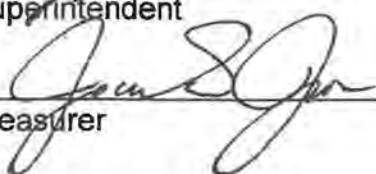
This Agreement is entered into by and between the Botkins Federation of Teachers AFT/OFT Local #44884 ("Association") and the Botkins Local School District Board of Education ("Board of Education") to confirm their bargaining representatives' agreement on the terms of a successor contract to the 2017 – 2020 contract. The parties hereby agree as follows:

The parties agree to a successor contract that shall be in effect from August 15, 2018 through August 14, 2020. All terms of the current 2017 - 2020 contract shall remain in effect through and until August 14, 2020.

THE BOTKINS FEDERATION OF TEACHERS AFT/OFT LOCAL #44884

 _____	<u>5-22-18</u> _____
Date	
 _____	<u>5-22-18</u> _____
Date	

BOTKINS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

 _____	<u>5-9-18</u> _____
Board President	Date
 _____	<u>5-9-18</u> _____
Superintendent	Date
 _____	<u>5-9-18</u> _____
Treasurer	Date

**BOTKINS LOCAL SCHOOLS**  
**CERTIFIED SALARY SCHEDULE 2018 - 2019**  
**3.75% INCREASE ON BASE LEVEL(\$35,564) w/STEPS**

Experience	Bachelors Degree		Bachelor's + 150		Masters Degree		Masters +15		Masters +30
	Percent	Dollar Amount	Percent	Dollar Amount	Percent	Dollar Amount	Percent	Dollar Amount	Dollar Amount
	Base	36,898	Base	36,898	Base	36,898	Base	36,898	
0-4	1.1250	41,510	1.1850	43,724	1.2550	46,307	1.3150	48,520	48,520
5	1.1650	42,986	1.2300	45,384	1.3050	48,151	1.3750	50,734	50,734
6	1.2050	44,462	1.2750	47,045	1.3550	49,996	1.4350	52,948	52,948
7	1.2450	45,938	1.3200	48,705	1.4050	51,841	1.4950	55,162	55,162
8	1.2850	47,413	1.3650	50,365	1.4550	53,686	1.5550	57,376	57,376
9	1.3250	48,889	1.4100	52,026	1.5050	55,531	1.6150	59,590	59,590
10	1.3650	50,365	1.4550	53,686	1.5550	57,376	1.6750	61,804	62,304
11	1.4050	51,841	1.5000	55,346	1.6050	59,221	1.7350	64,017	64,517
12	1.4450	53,317	1.5450	57,007	1.6550	61,066	1.7950	66,231	66,731
13	1.4850	54,793	1.5900	58,667	1.7050	62,910	1.8550	68,445	68,945
14	1.5250	56,269	1.6350	60,328	1.7550	64,755	1.9150	70,659	71,159
15 - 18	1.5250	56,269	1.6350	60,328	1.7550	64,755	1.9150	70,659	71,409
19 - 24	1.5650	57,745	1.6800	61,988	1.8050	66,600	1.9750	72,873	73,623
25	1.5650	57,745	1.6800	61,988	1.8050	66,600	1.9750	72,873	73,873
26 & up	1.5900	58,667	1.7050	62,910	1.8300	67,523	2.0000	73,795	74,795

\*\*NOTE-14/15 was a 1 time additional step at 30 years only - removed 15/16\*\*

**Botkins Local School**  
**Extra Curricular Salary Base Schedule Index**  
**Base - \$35,564**  
**2018-2019**

(=BASE RATE \$36,898 - 3.75% of 17/18)

