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STATE EMPLOYMENT
RELATIONS BOARD

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**THE KINGS LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

**MASTER AGREEMENT
BETWEEN
OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES
AND ITS LOCAL #027
(Classified)**

July 1, 2011 through June 30, 2015

10-M-03-0297

36

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
1	Term	1
2	Recognition and Definitions	1
3	Association Dues Checkoff	2
4	Coverage	2
5	Procedure for Conducting Negotiations	2
6	Non-Discrimination	3
7	OAPSE Meeting and Conferences	3
8	Evaluations	4
9	Physical Examinations	4
10	Training/In-Service	5
11	Job Descriptions	5
12	Support Belts/Uniforms	5
13	Terms and Conditions of Employment	5
14	Grievance Procedure	6
15	Progressive Discipline	8
16	Performance of Work in Another Classification	10
17	Hours/Overtime	10
18	Calamity Days	11
19	Seniority	11
20	Vacancies, Postings, and Promotions	12
21	Layoff and Recall Procedures	15
22	Holidays	16
23	Vacations	16
24	Retirement Pay	17
25	Medical Disqualification	17
26	Sick Leave	18

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
27	Personal Leave	18
28	Jury Duty/Subpoena	20
29	Family Medical Leave Act	20
30	Leave of Absence	20
31	Personnel Files	20
32	Management Rights	21
33	Complete Agreement	21
34	Wages and Salary Schedules	22
35	Health, Dental, and Vision Insurance	22
36	Life Insurance	23
37	Dock Days and Time Sheets	24
38	Miscellaneous	24
39	Employee Expenses and Materials	24
40	Evaluation Committee	24
41	Length of Contract	25
	Salary Schedule	

ARTICLE 1 - TERM

- 1.1 This Contract shall become effective with its execution through June 30, 2015.

ARTICLE 2 - RECOGNITION AND DEFINITIONS

- 2.1 The Board recognizes the Ohio Association of Public School Employees and its Local # 27 as the exclusive representative of all employees in the bargaining unit as hereinafter described. The bargaining unit includes all full-time and regular short-hour employees in the following positions or classifications:

Full-hour and short-hour non-teaching employees including:

Teachers Aide, Study Hall Monitor, Nurse Aide, Special Needs Assistant, Study Hall Monitor/Proficiency Intervention Aide, In-school Suspension/Proficiency Aide, Lunch Recess Aide.

HVAC Service Controls Technician

Head Custodian/Maintenance, Custodian.

Central Head Cook, Head Cook, Food Service Floater, Cook/Cashier, Food Van Driver.

Building Principal's Secretary, Computer Secretary, Guidance Office Coordinator, General Secretary, Data Specialist EMIS.

District Maintenance, Lead Grounds Maintenance, Assistant Grounds Maintenance (12-Month), Assistant Grounds Maintenance (9-Month).

Technology Aide, Media Aide.

- 2.2 The following positions are excluded from the bargaining unit: Latchkey Aides, Superintendent's Secretary, Assistant Superintendent's Secretary, Account Clerks, Accountant, Business Manager's Secretary, Food Service Director, Latchkey Supervisor, confidential employees, management level employees, supervisors, professional employees, and all other employees including substitutes.
- 2.3 The term "Board," as used in this Agreement, shall refer to the Board of Education of the Kings Local School District, Kings Mills, Ohio, and person(s) authorized to act on its behalf.
- 2.4 The term "employee," as used in this Agreement, shall refer to those persons included in the bargaining unit.
- 2.5 The term "Superintendent," as used in this Agreement, shall refer to the Superintendent and/or the Superintendent's Designee.
- 2.6 The term "OAPSE" as used in this Agreement, shall refer to the Ohio Association of Public School Employees, Local #027, and person(s) authorized to act on its behalf.
- 2.7 The term "exclusive representative," as used in this Agreement, refers to the employee organization certified or recognized as an exclusive representative under Section 4117.05 of the ORC.
- 2.8 Reference to days shall refer to calendar days unless otherwise indicated.

- 2.9 Reference to years shall be the school year, which shall run July 1 to June 30.

ARTICLE 3 - ASSOCIATION DUES CHECKOFF

- 3.1 The Board agrees to deduct from the wages of Association members for the payment of dues to the Association, upon presentation of a written authorization individually executed by an employee. Once an authorization has been given by the employee, the Board will continue to withhold Association dues for the life of the contract and as long as the Association is the exclusive representative under the appropriate provisions of ORC Chapter 4117.

Notwithstanding, the continuous deduction provision of the above paragraph, any employee of the Board who is having Association dues deducted from his/her pay may discontinue dues deduction by notifying the Treasurer's office and the OAPSE State Office in Columbus at 6805 Oak Creek Drive, Columbus, Ohio 43229 in writing postmarked between September 1, 2012, and September 11, 2012 of his/her intention to do so.

- 3.2 The Association agrees to indemnify and save harmless the Board against any and all claims that may arise out of or by any reason of action taken by the Board in reliance upon any authorization submitted by the Association to the Board.
- 3.3 All dues shall be collected in equal deductions during the ten (10) months of the school year and shall be submitted to the State Treasurer monthly with a list of those employees for whom payment is made, amount deducted, and a copy of the list shall be submitted to the Local #027 Treasurer.
- 3.4 PEOPLE deduction - the employer agrees to deduct from the wages of any employee who is a member of the Union, a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the State Union Treasurer. The employer agrees to remit any deductions made pursuant to this provision promptly to the State Union Treasurer together with an itemized statement showing the names of each employee from whose pay such deduction has been made, and the amount deducted during the period covered by the remittance.
- 3.5 In the event that the Union provides proof that at least 85% of the total number of people in the bargaining unit are dues paying members of the Union as of September 15 of any year, then in that event, the Board will implement fair share fee from that date until the expiration of the contract.

ARTICLE 4 - COVERAGE

- 4.1 During negotiations on a successor contract, the Association shall have the right to bargain on the issues of wages, hours, terms and other conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement when bargaining on a successor contract.

ARTICLE 5 - PROCEDURE FOR CONDUCTING NEGOTIATIONS

- 5.1 Meeting Times - Meetings shall be scheduled so as not to interfere with the normal work schedule whenever possible. If scheduled during work hours, up to five (5) employee members of the negotiating committee will be paid by the Board for time spent in negotiations; but only for straight time hours they would have otherwise worked. Each team shall consist of no more than

five unit members which shall designate a spokesperson who shall not count as one of the five. All negotiations shall be conducted exclusively by said teams.

- 5.2 Authority - While no final agreement shall be executed without ratification by the Association, and adoption by the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make and consider proposals and counter proposals; and to make concessions in the course of negotiations so as to reach agreement.
- 5.3 Caucus - Either team may call for a caucus at any time.
- 5.4 Item Agreement - As items receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialing shall not be considered as a final agreement by the parties.
- 5.5 Agreement - When an agreement is reached through negotiations, the outcome will be reduced to writing. Both parties shall review the agreement together to determine the accuracy of the transcript. If the agreement is then in proper form, it shall be submitted first to the Association for ratification and then to the Board if the Association approves the agreement. When adopted by the Board, the agreement shall become part of the official Board minutes. Said Agreement shall be signed by the Board's representative and by the Association's representative.
- 5.6 Impasse - If an impasse develops between the parties, either of the parties may request that the matter be submitted to federal mediation. The request for mediation shall be forwarded to the appropriate office of the Federal Mediation and Conciliation Service.

The assigned Commissioner shall have the authority to call and conduct meetings between the two parties in order to secure an agreement. Mediation shall last for 30 calendar days from the parties' first meeting with the mediator. If no agreement is reached during the mediation period, the impasse procedure shall be deemed to have been completed and an ultimate impasse shall exist.

The Association and the Board agree that this impasse procedure constitutes the parties mutually agreed upon alternative dispute settlement procedure and replaces the statutory impasse procedures of Ohio Revised Code 4117.

ARTICLE 6 - NON DISCRIMINATION

No employee in the bargaining unit shall be appointed, reduced, removed or in any way favored or discriminated against because of his/her political opinions or affiliations, or because of race, national origin, religion or marital status and to the extent prohibited by law, no person shall be discriminated against because of race, sex, age or physical handicap.

ARTICLE 7 - OAPSE MEETINGS AND CONFERENCES

- 7.1 Authorized delegates shall be permitted to attend the annual OAPSE Conference without loss of pay. The total cumulative number of days allowed will be no more than six days total during any calendar year. Notification of delegate status and intent to attend said meeting shall be presented to the Superintendent of Schools at least two (2) weeks prior to the meeting date.
- 7.2 The Association may use school facilities, the bulletin boards, copier, telephone, facsimile machine, e-mail and the school mail for appropriate activities of the Association with prior approval of the school principal or the Superintendent. The Association will reimburse the District for costs associated with the use of the copier at the same rate charged Local 498 and KEA.

- 7.3 Any classified employee wishing to attend an OAPSE Local meeting during his/her regular working hours may do so providing that he/she obtains approval of the building principal, and any time that he/she spends in the meeting is made up during the same shift that the meeting takes place by making up the time before or after his/her regular shift.
- 7.4 Agendas shall be sent to the OAPSE Local President immediately prior to any Board meeting. Any addendum to the Board meeting will be available to the OAPSE Local President immediately preceding the opening of the Board meeting.
- 7.5 In addition, duly authorized representatives will be released for grievances, discipline meetings, etc., if scheduled during said authorized representative's work hours. The Association will notify the Employer as to who the authorized representatives are by June 30 each year.
- 7.6 The Board shall supply the Association a current copy of Board Policy. Modifications and changes shall be sent to the Association Local President, and available on the Board's Official internet website

ARTICLE 8 - EVALUATIONS

- 8.1 Classified personnel shall be periodically evaluated by his/her immediate supervisor using an evaluation form approved by the Board and shall be based upon his/her work performance, other related areas and ability to function effectively in the assigned position. The evaluation shall be applied in a consistent and uniform manner.
- 8.2 A copy of each evaluation shall be reviewed with the employee with a copy given to the employee at the conclusion of the evaluation session. Each supervisor and employee shall sign the evaluation form. The signature by either party does not constitute approval or disapproval but only that the evaluation has been reviewed. An employee may present written comments which shall be dated and entered as an attachment to the evaluation form. The employee shall have the right to be accompanied at a meeting for an evaluation appeal by a representative of the union.
- 8.3 The employee shall have the right to appeal the evaluation in writing through the grievance procedure. The grievance procedure, in this instance, will end with the level that indicates appeal to the Superintendent of Schools. The decision of the Superintendent shall be final. The written appeal shall be within ten (10) working days of the date of the evaluation.
- 8.4 The employee shall have the right to be accompanied at a meeting for an evaluation appeal by a representative of the union.
- 8.5 An employee shall sign his/her completed evaluation before it is put into any file. If the employee refuses to sign, it may be placed in the file without the employee's signature.
- 8.6 Past evaluations will be deleted from an employee's personnel file after five (5) years from the date of the evaluation.

ARTICLE 9 - PHYSICAL EXAMINATIONS

- 9.1 Should the Board of Education require a physical examination as a condition of employment, the cost of the physical examination shall be provided by the Board of Education.

In addition, employees may be required to take an annual Mantoux PPD Test for Tuberculosis and if required to do so, it shall be at the Board's expense.

ARTICLE 10 - TRAINING/IN-SERVICE

- 10.1 Classified employees shall be reimbursed by the Board for approved fees and expenses for seminars, classes, and workshops that will further the employment development of the employee. Attendance shall be directly related to the employee's regular duties. Application for approval to attend shall first be submitted on a professional leave form to the employee's supervisor subject to final approval by the Superintendent.
- 10.2 All classified employees will be notified at least one week before each mandatory in-service is held.
- 10.3 In the event the in-service is canceled, notification shall be given to all affected employees at least twenty-four (24) hours in advance, if at all possible.
- 10.4 If employees are required to attend an in-service, the length of the in-service shall be uniform in length within a classification (i.e., the in-service for cafeteria workers shall be the same length regardless of the number of hours a cafeteria worker is regularly scheduled to work on a day). The pay for in-service days shall be extra.

ARTICLE 11 - JOB DESCRIPTIONS

- 11.1 The Board shall have the authority to devise and write all job descriptions for each job classification employees are employed in under this Agreement. The Association shall be furnished a copy of each job description for each job classification employees are employed in under this Agreement.
- 11.2 Prior to the Board changing any job description for any job classification for employees who are employed under this Agreement, the Board's designee shall first notify the Association at least ten (10) days prior to change and shall consult with the OAPSE President/Designee concerning the content of the job description. The Committee will be responsible for reviewing, modifying and/or providing input and recommendations in regards to job descriptions. The Superintendent shall make the final determination on all job descriptions.

ARTICLE 12 - SUPPORT BELTS/UNIFORMS

The Board shall supply support belts for all employees whose job duties require lifting. Each employee supplied with a belt shall wear the support belt when lifting or other strenuous work is being performed.

If the Board requires a classification of employees to wear a specific uniform on the job, the Board shall pay the full cost of the uniforms or provide the uniforms to the employees.

The Board will provide reimbursement for work shoes/safety shoes not to exceed one hundred dollars (\$100.00). Reimbursement will be made within thirty (30) days submission of the receipt. (Maintenance and Grounds only).

ARTICLE 13 - TERMS AND CONDITIONS OF EMPLOYMENT

Upon employment by the Board into a regular bargaining position, but not a substitute position, each new employee shall receive a one year contract, and if the length of employment is for less than a full school year, the employee shall receive a contract for the remainder of that school year. If the Board elects to re-employ the individual upon completion of his/her first contract, it shall be for a period of two (2) years. However, if the Board elects to re-employ an individual upon completion of his/her first contract, and the first contract was for six (6) months or less,

the subsequent contract shall be for a period of one (1) year instead of two (2) years. In such an instance, the employee would then be eligible for a two (2) year contract at the completion of this one (1) year contract.

If the Board elects to re-employ the person after the completion of a two year contract, the employee shall receive a continuing contract.

Every new employee that is hired as a regular full/part-time employee will serve a ninety (90) day probationary period during the first contract. During the probationary period, the employee will not be subject to the progressive discipline procedures of this contract and may be dismissed by the Board in its sole discretion without cause and without the necessity of following 3319.081 of the Ohio Revised Code. This probationary period provision shall supersede and replace the provisions of 3319.081 of the Ohio Revised Code during the ninety (90) day period.

ARTICLE 14 - GRIEVANCE PROCEDURE

14.1 Definition/General Provisions

- A. The Board recognizes that, in the interest of effect personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on the grievance. Such procedures shall be available to all employees and no reprisals, of any kind, shall be taken by the Board or by the Union against any employee choosing to initiate, participate in, or withdraw a grievance.
- B. Grievance - A grievance is a complaint involving the alleged violation, misinterpretation or misapplication of the contract entered into between the Board of Education and the Union.
- C. Purpose - The purpose of the grievance procedure is to secure, at the lowest possible administrative level, proper solutions to grievances. Both parties agree that grievance proceedings shall be kept informal and confidential at all levels of the procedure.
- D. Grievant - A unit employee or group of employees or the Union who has/have allegedly been harmed by a violation, misinterpretation or misapplication of the contract.
- E. All correspondence concerning a grievance shall be placed in a separate file and not that of the grievant(s).
- F. A grievant(s) may be accompanied by a union representative at all steps of the procedure.
- G. Day(s) - Day(s) shall be defined to be postal delivery days.
- H. All grievance hearings will be scheduled during the Board's regular work hours. The grievant(s) will be paid by the Board when attending a grievance hearing during the employee's regularly scheduled hours of work.
- I. All time lines may be mutually extended by written agreement.
- J. A grievance may be initiated at Step 3 when the subject is not within the realm of responsibility or control of the immediate supervisor or Principal..

14.2 Grievance Procedure

- A. Step One A bargaining unit employee having a grievance shall first discuss such grievance in person with his/her supervisor. The employee shall advise the supervisor at the start of the conference that this is Step One of the

grievance procedure. Failure to notify the supervisor of that fact shall constitute a violation of the grievance procedure.

B. Step Two

If the discussion does not resolve the grievance to the satisfaction of the grievant, such grievant will have the right to lodge a written grievance with his/her supervisor. If such grievance is not lodged within ten (10) days after the occurrence of the act or condition which is the basis of said grievance, said grievance shall be waived. The written grievance will be on the appropriate form and will contain a concise statement of the facts upon which the grievance is based and a reference to specific provision of the Contract allegedly violated, misinterpreted or misapplied.

The grievant will have a right to request a hearing with the supervisor. Such hearing shall be at a time mutually agreeable to the grievant and the supervisor and held within ten (10) days of the request.

The supervisor shall take action on the written grievance within ten (10) days after the receipt of said grievance, or, if a hearing is requested, within ten (10) days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing with copies sent to the grievant, Association and Superintendent.

C. Step Three

If the action taken by the supervisor does not resolve the grievance to the satisfaction of the grievant, such grievant may appeal in writing to the Superintendent. Failure to file such appeal, within ten (10) days from receipt of the written response of the supervisor's action on said grievance, shall be deemed a waiver of the right to appeal and the grievance will be void. Upon request, a hearing shall be conducted by the Superintendent, or his/her designee, within ten (10) days after the receipt of the request or a mutually agreeable date. The grievant shall be advised in writing of the time, place and date of such hearing.

The Superintendent, or his/her designee, shall take action on the appeal of the grievance within ten (10) days after receipt of the appeal, or, if a hearing is requested, within ten (10) days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the grievant, the Association, and the supervisor.

D. Step Four

If the action taken by the Superintendent or his/her designed Representative does not resolve the grievance to the satisfaction of the employee, such employee and/or Union may appeal in writing to mediation. The notice of mediation shall be sent to the Superintendent or his/her designated Representative. Failure to file such appeal within ten (10) working days from receipt of the written memorandum of the Superintendent's action on said grievance shall be deemed a waiver of any right of further appeal. Prior to proceeding to arbitration, mediation must occur, and be completed unless the Board and the Association mutually agree to waive mediation. The mediation step will be in effect prior to arbitration. The Association and the Board shall mutually agree to share any mediator's charge and administrator expenses equally. The parties shall use the Federal Mediation and Conciliation Service for the mediation of said grievances.

- E. Step Five If the Grievant is not satisfied with the suggestion for resolving the grievance received in Step 4 (mediation), either party may proceed to arbitration. The notice of appeal to arbitration must be sent to the Superintendent or his/her designee. Failure to file such appeal within (10) working days from the grievant's receipt of the written response at Step 4 shall be deemed a waiver of the right to appeal further to arbitration.

The Union and the Superintendent will jointly submit a request to the American Arbitration Association. The parties shall select an arbitrator from a list provided by the American Arbitration Association in accordance with its rules. The party against whom the arbitrator rules shall pay the expenses of the arbitrator. Each party will be responsible for the fees and expenses of its representatives.

The arbitrator shall conduct a hearing. The arbitrator's decision shall be binding on both parties. The arbitrator shall expressly confine himself/herself to the precise issues submitted to arbitration and will have no authority to determine any other issue not so submitted to him/her.

ARTICLE 15 - PROGRESSIVE DISCIPLINE

- 15.1 Disciplinary Procedure - Standards of progressive discipline shall be applied in normal circumstance in the administration of employee correction. If the infraction is of a severe nature, any or all of these steps may be waived. "Just Cause" shall be applied to all discipline. The progressive steps are as follows::
- A. Oral warning;
 - B. Written reprimand;
 - C. 1 to 5 day(s) suspension without pay;
 - D. Termination.