	Base	% of Base	0-2 years 100%	3-4 years 105%	5-6 years 110%	7- 8 years 115%	9-10 years 120%	11-up years 125%
<b>Athletic Activities</b>	36,898							
Athletic Director		19.0%	7,011	7,361	7,712	8,062	8,413	8,763
Boys Varsity Basketball		16.0%	5,904	6,199	6,494	6,789	7,084	7,380
Boys Varsity Basketball Assistant		8.0%	2,952	3,099	3,247	3,395	3,542	3,690
Boys JV Basketball		9.0%	3,321	3,487	3,653	3,819	3,985	4,151
Boys 8th Grade Basketball		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
Boys 7th Grade Basketball		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
Freshman Basketball(Boys & Girls)2 coa.		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
Girls Varsity Basketball		16.0%	5,904	6,199	6,494	6,789	7,084	7,380
Girls Varsity Basketball Assistant		8.0%	2,952	3,099	3,247	3,395	3,542	3,690
Girls JV Basketball		9.0%	3,321	3,487	3,653	3,819	3,985	4,151
Girls 8th Grade Basketball		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
Girls 7th Grade Basketball		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
Boys summer Basketball Coord.		1.5%	553	581	609	636	664	692
Girls summer Basketball Coord.		1.5%	553	581	609	636	664	692
Varsity Baseball Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Varsity Baseball Coach Assistant		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
JV Baseball Coach		6.0%	2,214	2,325	2,435	2,546	2,657	2,767
Varsity Softball Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Varsity Softball Coach Assistant		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
JV Softball Coach		6.0%	2,214	2,325	2,435	2,546	2,657	2,767
Coed Varsity & JH Cross Country Coach		12.0%	4,428	4,649	4,871	5,092	5,313	5,535
Coed Asst. Varsity & JH Cross Country Coach		7.0%	2,583	2,712	2,841	2,970	3,099	3,229
Boys Cross Country Coach		7.5%	2,767	2,906	3,044	3,182	3,321	3,459
Girls Cross Country Coach		7.5%	2,767	2,906	3,044	3,182	3,321	3,459
Jr. High Boys Cross Country Coach		2.0%	738	775	812	849	886	922
Jr. High Girls Cross Country Coach		2.0%	738	775	812	849	886	922
Varsity Volleyball Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Varsity Volleyball Coach Assistant		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
JV Volleyball Coach		6.0%	2,214	2,325	2,435	2,546	2,657	2,767
8th Grade Volleyball Coach		4.0%	1,476	1,550	1,624	1,697	1,771	1,845
7th Grade Volleyball Coach		4.0%	1,476	1,550	1,624	1,697	1,771	1,845
Summer Volleyball Coord.		1.5%	553	581	609	636	664	692
Boys Varsity Track Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Boys Varsity Track Coach Asst.		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
Girls Varsity Track Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Girls Varsity Track Coach Asst.		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
Co-Ed Varsity Track Coach		13.0%	4,797	5,037	5,276	5,516	5,756	5,996
Co-Ed Varsity Track Asst.		7.0%	2,583	2,712	2,841	2,970	3,099	3,229
Track Fields Events Asst. (2)		3.0%	1,107	1,162	1,218	1,273	1,328	1,384
Boys Jr. Hi Track Coach		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
Girls Jr. Hi Track Coach		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
Golf		7.0%	2,583	2,712	2,841	2,970	3,099	3,229
JV Golf		2.5%	922	969	1,015	1,061	1,107	1,153
High School Cheerleader Advisor		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
JR High Cheerleader Advisor		3.0%	1,107	1,162	1,218	1,273	1,328	1,384
Head Swimming Coach		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
Boys Soccer Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Boys Soccer Coach Assistant		5.0%	1,845	1,937	2,029	2,122	2,214	2,306
Girls Soccer Coach		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Girls Soccer Coach Assistant		5.0%	1,845	1,937	2,029	2,122	2,214	2,306

The percent shown above will be applied to each individual for that activity on the BAO Step of the Teacher Salary Schedule.

**Botkins Local School**  
**Extra Curricular Salary Base Schedule Index**  
**Base - \$35,564**  
**2018-2019**  
**(=BASE RATE \$36,898 - 3.75% of 17/18)**