Any employee disciplined shall be given written notice of the specific reasons and a predetermination hearing. Notice of such predetermination hearing must be given at least forty-eight (48) hours in advance of the hearing. Any suspension or discharge under the provisions of 15.1 shall be accomplished at the discretion of the Superintendent after the employee is provided an informal due process hearing before the Superintendent. The progressive discipline provisions contained herein shall supersede and replace the disciplinary provisions contained in Ohio Revised Code, Section 3319.081.

- 15.2 An employee disciplined or discharged may request a union representative to be present during any hearing. A representative will be present for any adjustment.
- 15.3 All written disciplinary materials, disciplinary personnel actions, accident reports, and letters of reprimand may be removed from an employee's personnel file after three (3) years.

If an employee is absent for more than seven (7) "occurrences" in a work year, beginning with the seventh occurrence, the following discipline may be administered at the Superintendent's discretion:

- A. 7th occurrence, employee receives verbal reprimand.

- B. 8th occurrence, employee receives written reprimand.
- C. 10th occurrence, employee receives one (1) day suspension without pay.
- D. 11th occurrence, employee receives more three (3) days suspension without pay.
- E. After the 12th occurrence, the Board may consider additional suspensions up to and including termination.

Definition of "occurrence": ½ day = occurrence; ¼ day = ¼ day occurrence; 1 day = 1 day occurrence unless used consecutively. Consecutive days absent from work as a result of illness or injury will count as a single occurrence. Absences from work for any of the following reasons shall not be considered an occurrence:

- A. Vacation;
- B. Personal leave for reasons other than illness;
- C. Religious observances;
- D. Bereavement leave;
- E. As determined by Superintendent or designee;
- F. Union leave;
- G. FMLA leave;
- H. Professional leave.

The work year will be defined to be July 1st through June 30th for the purpose of this provision. Each July 1st all employees shall start a new zero occurrences balance and discipline shall start at the beginning of the progression table.

All discipline procedures related to this provision shall supersede the procedures and due process requirements prescribed by Ohio law. An employee may appeal discipline under this provision only through the grievance process provided in Article 14. Any employee disciplined under this provision shall be given the right to an informal hearing and their representative with the Superintendent or his/her designee at least twenty-four (24) hours prior to receiving a reprimand, suspension or termination. At such meeting the employee may provide written notice and/or documentation as to their illnesses and the purpose or the reason for the use of prior sick leave. Notification of such hearing shall be in writing, not less than forty-eight (48) hours prior.

The Board reserves the right to accelerate discipline measures when an employee fraudulently reports the use of sick leave.

The Board shall also reserve the right to discipline an employee if an employee's use of sick leave over a period of years constitutes a pattern of abuse and/or excessive abuse which prevents the employee from performing the essential functions of his or her job.

- 15.4 *It is agreed and understood that disciplinary procedures will apply to and may be implemented for absenteeism which is unrelated to serious illness of the employee's or immediate family members if the employee has been advised there is a problem with his/her attendance and is directed to*

improve the attendance but fails to do so. The Board will then be authorized to implement the progressive discipline procedures outlined in this article.

ARTICLE 16 - PERFORMANCE OF WORK IN ANOTHER CLASSIFICATION

- 16.1 If any employee is required to perform work in another classification or position, such employee shall receive their regular rate or the rate of the other classification or position, whichever is higher. The higher rate of the other classification or position at the employee's step level will be paid for all hours worked in the other classification or position beginning on the first work day in that classification or position, except when covering the work schedule of a person during scheduled vacation periods of a higher paid employee. It is understood and agreed that the pay for performing work in other classifications shall not apply if an employee voluntarily performs work as a substitute outside of their classification. The School District's rate of pay for a substitute shall be the applicable rate of pay.
- 16.2 All jobs performed by a unit member shall count as one single employment with the Kings Board of Education for purposes of determining contractual or statutory benefits.

ARTICLE 17 - HOURS/OVERTIME

- 17.1 The Board shall pay an employee for overtime at wage rate of one and one-half (1 ½) the employee's regular straight time for all assigned and approved hours physically worked in excess of forty (40) hours in one week. In addition, holidays, calamity and professional days shall count as time worked for overtime purposes.
- 17.2 Employees called into work will receive a minimum of two (2) hours pay during a forty (40) hour work week.
- 17.3 Distribution of Overtime - Overtime or extra work opportunities will be distributed on a seniority rotation basis starting with the most senior in the classification and work site that overtime or extra hours occur.

At the beginning of the school year, a rotation list will be created in the order of seniority and opportunities for extra work/overtime will be offered to the person at the top of the rotation list. A refusal counts as an opportunity worked and the person will move to the bottom of the list.

The rotation list will be on a continuous rotation basis. The exception to this is that less than forty hour employees will be assigned extra hour opportunities on a rotational basis before forty hour people are included in the rotation. All bookkeeping procedures regarding this section are to be maintained by the bargaining unit and made available to the Superintendent as requested. This section is not subject to the grievance procedure as defined in this agreement.

For the purpose of overtime/extra time, those employees in food service will be considered one classification.

- 17.4 An employee may accumulate and use a maximum of sixteen hours each school year (July 1 thru June 30) comp time in lieu of overtime pay. These hours may be taken at times mutually agreeable to the supervisor and the employee.

ARTICLE 18 - CALAMITY DAY

- 18.1 Employees shall be required to work every scheduled work day whether schools are open or not, unless excused from doing so by the Superintendent or designee.
- 18.2 If an employee is called to work, when all other employees in the unit are off, these employees will be paid straight time for hours physically worked, in addition to being compensated for their regular contract hours.
- 18.3 Any employee who has requested and has been granted sick leave, personal leave, or vacation on a day which has been declared a calamity day will not be charged with sick leave, personal leave, or vacation on that date.

ARTICLE 19 - SENIORITY

- 19.1 Seniority shall be defined as the length of continuous service from the most recent date of hire with the Board of Education. Medical, maternity, military leave, layoff or any other Board approved leave shall not constitute a break in service; however, no credit may be earned during the absence.

A seniority list will be provided to the OAPSE President by October 15 of each year.

- A. *If two or more employees have the same length of continuous service, seniority will be determined by:*

- 1. The date of the Board meeting at which the employee was hired, then,
- 2. The date of application from which the employee was hired, then,
- 3. The date the employee actually started work
- 4. The highest of the last four digits of their social security number.

- B. Job classification seniority shall be defined as the length of employment by an employee in a particular job classification as computed from the employee's most recent date of entry into such job classification.

- C. Substitute employees shall not accumulate seniority and are not considered as either *regular full-time or regular part-time or employees subject to the terms of this Agreement*. Only full-time or regular short hour employees shall accumulate seniority.

- D. For the purpose of job bid procedures, as noted in this article, the classification shall be as follows:

- 1. ASSISTANTS (GROUP)

- a. CLASSIFICATIONS:

- 1. *Study Hall Monitor/Proficiency Intervention Aide, In-School Suspension/Proficiency Aide
Teacher's Aide
Study Hall Monitor, In-School Suspension Monitor
- 2. *Special Needs Assistant,
- 3. Nurse Aides
- 4. Lunch/Recess Aide

2. CUSTODIANS (GROUP)

a. CLASSIFICATIONS:

1. Head Custodian/Maintenance (can bid down)
2. *Custodian, Custodian (9 Month)

3. CAFETERIA (GROUP)

a. CLASSIFICATIONS:

1. Central Head Cook (can bid down)
2. Head Cook (can bid down)
3. Cook-Cashier, Food Service Floater
4. Food Van Driver

4. SECRETARIES (GROUP)

a. CLASSIFICATIONS:

1. Building Principal's Secretary (can bid down to 3.)
2. Computer Secretary; Guidance Office Coordinator (can bid down to 3)
3. Data Specialist EMIS
4. General Secretary

5. MAINTENANCE (GROUP)

a. CLASSIFICATIONS:

1. HVAC Service Controls Technician
2. District Maintenance
3. Lead Grounds Maintenance, (Can Bid Down)
4. Assistant Grounds Maintenance (12-Month), Assistant Grounds Maintenance (9-Month)

6. TECHNICAL (GROUP)

a. CLASSIFICATIONS:

1. **Technology Aide, Media Aide

* These classifications can move either way laterally.

** These classifications can move left to right only.

E. If two or more employees have identical classification seniority date, date of system seniority shall be used in determining order of seniority.

ARTICLE 20 - VACANCIES, POSTINGS, PROMOTIONS

20.1 Vacancies - When vacancies occur in the classifications listed below, those vacancies will be filled according to the procedures outlined in this provision.

A. ASSISTANTS (GROUP)

a. CLASSIFICATIONS:

1. *Study Hall Monitor/Proficiency Intervention Aide, In-School Suspension/Proficiency Aide
Teacher's Aide
Study Hall Monitor, In-School Suspension Monitor
2. *Special Needs Assistant
3. Nurse Aides
4. Lunch/Recess Aide

B. CUSTODIANS (GROUP)

a. CLASSIFICATIONS:

1. Head Custodian/Maintenance (can bid down)
2. *Custodian, Custodian (9 Month)

C. CAFETERIA (GROUP)

a. CLASSIFICATIONS:

1. Central Cook (can bid down)
2. Head Cook (can bid down)
3. Cook-Cashier, Food Service Floater
4. Food Van Driver

D. SECRETARIES (GROUP)

a. CLASSIFICATIONS:

1. Building Principal's Secretary (can bid down to 3)
2. Computer Secretary, Guidance Office Coordinator (can bid down to 3)
3. Data Specialists, EMIS
4. General Secretary

E. MAINTENANCE (GROUP)

a. CLASSIFICATIONS:

1. HVAC Service Controls Technician
2. District Maintenance
3. Lead Grounds Maintenance (Can Bid Down)
4. Assistant Grounds Maintenance (12 Month), Assistant Grounds Maintenance (9 Month)

F. TECHNICAL (GROUP)

a. CLASSIFICATIONS:

1. **Technology Aide, Media Aide

* These classifications can move either way laterally.

** These classifications can move left to right only.

20.2 Postings

- A. Notice of all job vacancies shall be posted on bulletin boards in prominent locations at each School District job site and a copy of such notice sent to the Local President.
- B. The job vacancy notice shall remain posted for a period of five (5) work days, during which time employees may file for the vacancy. The exception shall be for vacancies occurring during the months of June and July, which shall be posted for ten (10) calendar days. Any employee who will be on leave or layoff during the period of the posting may obtain a copy of the notice at the office of the Superintendent or may view a copy of the notice at the office of each building principal. Any such notices will be available by 3:00 p.m. on the date the position is posted. Employees shall file their written bids with the supervisor before the end of the posting period. Bidders will be notified as to whether their bid has been approved no later than ten (10) days after the end of the posting period.
- C. Notice Contents - The job vacancy posting shall include:
 - 1. Job title
 - 2. Brief description of the position and duties
 - 3. Minimum qualifications required for the position
 - 4. Number of hours per day and proposed shift
 - 5. Days per week and months per year
 - 6. Salary minimum
 - 7. Deadline for filing job application
- D. Filing Procedure - Any employee in the bargaining unit may file for the vacancy by submitting written notice to the appropriate supervisor or designated administrator within the filing period.

20.3 In selecting the replacement employee, the Board shall apply the following formula:

- A. Except for the Assistant Employee Group, if employees within the same classification request the position, the most senior employee shall receive the position. The Superintendent/designee may consider qualifications when filling vacant positions within the same classification in the Assistant Employee Group.
- B. If no employee in the classification bids on the vacancy then application of employees from outside the classification as well as application from persons who are not employees of the district will be considered by the Superintendent and he shall award the vacancy to the most qualified applicant. If the Superintendent believes an employee is equally qualified with an outside applicant, the Superintendent will award the position to the current employee.
- C. The Superintendent will assume responsibility for determining the qualifications for all positions as it pertains to Section A., B., and C., in this provision.
- D. It is recognized that there are additional responsibilities and qualifications necessary to effectively discharge the duties of head cook, head custodian and maintenance.
- E. An employee who is awarded a position shall be placed on the salary schedule step that most resembles his/her current salary but not less than. However, an employee who is awarded a lower position within the group shall be placed on their current step on the scale of the new lower position which may be less than his/her current salary.

- 20.4 An employee who bids on and receives a position during the work year shall not be eligible to bid on a new position for a period of four (4) months from the date he/she was awarded the new position pursuant to Article 19.
- 20.5 All bargaining unit positions shall be posted and filled in accordance with this Article.
- 20.6 The OAPSE President will be notified by the Board once a vacancy has been filled by a signed letter of the applicant.

ARTICLE 21 - LAYOFF, RECALL PROCEDURE

- 21.1 Reduction in Force and Recall - Whenever it becomes necessary to reduce the number of employees in the bargaining unit as a result of lack of work, funds, or to derive greater efficiency, the following procedure shall be used:
- A. The Board shall prepare a seniority list for each classification listing employees in their order of seniority and to include the seniority date of each.
 - B. Affected employees shall be laid-off according to seniority, within classification, with the least senior employee first.
 - C. Each employee to be reduced shall be given advance written notice of the reduction. Each notice of reduction shall state the following:
 - 1. Reason(s) for layoff or reduction;
 - 2. The effective date of reduction.
 - 3. A statement advising the employee of their rights of reinstatement from layoff.
 - D. Any employee whose position was reduced will be placed on a priority list for reemployment for a period of two (2) years. If a vacancy occurs in the classification from which the employee was reduced, The vacancy will be posted, bid on , and awarded by those in the classification only. This will continue until the final vacancy in the classification is determined and this vacancy will be offered to the most senior employee on the priority list. If an employee refuses an offered vacancy, his or her name shall be removed from the priority list and the Board's obligation hereunder terminated. The position will then be offered to the next person on the priority list. This procedure shall be repeated until the vacancy is filled.
 - E. The Board has fulfilled its responsibility herein by sending a notice of a vacancy to an employee on the list by certified mail to the last address left with the Board of Education by the employee. Unclaimed, refused or non-deliverable letters or failure to respond within ten (10) days of mailing of the notice shall constitute refusal of the vacancy.
 - F. An employee laid off in a job classification may elect to bump into a job classification which he/she formerly held within the bargaining unit. The employee may bump a less senior employee provided his/her seniority within the classification formerly held is greater than that of the less senior employee. Anyone displaced by bumping may displace an employee within a classification or former classification by utilizing the same procedure. It is the intent and agreement of the parties that the Board may implement a reduction in force provided it does so pursuant to Article 21 of the contract.
 - G. The layoff provisions contained herein shall supersede and replace those layoff provisions contained in Ohio Revised Code 3319.172.

ARTICLE 22 - HOLIDAYS

- 22.1 Personnel employed on a nine and ten month basis are entitled to the following holidays with pay provided the holiday fall during the employee's regularly scheduled work year:
- New Year's Day, President's Day, Martin Luther King Day, Good Friday, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day.
- 22.2 Personnel employed on an eleven or twelve month basis will be given the following holidays with pay provided the holidays fall during the employee's regularly scheduled work year:
- New Year's Day, President's Day, Martin Luther King Day, Good Friday, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Day, Independence Day, Christmas Eve, and New Year's Eve.
- 22.3 Each employee shall have accrued earnings on his/her scheduled workdays before and after such holiday.

ARTICLE 23 - VACATIONS

- 23.1 Vacation leave shall be granted to eleven and twelve month personnel in continuous service with the Board of Education pursuant to the schedule listed hereafter. The employee may use vacation in increments no smaller than quarter day increments.
- Years of service for vacation calculation purposes must be years of service with the District in a position which is eligible to receive vacation pursuant to the schedule listed hereafter:
- | | | |
|----|-----------------------------|---------|
| A. | 1 - 7 years of service | 10 days |
| B. | 8 - 14 years of service | 15 days |
| C. | 15 - 20 years of service | 20 days |
| D. | 21 years of service | 21 days |
| E. | 22 years of service | 22 days |
| F. | 23 years of service | 23 days |
| G. | 24 years of service | 24 days |
| H. | 25 or more years of service | 25 days |
- An employee may not accrue more than an total of fifty (50) days of accrued but unused vacation at any one time. Any employee with more than fifty (50) days accrued vacation as of July 1, 2005, shall not forfeit any accrued vacation days.
- 23.2 Vacation shall be earned and accrued on a July 1 through June 30 basis. Employees newly hired before June 30 shall earn vacation on a prorated basis to June 30 and thereafter on an annual basis.
- 23.3 Upon separation from employment, an employee shall be paid for all accrued and unused vacation leave to his/her credit, not to exceed two years immediately preceding his/her separation and the prorated portion of his/her earned but unused vacation for the current year. In case of the death of the employee, such accrued and unused vacation leave shall be paid to the beneficiary of the deceased.

ARTICLE 24 - RETIREMENT PAY

- 24.1 An employee may elect, at the time of retirement from active service under the Ohio School Employees Retirement System law to be paid as:
- A. A member with a minimum of five (5) years and no more than eleven (11) years of service with the Board shall be paid for the value of his/her accrued but unused sick leave not to exceed one-fourth (1/4) of accumulated days.
 - B. A member with a minimum of twelve (12) years or more of service with the Board shall be paid for the value of his/her accrued but unused sick leave not to exceed one-third (1/3) of accumulated days.
- 24.2 Such payment shall be based on the employee's rate of pay at the time of retirement and such payment for sick leave on this basis shall be considered to eliminate all sick leave accrued to the employee at that time. Such payment shall only be made once to any one employee.
- 24.3 The rate of pay specified above shall be based on the employee's base daily pay, and shall not include overtime compensation.
- 24.4 Written application for retirement pay shall have been made to the Treasurer of the Board no later than ninety (90) calendar days after the last day of employment. Payment shall be made in one lump sum upon presentation of receipt of the retiree's first retirement check from SERS.
- 24.5 Retirement is defined as disability or severance retirement under a state approved retirement system, from employment with the Kings Local School District in the State of Ohio.
- 24.6 One-half of the payment shall be made no later than thirty (30) days after the effective date of retirement. *The second half payment will be paid in the month of January immediately following the year of retirement.* The only exception to this would be in case of hardship as provided by the Internal Revenue Code. However, if the amount of payment is one thousand five hundred dollars (\$1,500.00) or less, it will be paid in one installment within thirty (30) days of the retirement date.
- 24.7 In the event of the death of a member prior to the receipt of all of his/her retirement pay (severance), the balance due shall be paid to the beneficiary of the member.
- 24.8 The Board agrees to pick-up contributions to the School Employees Retirement System on behalf of the employees in the bargaining unit under a salary reduction agreement.

The pick-up percentage shall be applied uniformly to all employees of the bargaining unit and no member covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.

ARTICLE 25 - MEDICAL DISQUALIFICATION

- 25.1 Anyone who is disqualified from working, by the Board physician, for a physical or mental condition may appeal the decision, in writing, within fifteen (15) days of written notice being given by the Board physician. The written notice shall be served by certified mail. The appeal shall also be served by certified mail. Within ten (10) days of the receipt of an appeal, the Board shall appoint another physician, at no cost to the employee, to make a determination of the issue. The physician shall be an expert in the field concerning the area of disqualification. The determination of that physician shall be final.

ARTICLE 26 - SICK LEAVE

- 26.1 Each employee shall be granted sick leave of one and one-quarter (1 1/4) days per month for a total of fifteen (15) days of sick leave for each year of service. Up to five (5) days of sick leave will be advanced to an employee who has either exhausted his/her accumulation or is newly hired and has no accumulation to his/her credit.

Such advancement shall be charged against the employee's subsequent accumulation and be limited to the number of days that can be earned during the balance of the school year. Sick leave will be charged in a minimum of one-quarter day increments.