	Base	% of Base	0-2 years 100%	3-4 years 105%	5-6 years 110%	7- 8 years 115%	9-10 years 120%	11-up years 125%
<b>Academic Activities</b>	36,898							
Yearbook Advisor		9.0%	3,321	3,487	3,653	3,819	3,985	4,151
Academia Team		1.5%	553	581	609	636	664	692
Musical Director		5.5%	2,029	2,131	2,232	2,334	2,435	2,537
Musical Art Director		2.5%	922	969	1,015	1,061	1,107	1,153
Musical Assistant(2)		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
Show Choir Director		3.5%	1,291	1,356	1,421	1,485	1,550	1,614
SH/JH Solo and Ensemble(2)		4.5%	1,660	1,743	1,826	1,909	1,992	2,076
Publicity Agent		3.0%	1,107	1,162	1,218	1,273	1,328	1,384
7th Grade Advisor(2)		0.5%	184	194	203	212	221	231
8th Grade Advisor(2)		0.5%	184	194	203	212	221	231
Freshman Class Advisor(2)		1.0%	369	387	406	424	443	461
Sophomore Class Advisor(2)		1.0%	369	387	406	424	443	461
Junior Class Advisor(2)	2.50%	1.5%	553	581	609	636	664	692
Junior Class Prom Advisor(2)		1.0%	369	387	406	424	443	461
Senior Class Advisor(2)		1.5%	553	581	609	636	664	692
National Honor Society		2.0%	738	775	812	849	886	922
Veterans's Day Coordinator (2)		1.5%	553	581	609	636	664	692
Concession Stand Coordinator (2)		3.0%	1,107	1,162	1,218	1,273	1,328	1,384
RESA Mentor (Active Mentor)		1.0%	369	387	406	424	443	461
Gifted Coordinator		10.0%	3,690	3,874	4,059	4,243	4,428	4,612
Music Unlimited		2.5%	922	969	1,015	1,061	1,107	1,153
Senior Commencement		2.0%	738	775	812	849	886	922
Student Council Advisor		2.0%	738	775	812	849	886	922
Adult Volunteer Coordinator		1.0%	369	387	406	424	443	461
Pep Band		3.0%	1,107	1,162	1,218	1,273	1,328	1,384
Fall Activities Director		2.0%	738	775	812	849	886	922
Winter Activities Director		4.0%	1,476	1,550	1,624	1,697	1,771	1,845
FTA Advisor		1.0%	369	387	406	424	443	461
Recycling Coordinator		1.0%	369	387	406	424	443	461
Quiz Bowl Advisor		1.0%	369	387	406	424	443	461

**Hourly Activities**

LPDC Coordinator (above work day)	\$19.50	per hour
Facilities Manager	\$19.50	per hour
Detention	\$16.00	per hour
Saturday School	\$16.00	per hour
Gifted Aid	\$24.00	per session
Tutors	\$19.50	per hour
Weight Room Supervisor	\$10.00	per hour

The percent shown above will be applied to each individual for that activity on the BAO Step of the Teacher Salary Schedule.

**BOTKINS LOCAL SCHOOLS**  
**CERTIFIED SALARY SCHEDULE 2019 - 2020**  
**3.75% INCREASE ON BASE LEVEL(\$36,898) w/STEPS**

Experience	Bachelors Degree		Bachelor's + 150		Masters Degree		Masters +15		Masters +30
	Percent	Dollar Amount	Percent	Dollar Amount	Percent	Dollar Amount	Percent	Dollar Amount	Dollar Amount
	Base	38,282	Base	38,282	Base	38,282	Base	38,282	
0-4	1.1250	43,067	1.1850	45,364	1.2550	48,044	1.3150	50,340	50,340
5	1.1650	44,598	1.2300	47,086	1.3050	49,958	1.3750	52,637	52,637
6	1.2050	46,129	1.2750	48,809	1.3550	51,872	1.4350	54,934	54,934
7	1.2450	47,661	1.3200	50,532	1.4050	53,786	1.4950	57,231	57,231
8	1.2850	49,192	1.3650	52,254	1.4550	55,700	1.5550	59,528	59,528
9	1.3250	50,723	1.4100	53,977	1.5050	57,614	1.6150	61,825	61,825
10	1.3650	52,254	1.4550	55,700	1.5550	59,528	1.6750	64,122	64,622
11	1.4050	53,786	1.5000	57,423	1.6050	61,442	1.7350	66,419	66,919
12	1.4450	55,317	1.5450	59,145	1.6550	63,356	1.7950	68,716	69,216
13	1.4850	56,848	1.5900	60,868	1.7050	65,270	1.8550	71,013	71,513
14	1.5250	58,380	1.6350	62,591	1.7550	67,184	1.9150	73,309	73,809
15 - 18	1.5250	58,380	1.6350	62,591	1.7550	67,184	1.9150	73,309	74,059
19 - 24	1.5650	59,911	1.6800	64,313	1.8050	69,098	1.9750	75,606	76,356
25	1.5650	59,911	1.6800	64,313	1.8050	69,098	1.9750	75,606	76,606
26 & up	1.5900	60,868	1.7050	65,270	1.8300	70,055	2.0000	76,563	77,563