- 26.2 Unused sick leave shall be accumulative to a maximum of 225 days.
- 26.3 Sick leave may be used for absences due to personal illness, pregnancy-related illnesses, medical or dental treatment/injury, exposure to contagious disease which could be communicated to other employees or students, and for illness, injury or death in the employee's immediate family. (Immediate family shall be defined as the employee's mother, father, husband, wife or child, including step or foster parent of child).
- 26.4 Sick leave may be used for any disabling complication of pregnancy or childbirth, provided she is on active pay status at the time the disability occurs. Certification that the pregnancy or childbirth has produced disabling complications must be provided by a physician. The certification must state the nature of the disabling condition along with an estimate of the length of time the employee will be disabled.
- 26.5 Sick leave may be used for a death or serious illness of a near relative. A near relative shall be defined to be the employee's brother, sister, grandparents, in-laws, grandchildren, aunts, or uncles with prior approval from the Superintendent. The use of sick leave for the purposes outlined in this paragraph shall be limited as provided in 26.6.
- 26.6 Two (2) days of sick leave shall be allowed in the event of the death or serious illness of an employee's near relative within a 300 mile radius. Three (3) days of such sick leave shall be allowed if the distance exceeds 300 miles.
- 26.7 A physician's explanation may be required if an employee uses three (3) successive days or more of sick leave.
- 26.8 Falsification of any statement or record shall be grounds for disciplinary action, including dismissal.
- 26.9 If a physician is consulted by the employee, the physician's name, address, and date when consulted must be indicated on the "Application For Sick Leave" form.
- 26.10 If sick leave is exhausted, the employee will be eligible and may be placed on a medical leave of absence for a period not to exceed one (1) year, at either the employee's or the Board's request.
- 26.11 Sick leave benefits are available only while the employee remains in active service; sick leave is not payable to employees at termination of service, either through death, resignation, or discharge.

ARTICLE 27 - PERSONAL LEAVE

- 27.1 Each employee who is regularly scheduled to work a full school year shall be granted not more than three (3) days per year with pay for the purpose of conducting urgent personal business which cannot be conducted at times other than during the regular day. Employees that are employed by

the Board in regular position after December 1 of the school year but before March 1 shall be entitled to a maximum number of two (2) days personal leave during that work year and employees who begin work with the Board in a regular position after March 1 of the school year shall receive a maximum of one personal day during the first work year. Personal leave usage shall be charged in half day increments. Personal leave time will be deducted for any regular paid scheduled times missed.

- 27.2 Application for personal leave shall be signed by the applicant and submitted in writing to the office of the immediate supervisor at least seventy-two (72) hours prior to the day such leave is to be taken. When emergency situations arise making compliance impossible, the Superintendent shall be advised at the first opportunity and the written application for personal leave shall be submitted to the Superintendent within three (3) days after the date of absence.
- 27.3 Personal leave shall not be used on the day immediately preceding or immediately following a holiday/vacation period, except for an emergency situation. However, if it is the Superintendent's decision that a situation does not rise to the level of an emergency it shall not be grievable under article 17 of this Agreement.
- 27.4 Personal business leave shall not be used in place of sick leave.
- 27.5 Personal leave shall be granted for the following reasons:
- A. Accidents or catastrophe involving family property;
 - B. Court appearance as litigant or witness;
 - C. Observance of religious holidays when total abstinence from work is required;
 - D. Attending graduation exercises or other ceremony honoring the employee, spouse, or child;
 - E. Wedding of employee or children of employee;
 - F. Wedding trip of applicant;
 - G. Attending funerals of persons not within the immediate family;
 - H. Arranging for the purchase or sale of the employee's residence;
 - I. Appointment with attorney
 - J. Urgent personal problems of members of the immediate family.
- 27.6 Personal leave shall not be used for reasons such as the examples below:
- A. Gainful employment;
 - B. Making application for employment elsewhere;
 - C. Moving from one home to another;
 - D. Purchase of automobile or major appliance;
 - E. Accompanying a husband or wife on a business trip;
 - F. Sick leave or extension of sick leave;
 - G. Attending a fraternal function;
 - H. Days on which a regular scheduled district meeting has been called, except in emergency situations;
 - I. The day immediately preceding or following a holiday or vacation, or on the first or last day of school, except for emergencies;
 - J. Vacation or recreation.
- 27.7 Upon certification by the employee that the purpose of such leave is one which has been authorized pursuant to this Section, the supervisor and the Superintendent shall approve the application. *Fraudulent use of personal leave shall result in a deduction of pay; subsequent fraudulent use of personal leave may result in other disciplinary action as may be deemed appropriate.*

- 27.8 No more than ten (10) percent of the bargaining unit shall be eligible for personal leave at one time. When calculating 10% of the unit, the number of eligible employees shall be rounded to the lowest whole number.
- 27.9 All unused personal leave days shall be converted to sick leave days at the end of each contract year.

ARTICLE 28 - JURY DUTY/SUBPOENA

- 28.1 An employee required to serve on a jury or answer a subpoena in a case that arises from the employees performance of his/her contractual duties, and not from a suit filed by the Union against the Board, shall be excused from duty without loss of pay or sick leave for the time required for such service, provided, however:
- A. All fees received for jury duty while on such excused leave shall be turned over to the Board upon payment to the employee by the Court.
 - B. Whenever possible, an advanced notice of such leave is given to the appropriate supervisor not less than 48 hours prior to the commencement of such leave.
- 28.2 Voluntary jurors shall not be covered by the no loss of pay or sick leave provisions contained herein.
- 28.3 Employees are expected to be at work during their normal duty hours if they have been excused from serving as a juror on any given day.
- 28.4 Time spend on jury duty or when subpoenaed according to Article 28.1, will count toward the forty (40) hour work week for the purpose of overtime computation.

ARTICLE 29 - FAMILY MEDICAL LEAVE ACT

- 29.1 It is understood the Family Medical Leave Act is applicable to eligible employees.

ARTICLE 30 - LEAVE OF ABSENCE

- 30.1 Upon a written request, the Board of Education may grant a leave of absence without pay for a period of not more than two (2) years for educational, professional or other purposes and shall grant such leaves if personal illness or other disability is the reason for the request.

ARTICLE 31 - PERSONNEL FILES

- 31.1 A personnel file for each employee shall be maintained in the center office. Such file shall be the official file respecting each employee. Persons authorized to review said files, to the extent permitted by law, shall be limited to the Superintendent, Board members and other employees of the District who have a school business need to review.
- 31.2 All materials placed in the personnel file of operational staff members shall include the following:
- A. A dated stamp or handwritten notation of the date the item was placed in the file.

- B. Signature of the members of the operational staff in whose file the entry is being made and signature of the administrator placing information in the file. If the member refuses to sign the material, it shall be placed in the file with a notation indicating the employee refused to sign it.
 - C. The employee may answer any entry being made and his/her answer shall be attached to the file copy. Such response, if made, shall be dated.
- 31.3 The file may be inspected by the employee involved at reasonable times; such inspection shall be in the presence of the Superintendent or designee.
- 31.4 Upon request, one copy of material contained in the file shall be provided the employee at no expense, once per fiscal school year.

ARTICLE 32 - MANAGEMENT RIGHTS

- 32.1 The Board, by mutual agreement with the Association, commits itself to such Association recognition and other conditions of employment as incorporated in the Agreement; and the Board, on behalf of the electors of the District, the ultimate responsibilities for proper management of the School District conferred upon and vested in it by the Revised Code of Ohio and the Constitution of the State of Ohio and of the United States, including the responsibility for the right:
- A. To maintain executive management and administrative control of the school system and its properties and facilities, and the professional activities of its employees as related to the conduct of school affairs.
 - B. To hire all employees and, subject to the provisions of law, to determine their qualifications, and the conditions of their continued employment, or their dismissal or demotion for just cause, and to promote, and transfer all such employees.
 - C. To delegate authority through recognized administration channels according to Board policy.
 - D. To determine job schedules, the hours of employment, and the duties, responsibilities and assignments of employees with respect thereto, and the terms and conditions of employment.
- 32.2 The exercise of the foregoing powers, rights, authorities, duties and responsibilities of the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent that such specific and express terms thereof are in conformance with the Constitution and laws of the State of Ohio and the Constitution and laws of the United States.

ARTICLE 33 - COMPLETE AGREEMENT

This Agreement constitutes the sole and complete agreement between the parties hereto and supersedes and controls over all prior agreements, written or oral, between the parties. The parties acknowledge that during the negotiations which resulted in this Agreement, each of them had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set for in this Agreement.

Therefore, the Board and Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, including any subject or matter which could have been collectively bargained but which was either not discussed in negotiations or which, if discussed, was not included in this Agreement.

ARTICLE 34 - WAGES AND SALARY SCHEDULES

- 34.1 The Board shall implement the new salary schedules attached hereto and designated Exhibit A retroactive to and effective with each employee's first work day for the year beginning July 1, 2011 through 2015.

Effective July 1, 2011, there shall be no increase (0%) on base salary. The Board shall not honor any step movement on the salary schedule.

Effective July 1, 2012, there shall be a one percent (1%) increase on base salary. The Board shall not honor any step movement on the salary schedule.

Effective July 1, 2013*, there shall be a one and three quarter percent (1.75%) increase on base salary. The Board shall not honor any step movement on the salary schedule.

Effective July 1, 2014*, there shall be a one and three quarter percent (1.75%) increase on base salary. The Board shall not honor any step movement on the salary schedule.

*In the event that the tangible personal property revenue to the District is maintained at the same level as the 2012/2013 fiscal year, then seniority steps shall be reinstated for those employees eligible to receive steps in the applicable years. Additionally, it is understood that an employee will not retroactively be granted steps for years of service earned during the time when steps are frozen. For example, if someone is on Step 5 for the 7/1/2010 through 6/30/2011 contract year and steps are frozen for two years, in the event steps would be reinstated in a third year, that employee would then move to Step 6.

- 34.2 Effective July 1, 2011, there shall be a two-tiered salary schedule for new hires, designated as Exhibit A. There shall be a two dollar (\$2.00) across the board reduction implemented for all categories with the same increments as proposed by the Board, except for the "head" and "lead" positions.
- 34.3 All employees will be paid utilizing direct deposit. Employees failing to fill out the necessary paperwork to implement the direct deposit shall not be paid until such time as they have completed all of the necessary requirements to implement direct deposit.

ARTICLE 35 - HEALTH, DENTAL, VISION INSURANCE

- 35.1 The Board of Education shall provide the members of the bargaining unit the same health insurance plan as that provided to the Teachers Association with the Board of Education paying ninety percent (90%) of the premium for the family plan and ninety percent (90%) of the premium for the single plan for full-time employees and proportionate contributions for less than full-time employees as provided below:

- A. 12 month employees (2,080 hours per year)
Single plan - 90% of the premium of the plan selected
Family plan - 90% of the premium of the plan selected

- B. 30 hours per week
 - Single plan - 75% of the premium of the plan selected
 - Family plan - 75% of the premium of the plan selected
- C. 20-29 hours per week and 6+ years
 - Single plan - 60% of the premium of the plan selected
 - Family plan - 60% of the premium of the plan selected
- D. 20-29 hours per week
 - Single plan - 55% of the premium of the plan selected
 - Family plan - 55% of the premium of the plan selected

By October 1, 2011, the Board and the Union shall enter into a memorandum of understanding regarding merging into the EPC Core Plan. The memorandum shall be entered into with OAPSE #027, KEA and the Board to work out the logistics and configuration of said committee. The memorandum must also provide the necessary mechanism by which OAPSE #027 committee members may provide meaningful input to the insurance process, specifically as it relates to change in plan design to ensure a 10% or less annual increase in premium.

- 35.2 An insurance committee shall be formed whose purpose shall include, but not be limited to, review of the current insurance coverage and carriers. The committee shall meet upon the written request by the Superintendent or any Association or Union President. The committee will consist of one (1) OEA representative from each building, three (3) Board representatives, and two (2) representatives from OAPSE. Either party may request that a consultant of its choice attend committee meetings provided advanced notice is made to the other party.

If the health insurance premiums increases exceed 10%, the committee shall be required to determine plan design changes to reduce premium increases to 10% or less.

- 35.3 The Board will pay amounts as stated below of the annual premiums for the single and family vision service plan insurance, or its equivalent. Such amounts are paid on a monthly basis, with the Board contribution divided by twelve (12) months. This coverage will only be provided to employees whose regularly contracted work hours exceed twenty (20) hours per week. Single or family plan premium up to \$180.00 a year.

- 35.4 Dental Insurance - Dental insurance to 12 month (2,080 hours) employees - 100% paid by the Board. This includes orthodontia coverage in the plan of \$2,000.00 lifetime maximum.

The OASIS Trust Dental Plan Schedule 7(C) or its equivalent will be available for participation by other unit members. Such participation, if elected by the employee, shall be funded 50% by the Board for employees contracted to regularly work 20 hours or more per week.

- 35.5 Employees must be assigned to regularly work at least 20 hours per week to be eligible for health, dental and vision insurance.

- 35.6 Insurance Committee - Two representatives of the Union will be included on any committee which studies possible changes in the health insurance plan offered by Board during the term of this contract.

ARTICLE 36 - LIFE INSURANCE

- 36.1 The Board shall provide each employee who works 15-40 hours per week as defined by the Board contract, a forty thousand dollar (\$40,000.00) life and accidental death and dismemberment group life insurance plan. Unit members who work 0 -14 hours per week as defined by Board contract, will not

be eligible for this benefit. Such benefits shall be provided at no cost to the enrolled employee as described in this Section.

ARTICLE 37 - DOCK DAYS/TIME SHEETS

- 37.1 Dock Days - If an employee requests and is approved for a dock day by his/her supervisor, the minimum unpaid absence which will be approved is one-half (½) hour and in increments of one-half (½) hour thereafter.
- 37.2 Time Sheets - If an employee is being paid for hours worked as reported on a time sheet, the employee must complete the appropriate time sheet indicating the hours worked in advance of the payment for hours worked during the preceding two weeks. If an employee fails to do so and attempts to report hours worked on time sheets for a later reporting period, he/she shall not be paid for the hours so reported.

ARTICLE 38 - MISCELLANEOUS

- 38.1 If any provision of this Contract shall be found to be contrary to law, then that provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect for the term of the Contract. The parties shall meet within ten (10) days at the request of either party to negotiate a successor provision for the provision held contrary to law.
- 38.2 This Agreement supersedes and cancels all previous agreements, whether verbal or written or based on alleged past practices, between the school corporation and the Association and constitutes the entire agreement between the parties.

ARTICLE 39 – EMPLOYEE EXPENSES AND MATERIALS

- 39.1 A. Safety Equipment – Should the employment duties of an employee in the bargaining unit reasonably require use of any equipment or gear to ensure the safety of the employee or others, the Board agrees to furnish such equipment as determined by the Board of Education.
- B. Employees of the Bargaining unit shall be allowed professional days and be reimbursed for job-related seminars, classes, and workshops if prior approval for attendance is granted by the Superintendent or designee.

ARTICLE 40 - EVALUATION COMMITTEE

- 40.1 There will be an evaluation committee established to develop guidelines and criteria in order to evaluate employees in a consistent and fair manner.
- 40.2 This committee shall consist of employees appointed by the Union according to their classification. Each classification will be represented. The Superintendent shall appoint no more than four (4) administrative employees to the committee of which shall include a Principal and the Business Manager.
- 40.3 The committee will be responsible for setting the criteria to be used by the employer to evaluate the employees. They will also determine the form to be used, the time frame that evaluations occur, and the administrator who will be responsible for the evaluations.

July 1, 2011 Exhibit A						
	TEACHER / LUNCH RECESS AIDE	STUDY HALL MONITOR	SPECIAL NEEDS ASSISTANT	STUDY HALL MONITOR/ PROF. AIDE	IN-SCHOOL SUSPENSION/ PROF. AIDE	NURSE AIDE
0	11.23	11.23	11.80	11.23	11.23	12.35
1	11.56	11.56	12.13	11.56	11.56	12.68
2	11.89	11.89	12.46	11.89	11.89	13.01
3	12.22	12.22	12.79	12.22	12.22	13.34
4	12.55	12.55	13.12	12.55	12.55	13.67
5	12.88	12.88	13.45	12.88	12.88	14.00
6	13.23	13.23	13.80	13.23	13.23	14.35
7	13.67	13.67	14.23	13.67	13.67	14.76
8	14.09	14.09	14.66	14.09	14.09	15.20
9	14.52	14.52	15.08	14.52	14.52	15.64
10	14.94	14.94	15.51	14.94	14.94	16.06
11	15.37	15.37	15.93	15.37	15.37	16.49
12	15.37	15.37	15.93	15.37	15.37	16.49
16	15.88	15.88	16.44	15.88	15.88	16.92
17	15.88	15.88	16.44	15.88	15.88	16.92
21	16.42	16.42	16.99	16.42	16.42	17.77
23	16.81	16.81	17.37	16.81	16.81	18.16
24	17.19	17.19	17.76	17.19	17.19	18.55
26	17.53	17.53	18.11	17.53	17.53	18.92

July 1, 2013 Exhibit A						
	TEACHER / LUNCH RECESS AIDE	STUDY HALL MONITOR	SPECIAL NEEDS ASSISTANT	STUDY HALL MONITOR/ PROF. AIDE	IN-SCHOOL SUSPENSION/ PROF. AIDE	NURSE AIDE
0	11.54	11.54	12.13	11.54	11.54	12.69
1	11.88	11.88	12.47	11.88	11.88	13.03
2	12.22	12.22	12.80	12.22	12.22	13.37
3	12.56	12.56	13.14	12.56	12.56	13.71
4	12.90	12.90	13.48	12.90	12.90	14.05
5	13.24	13.24	13.82	13.24	13.24	14.39
6	13.59	13.59	14.18	13.59	13.59	14.74
7	14.05	14.05	14.63	14.05	14.05	15.17
8	14.48	14.48	15.07	14.48	14.48	15.62
9	14.92	14.92	15.49	14.92	14.92	16.07
10	15.35	15.35	15.94	15.35	15.35	16.50
11	15.80	15.80	16.37	15.80	15.80	16.95
12	15.80	15.80	16.37	15.80	15.80	16.95
16	16.32	16.32	16.89	16.32	16.32	17.39
17	16.32	16.32	16.89	16.32	16.32	17.39
21	16.87	16.87	17.46	16.87	16.87	18.26
23	17.27	17.27	17.85	17.27	17.27	18.66
24	17.66	17.66	18.25	17.66	17.66	19.06
26	18.02	18.02	18.61	18.02	18.02	19.44

July 1, 2012 Exhibit A						
	TEACHER / LUNCH RECESS AIDE	STUDY HALL MONITOR	SPECIAL NEEDS ASSISTANT	STUDY HALL MONITOR/ PROF. AIDE	IN-SCHOOL SUSPENSION/ PROF. AIDE	NURSE AIDE
0	11.34	11.34	11.92	11.34	11.34	12.47
1	11.68	11.68	12.25	11.68	11.68	12.81
2	12.01	12.01	12.58	12.01	12.01	13.14
3	12.34	12.34	12.92	12.34	12.34	13.47
4	12.68	12.68	13.25	12.68	12.68	13.81
5	13.01	13.01	13.58	13.01	13.01	14.14
6	13.36	13.36	13.94	13.36	13.36	14.49
7	13.81	13.81	14.37	13.81	13.81	14.91
8	14.24	14.24	14.81	14.24	14.24	15.35
9	14.66	14.66	15.23	14.66	14.66	15.79
10	15.09	15.09	15.66	15.09	15.09	16.22
11	15.53	15.53	16.09	15.53	15.53	16.66
12	15.53	15.53	16.09	15.53	15.53	16.66
16	16.04	16.04	16.60	16.04	16.04	17.09
17	16.04	16.04	16.60	16.04	16.04	17.09
21	16.58	16.58	17.16	16.58	16.58	17.95
23	16.98	16.98	17.54	16.98	16.98	18.34
24	17.36	17.36	17.94	17.36	17.36	18.74
26	17.71	17.71	18.29	17.71	17.71	19.11