\*\*NOTE-14/15 was a 1 time additional step at 30 years only - removed 15/16\*\*

**Botkins Local School**  
**Extra Curricular Salary Base Schedule Index**  
**Base - \$36,898**  
**2019 - 2020**

(=BASE RATE \$38,282 - 3.75% of 18/19)

	Base	% of Base	0-2 years 100%	3-4 years 105%	5-6 years 110%	7- 8 years 115%	9-10 years 120%	11-up years 125%
<b>Athletic Activities</b>	<b>38,282</b>							
Athletic Director		19.0%	7,274	7,637	8,001	8,365	8,728	9,092
Boys Varsity Basketball		16.0%	6,125	6,431	6,738	7,044	7,350	7,656
Boys Varsity Basketball Assistant		8.0%	3,063	3,216	3,369	3,522	3,675	3,828
Boys JV Basketball		9.0%	3,445	3,618	3,790	3,962	4,134	4,307
Boys 8th Grade Basketball		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
Boys 7th Grade Basketball		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
Freshman Basketball(Boys & Girls)2 coa.		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
Girls Varsity Basketball		16.0%	6,125	6,431	6,738	7,044	7,350	7,656
Girls Varsity Basketball Assistant		8.0%	3,063	3,216	3,369	3,522	3,675	3,828
Girls JV Basketball		9.0%	3,445	3,618	3,790	3,962	4,134	4,307
Girls 8th Grade Basketball		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
Girls 7th Grade Basketball		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
Boys summer Basketball Coord.		1.5%	574	603	632	660	689	718
Girls summer Basketball Coord.		1.5%	574	603	632	660	689	718
Varsity Baseball Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Varsity Baseball Coach Assistant		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
JV Baseball Coach		6.0%	2,297	2,412	2,527	2,641	2,756	2,871
Varsity Softball Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Varsity Softball Coach Assistant		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
JV Softball Coach		6.0%	2,297	2,412	2,527	2,641	2,756	2,871
Coed Varsity & JH Cross Country Coach		12.0%	4,594	4,824	5,053	5,283	5,513	5,742
Coed Asst. Varsity & JH Cross Country Coach		7.0%	2,680	2,814	2,948	3,082	3,216	3,350
Boys Cross Country Coach		7.5%	2,871	3,015	3,158	3,302	3,445	3,589
Girls Cross Country Coach		7.5%	2,871	3,015	3,158	3,302	3,445	3,589
Jr. High Boys Cross Country Coach		2.0%	766	804	842	880	919	957
Jr. High Girls Cross Country Coach		2.0%	766	804	842	880	919	957
Varsity Volleyball Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Varsity Volleyball Coach Assistant		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
JV Volleyball Coach		6.0%	2,297	2,412	2,527	2,641	2,756	2,871
8th Grade Volleyball Coach		4.0%	1,531	1,608	1,684	1,761	1,838	1,914
7th Grade Volleyball Coach		4.0%	1,531	1,608	1,684	1,761	1,838	1,914
Summer Volleyball Coord.		1.5%	574	603	632	660	689	718
Boys Varsity Track Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Boys Varsity Track Coach Asst.		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
Girls Varsity Track Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Girls Varsity Track Coach Asst.		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
or Co-Ed Varsity Track Coach		13.0%	4,977	5,225	5,474	5,723	5,972	6,221
Co-Ed Varsity Track Asst.		7.0%	2,680	2,814	2,948	3,082	3,216	3,350
Track Fields Events Asst. (2)		3.0%	1,148	1,206	1,263	1,321	1,378	1,436
Boys Jr. Hi Track Coach		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
Girls Jr. Hi Track Coach		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
Golf		7.0%	2,680	2,814	2,948	3,082	3,216	3,350
JV Golf		2.5%	957	1,005	1,053	1,101	1,148	1,196
High School Cheerleader Advisor		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
JR High Cheerleader Advisor		3.0%	1,148	1,206	1,263	1,321	1,378	1,436
Head Swimming Coach		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
Boys Soccer Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Boys Soccer Coach Assistant		5.0%	1,914	2,010	2,106	2,201	2,297	2,393
Girls Soccer Coach		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Girls Soccer Coach Assistant		5.0%	1,914	2,010	2,106	2,201	2,297	2,393