July 1, 2014 Exhibit A						
	TEACHER / LUNCH RECESS AIDE	STUDY HALL MONITOR	SPECIAL NEEDS ASSISTANT	STUDY HALL MONITOR/ PROF. AIDE	IN-SCHOOL SUSPENSION/ PROF. AIDE	NURSE AIDE
0	11.74	11.74	12.34	11.74	11.74	12.91
1	12.09	12.09	12.68	12.09	12.09	13.26
2	12.43	12.43	13.03	12.43	12.43	13.60
3	12.78	12.78	13.37	12.78	12.78	13.95
4	13.12	13.12	13.72	13.12	13.12	14.29
5	13.47	13.47	14.06	13.47	13.47	14.64
6	13.83	13.83	14.43	13.83	13.83	15.00
7	14.30	14.30	14.88	14.30	14.30	15.43
8	14.74	14.74	15.33	14.74	14.74	15.90
9	15.18	15.18	15.76	15.18	15.18	16.35
10	15.62	15.62	16.22	15.62	15.62	16.79
11	16.07	16.07	16.66	16.07	16.07	17.24
12	16.07	16.07	16.66	16.07	16.07	17.24
16	16.60	16.60	17.19	16.60	16.60	17.70
17	16.60	16.60	17.19	16.60	16.60	17.70
21	17.17	17.17	17.76	17.17	17.17	18.58
23	17.58	17.58	18.16	17.58	17.58	18.99
24	17.97	17.97	18.57	17.97	17.97	19.40
26	18.33	18.33	18.94	18.33	18.33	19.78

July 1, 2011		Exhibit A	
	FOOD SERVICE FLOATER COOK/CASHIER		FOOD VAN
0	9.75		10.63
1	10.08		10.96
2	10.41		11.29
3	10.74		11.62
4	11.07		11.95
5	11.40		12.30
6	11.75		12.63
7	12.30		13.17
8	12.63		13.67
9	13.06		14.01
10	13.49		14.35
11	13.91		14.70
12	14.35		14.70
16	14.70		15.03
17	14.87		15.03
21	14.94		15.37
23	15.33		15.76
24	15.72		16.14
26	16.03		16.47

July 1, 2013		Exhibit A	
	FOOD SERVICE FLOATER COOK/CASHIER		FOOD VAN
0	10.02		10.92
1	10.36		11.26
2	10.70		11.60
3	11.04		11.94
4	11.38		12.28
5	11.72		12.64
6	12.08		12.98
7	12.64		13.53
8	12.98		14.05
9	13.42		14.40
10	13.87		14.74
11	14.30		15.10
12	14.74		15.10
16	15.10		15.45
17	15.28		15.45
21	15.35		15.80
23	15.75		16.20
24	16.16		16.59
26	16.48		16.92

July 1, 2012		Exhibit A	
	FOOD SERVICE FLOATER COOK/CASHIER		FOOD VAN
0	9.85		10.74
1	10.18		11.07
2	10.51		11.40
3	10.85		11.74
4	11.18		12.07
5	11.51		12.42
6	11.87		12.75
7	12.42		13.30
8	12.75		13.81
9	13.19		14.15
10	13.63		14.49
11	14.05		14.84
12	14.49		14.84
16	14.84		15.18
17	15.01		15.18
21	15.09		15.53
23	15.48		15.92
24	15.88		16.30
26	16.19		16.63

July 1, 2014		Exhibit A	
	FOOD SERVICE FLOATER COOK/CASHIER		FOOD VAN
0	10.20		11.12
1	10.54		11.46
2	10.89		11.81
3	11.23		12.15
4	11.58		12.50
5	11.92		12.86
6	12.29		13.20
7	12.86		13.77
8	13.20		14.30
9	13.66		14.65
10	14.11		15.00
11	14.55		15.37
12	15.00		15.37
16	15.37		15.72
17	15.54		15.72
21	15.62		16.07
23	16.03		16.48
24	16.44		16.88
26	16.77		17.22

July 1, 2011 Exhibit A	
	CUSTODIAN
0	11.67
1	12.00
2	12.33
3	12.66
4	12.99
5	13.33
6	13.67
7	14.18
8	14.70
9	15.20
10	15.88
11	17.44
12	18.14
16	18.74
17	18.90
21	19.16
23	19.54
24	19.93
26	20.33

July 1, 2013 Exhibit A	
	CUSTODIAN
0	11.99
1	12.33
2	12.67
3	13.01
4	13.35
5	13.70
6	14.05
7	14.57
8	15.10
9	15.62
10	16.32
11	17.92
12	18.64
16	19.26
17	19.42
21	19.69
23	20.08
24	20.48
26	20.89

July 1, 2012 Exhibit A	
	CUSTODIAN
0	11.79
1	12.12
2	12.45
3	12.79
4	13.12
5	13.46
6	13.81
7	14.32
8	14.84
9	15.35
10	16.04
11	17.62
12	18.32
16	18.93
17	19.09
21	19.35
23	19.74
24	20.13
26	20.53

July 1, 2014 Exhibit A	
	CUSTODIAN
0	12.20
1	12.55
2	12.89
3	13.24
4	13.58
5	13.94
6	14.30
7	14.83
8	15.37
9	15.90
10	16.60
11	18.24
12	18.97
16	19.60
17	19.76
21	20.04
23	20.43
24	20.84
26	21.26

July 1, 2011 Exhibit A			
	SECRETARY TO PRINCIPAL, COMPUTER SECRETARY AND GUIDANCE OFFICE COORDINATOR	GENERAL SECRETARY	DATA SPECIALIST EMIS
0	12.71	11.00	11.85
1	13.04	11.33	12.18
2	13.37	11.66	12.51
3	13.70	11.99	12.84
4	14.03	12.33	13.17
5	14.36	12.66	13.50
6	14.71	13.00	13.85
7	15.09	13.57	14.42
8	15.47	14.14	14.99
9	16.04	14.71	15.56
10	16.61	15.27	16.12
11	17.24	15.85	16.70
12	17.87	16.42	17.27
13	18.51	16.86	17.71
14	19.15	17.30	18.15
15	19.77	17.75	18.60
16	20.16	18.14	18.99
17	20.56	18.52	19.37
18	20.97	18.89	19.74

July 1, 2013 Exhibit A			
	SECRETARY TO PRINCIPAL, COMPUTER SECRETARY AND GUIDANCE OFFICE COORDINATOR	GENERAL SECRETARY	DATA SPECIALIST EMIS
0	13.06	11.30	12.18
1	13.40	11.64	12.52
2	13.74	11.98	12.86
3	14.08	12.32	13.20
4	14.42	12.67	13.53
5	14.76	13.01	13.87
6	15.11	13.36	14.23
7	15.50	13.94	14.82
8	15.89	14.53	15.40
9	16.48	15.11	15.99
10	17.07	15.69	16.57
11	17.72	16.29	17.16
12	18.37	16.87	17.75
13	19.02	17.33	18.20
14	19.68	17.78	18.65
15	20.32	18.24	19.11
16	20.72	18.64	19.52
17	21.12	19.03	19.91
18	21.55	19.41	20.29

July 1, 2012 Exhibit A			
	SECRETARY TO PRINCIPAL, COMPUTER SECRETARY AND GUIDANCE OFFICE COORDINATOR	GENERAL SECRETARY	DATA SPECIALIST EMIS
0	12.84	11.11	11.97
1	13.17	11.44	12.30
2	13.50	11.78	12.64
3	13.84	12.11	12.97
4	14.17	12.45	13.30
5	14.50	12.79	13.64
6	14.85	13.13	13.99
7	15.24	13.70	14.56
8	15.62	14.28	15.14
9	16.20	14.85	15.72
10	16.77	15.42	16.28
11	17.41	16.01	16.87
12	18.05	16.58	17.44
13	18.69	17.03	17.89
14	19.34	17.48	18.33
15	19.97	17.92	18.79
16	20.37	18.32	19.18
17	20.76	18.70	19.56
18	21.18	19.08	19.94

July 1, 2014 Exhibit A			
	SECRETARY TO PRINCIPAL, COMPUTER SECRETARY AND GUIDANCE OFFICE COORDINATOR	GENERAL SECRETARY	DATA SPECIALIST EMIS
0	13.29	11.50	12.39
1	13.64	11.85	12.74
2	13.98	12.19	13.08
3	14.33	12.54	13.43
4	14.67	12.89	13.77
5	15.02	13.24	14.12
6	15.38	13.59	14.48
7	15.78	14.19	15.08
8	16.17	14.78	15.67
9	16.77	15.38	16.27
10	17.37	15.96	16.86
11	18.03	16.57	17.46
12	18.69	17.17	18.06
13	19.35	17.63	18.52
14	20.03	18.09	18.98
15	20.68	18.56	19.45
16	21.09	18.97	19.86
17	21.49	19.36	20.25
18	21.92	19.75	20.64

July 1, 2011		Exhibit A	
	TECHNOLOGY AIDE	MEDIA AIDE	
0	12.18	11.70	
1	12.51	12.03	
2	12.84	12.36	
3	13.17	12.69	
4	13.50	13.02	
5	13.85	13.35	
6	14.18	13.70	
7	14.70	14.18	
8	15.20	14.64	
9	15.73	15.13	
10	16.24	15.59	
11	17.08	16.24	
12	17.87	16.63	
16	18.48	17.18	
17	18.82	17.36	
21	19.16	17.78	
23	19.54	18.17	
24	19.93	18.56	
26	20.33	18.93	

July 1, 2013		Exhibit A	
	TECHNOLOGY AIDE	MEDIA AIDE	
0	12.52	12.02	
1	12.86	12.36	
2	13.20	12.70	
3	13.53	13.04	
4	13.87	13.38	
5	14.23	13.72	
6	14.57	14.08	
7	15.10	14.57	
8	15.62	15.05	
9	16.17	15.55	
10	16.69	16.03	
11	17.55	16.69	
12	18.37	17.09	
16	18.99	17.65	
17	19.35	17.84	
21	19.69	18.27	
23	20.08	18.67	
24	20.48	19.07	
26	20.89	19.46	