The percent shown above will be applied to each individual for that activity on the BAO Step of the Teacher Salary Schedule.

**Botkins Local School**  
**Extra Curricular Salary Base Schedule Index**  
**Base - \$36,898**  
**2019 - 2020**  
**(=BASE RATE \$38,282 - 3.75% of 18/19)**

	Base	% of Base	0-2 years 100%	3-4 years 105%	5-6 years 110%	7- 8 years 115%	9-10 years 120%	11-up years 125%
<b>Academic Activities</b>	38,282							
Yearbook Advisor		9.0%	3,445	3,618	3,790	3,962	4,134	4,307
Academia Team		1.5%	574	603	632	660	689	718
Musical Director		5.5%	2,106	2,211	2,316	2,421	2,527	2,632
Musical Art Director		2.5%	957	1,005	1,053	1,101	1,148	1,196
Musical Assistant(2)		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
Show Choir Director		3.5%	1,340	1,407	1,474	1,541	1,608	1,675
SH/JH Solo and Ensemble(2)		4.5%	1,723	1,809	1,895	1,981	2,067	2,153
Publicity Agent		3.0%	1,148	1,206	1,263	1,321	1,378	1,436
7th Grade Advisor(2)		0.5%	191	201	211	220	230	239
8th Grade Advisor(2)		0.5%	191	201	211	220	230	239
Freshman Class Advisor(2)		1.0%	383	402	421	440	459	479
Sophomore Class Advisor(2)		1.0%	383	402	421	440	459	479
Junior Class Advisor(2)	2.50%	1.5%	574	603	632	660	689	718
Junior Class Prom Advisor(2)		1.0%	383	402	421	440	459	479
Senior Class Advisor(2)		1.5%	574	603	632	660	689	718
National Honor Society		2.0%	766	804	842	880	919	957
Veterans's Day Coordinator (2)		1.5%	574	603	632	660	689	718
Concession Stand Coordinator (2)		3.0%	1,148	1,206	1,263	1,321	1,378	1,436
RESA Mentor (Active Mentor)		1.0%	383	402	421	440	459	479
Gifted Coordinator		10.0%	3,828	4,020	4,211	4,402	4,594	4,785
Music Unlimited		2.5%	957	1,005	1,053	1,101	1,148	1,196
Senior Commencement		2.0%	766	804	842	880	919	957
Student Council Advisor		2.0%	766	804	842	880	919	957
Adult Volunteer Coordinator		1.0%	383	402	421	440	459	479
Pep Band		3.0%	1,148	1,206	1,263	1,321	1,378	1,436
Fall Activities Director		2.0%	766	804	842	880	919	957
Winter Activities Director		4.0%	1,531	1,608	1,684	1,761	1,838	1,914
FTA Advisor		1.0%	383	402	421	440	459	479
Recycling Coordinator		1.0%	383	402	421	440	459	479
Quiz Bowl Advisor		1.0%	383	402	421	440	459	479

**Hourly Activities**

LPDC Coordinator (above work day)	\$19.50	per hour
Facilities Manager	\$19.50	per hour
Detention	\$16.00	per hour
Saturday School	\$16.00	per hour
Gifted Aid	\$24.00	per session
Tutors	\$19.50	per hour
Weight Room Supervisor	\$10.00	per hour

The percent shown above will be applied to each individual for that activity on the BAO Step of the Teacher Salary Schedule.