July 1, 2012		Exhibit A	
	TECHNOLOGY AIDE	MEDIA AIDE	
0	12.30	11.82	
1	12.64	12.15	
2	12.97	12.48	
3	13.30	12.82	
4	13.64	13.15	
5	13.99	13.48	
6	14.32	13.84	
7	14.84	14.32	
8	15.35	14.79	
9	15.89	15.28	
10	16.40	15.75	
11	17.25	16.40	
12	18.05	16.79	
16	18.66	17.35	
17	19.01	17.53	
21	19.35	17.96	
23	19.74	18.35	
24	20.13	18.75	
26	20.53	19.12	

July 1, 2014		Exhibit A	
	TECHNOLOGY AIDE	MEDIA AIDE	
0	12.74	12.23	
1	13.08	12.58	
2	13.43	12.92	
3	13.77	13.27	
4	14.12	13.61	
5	14.48	13.96	
6	14.83	14.33	
7	15.37	14.83	
8	15.90	15.31	
9	16.45	15.82	
10	16.98	16.31	
11	17.86	16.98	
12	18.69	17.39	
16	19.32	17.96	
17	19.68	18.15	
21	20.04	18.59	
23	20.43	19.00	
24	20.84	19.41	
26	21.26	19.80	

July 1, 2011 Exhibit A			
	DISTRICT MAINTENANCE	ASST GROUNDS MAINTENANCE	HVAC SERVICE CONTROLS TECHNICIAN
0	15.77	11.67	18.41
1	16.10	12.00	18.74
2	16.43	12.33	19.07
3	16.76	12.66	19.40
4	17.09	12.99	19.73
5	17.43	13.33	20.07
6	17.77	13.67	20.41
7	18.20	14.18	21.71
8	18.64	14.70	23.19
9	19.07	15.20	23.97
10	19.50	15.88	24.81
11	25.18	17.44	26.09
12	25.18	18.14	26.92
16	25.35	18.74	27.65
17	25.35	18.90	27.99
21	25.52	19.16	28.16
23	25.90	19.54	28.54
24	26.29	19.93	28.93
26	26.81	20.33	29.51

July 1, 2013 Exhibit A			
	DISTRICT MAINTENANCE	ASST GROUNDS MAINTENANCE	HVAC SERVICE CONTROLS TECHNICIAN
0	16.21	11.99	18.92
1	16.55	12.33	19.26
2	16.88	12.67	19.60
3	17.22	13.01	19.94
4	17.56	13.35	20.28
5	17.91	13.70	20.63
6	18.26	14.05	20.97
7	18.70	14.57	22.31
8	19.16	15.10	23.84
9	19.59	15.62	24.63
10	20.04	16.32	25.50
11	25.88	17.92	26.81
12	25.88	18.64	27.67
16	26.05	19.26	28.42
17	26.05	19.42	28.76
21	26.22	19.69	28.94
23	26.61	20.08	29.33
24	27.02	20.48	29.73
26	27.56	20.89	30.32

July 1, 2012 Exhibit A			
	DISTRICT MAINTENANCE	ASST GROUNDS MAINTENANCE	HVAC SERVICE CONTROLS TECHNICIAN
0	15.93	11.79	18.59
1	16.26	12.12	18.93
2	16.59	12.45	19.26
3	16.93	12.79	19.59
4	17.26	13.12	19.93
5	17.60	13.46	20.27
6	17.95	13.81	20.61
7	18.38	14.32	21.92
8	18.83	14.84	23.43
9	19.26	15.35	24.21
10	19.69	16.04	25.06
11	25.43	17.62	26.35
12	25.43	18.32	27.19
16	25.60	18.93	27.93
17	25.60	19.09	28.27
21	25.77	19.35	28.44
23	26.16	19.74	28.82
24	26.55	20.13	29.22
26	27.08	20.53	29.80

July 1, 2014 Exhibit A			
	DISTRICT MAINTENANCE	ASST GROUNDS MAINTENANCE	HVAC SERVICE CONTROLS TECHNICIAN
0	16.49	12.20	19.25
1	16.84	12.55	19.60
2	17.18	12.89	19.94
3	17.53	13.24	20.29
4	17.87	13.58	20.63
5	18.23	13.94	20.99
6	18.58	14.30	21.34
7	19.03	14.83	22.70
8	19.50	15.37	24.25
9	19.94	15.90	25.06
10	20.39	16.60	25.94
11	26.33	18.24	27.28
12	26.33	18.97	28.15
16	26.51	19.60	28.91
17	26.51	19.76	29.27
21	26.68	20.04	29.44
23	27.08	20.43	29.84
24	27.49	20.84	30.25
26	28.04	21.26	30.85

July 1, 2011 Exhibit A				
	CENTRAL HEAD COOK	HEAD COOK	HEAD CUSTODIAN/ MAINTENANCE	HEAD GROUNDS MAINTENANCE
0	13.33	12.63	15.14	15.14
1	13.89	13.15	15.83	15.83
2	14.02	13.50	16.43	16.43
3	14.35	14.02	16.85	16.85
4	14.88	14.71	17.28	17.28
5	15.56	15.04	19.78	19.78
6	16.08	15.22	19.78	19.78
10	16.59	15.39	19.86	19.86
11	16.94	15.56	19.86	19.86
15	17.79	16.08	20.05	20.05
17	18.18	16.47	20.44	20.44
18	18.56	16.85	20.82	20.82
20	18.93	17.19	21.24	21.24

July 1, 2013 Exhibit A				
	CENTRAL HEAD COOK	HEAD COOK	HEAD CUSTODIAN/ MAINTENANCE	HEAD GROUNDS MAINTENANCE
0	13.70	12.98	15.56	15.56
1	14.07	13.52	16.26	16.26
2	14.41	13.88	16.88	16.88
3	14.74	14.41	17.32	17.32
4	15.29	15.11	17.76	17.76
5	15.99	15.46	20.33	20.33
6	16.52	15.65	20.33	20.33
10	17.04	15.82	20.41	20.41
11	17.41	15.99	20.41	20.41
15	18.28	16.52	20.60	20.60
17	18.68	16.93	21.01	21.01
18	19.07	17.32	21.40	21.40
20	19.46	17.66	21.82	21.82

July 1, 2012 Exhibit A				
	CENTRAL HEAD COOK	HEAD COOK	HEAD CUSTODIAN/ MAINTENANCE	HEAD GROUNDS MAINTENANCE
0	13.47	12.75	15.29	15.29
1	13.83	13.29	15.98	15.98
2	14.16	13.64	16.59	16.59
3	14.49	14.16	17.02	17.02
4	15.02	14.85	17.46	17.46
5	15.72	15.19	19.98	19.98
6	16.24	15.38	19.98	19.98
10	16.75	15.55	20.06	20.06
11	17.11	15.72	20.06	20.06
15	17.97	16.24	20.25	20.25
17	18.36	16.63	20.64	20.64
18	18.75	17.02	21.03	21.03
20	19.12	17.36	21.45	21.45

July 1, 2014 Exhibit A				
	CENTRAL HEAD COOK	HEAD COOK	HEAD CUSTODIAN/ MAINTENANCE	HEAD GROUNDS MAINTENANCE
0	13.94	13.20	15.83	15.83
1	14.32	13.76	16.55	16.55
2	14.66	14.12	17.18	17.18
3	15.00	14.66	17.62	17.62
4	15.55	15.38	18.07	18.07
5	16.27	15.73	20.69	20.69
6	16.81	15.92	20.69	20.69
10	17.34	16.10	20.77	20.77
11	17.72	16.27	20.77	20.77
15	18.60	16.81	20.96	20.96
17	19.01	17.22	21.37	21.37
18	19.41	17.62	21.77	21.77
20	19.80	17.97	22.21	22.21

ARTICLE 41 - LENGTH OF CONTRACT

41.1 This Contract shall begin as of the date of signing by both parties and expire on June 30, 2015. All provisions shall be effective beginning July 1, 2011 unless specifically stated otherwise.

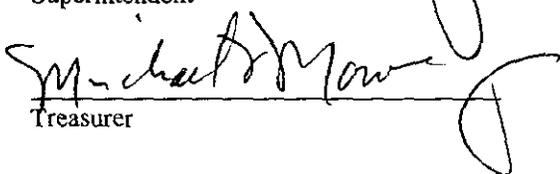
KINGS LOCAL BOARD OF
EDUCATION



President

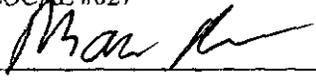


Superintendent

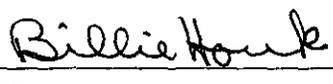


Treasurer

OHIO ASSOCIATION OF PUBLIC SCHOOL
EMPLOYEES, LOCAL #027



President



Secretary



Designated Representative



OHIO EDUCATION ASSOCIATION

Patricia Frost-Brooks, President
William Leibensperger, Vice President
Jim Timlin, Secretary-Treasurer
Larry E. Wicks, Executive Director

The OEA will lead the way for continuous improvement of public education while advocating for members and the learners they serve.

October 4, 2011

State Employment Relations Board
65 East State Street, 12th Floor
Columbus, Ohio 43215-4213

RE: Case No. 2011-MED-04-0582
Kings Education Association
And the
Kings Board of Education

STATE EMPLOYMENT
RELATIONS BOARD
2011 OCT 27 P 12:42

Dear Sirs:

Please find a signed original copy of the negotiated agreement between the two parties listed above. This contract was ratified by the Kings Education Association on May 31, 2011 and approved by the Kings Board of Education on June 21, 2011.

Sincerely,

Marla L. Bell
Labor Relations Consultant

C: Mike Mowery, Treasurer, Kings Local School District

Enclosure

