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Agreement

between

The Ohio Association of Public
School Employees/AFSCME/
Local #4/AFL-CIO and its Local #261

and

The Struthers Board of Education

Effective: July 1, 2014 – June 30, 2017

ARTICLE I RECOGNITION

1.01 The Struthers City Board of Education, hereinafter referred to as the "Board," recognizes the Ohio Association of Public School Employees, Ohio Local 4/ AFSCME/AFL-CIO on behalf of Local #261, hereinafter referred to as the "Union," as the sole and exclusive bargaining representative for all full-time and regular short-hour employees in the following positions or classifications:

- A. Custodians
- B. Food Service (Cafeteria)
- C. Janitorial Technician
- D. Transportation Scheduler/**Substitute caller for Cust. and Jan Tech.**
- E. Bus Drivers
- F. Preventative Maintenance
- G. Paraprofessional/**Print and Resource**
- H. Secretary
- I. Health Professional**

1.02 For the purpose of this Agreement, Section 1.01 shall be considered as a combined single unit. The following positions are excluded from the bargaining unit:

- A. Board Office Personnel, (defined as any employee assigned to the central administrative office to perform clerical or related duties) Confidential Employees in accordance with 4117.01 (J).
- B. Seasonal, Casual and Substitute Employees
- C. Supervisor of Buildings and Grounds

1.03 It is understood that the Cafeteria Manager, Head Custodians, Head Cooks, Trans Scheduler/**Sub Caller Jan Tech-Cus** are all part of the bargaining unit.

1.04 This article does not prevent the recognition of additional or other classifications of employees which are appropriate or otherwise eligible for Union representation. Upon certification of the Union as the sole and exclusive bargaining representative for said

classification, said classification shall be attached as an addendum to the Agreement.

- 1.05 The term employee, as used in this Agreement, shall refer to those persons included in the bargaining unit as listed in Section 1.01.

ARTICLE II UNION SECURITY AND DUES/FEES DEDUCTIONS

- 2.01 OAPSE Local #261 and the Struthers Board of Education agree that each and every full time and short hour employee in the recognized bargaining unit should contribute equally toward the cost of administration of this master contract by OAPSE and for representation of the employees in the described bargaining unit.
- 2.02 All employees whether they are employed by the Board as regular full time or regular short hour employees and who are eligible to hold membership in OAPSE Local #261, shall become either:
- A. A member of OAPSE Local #261 and execute an authorization for dues deductions on a form provided by OAPSE.
 - B. In the alternative, the Board Treasurer shall deduct from the salaries of the employee/s, not applying for membership a service fee in the amount set forth in written notification by the OAPSE Local #261 Treasurer. Such notice to be provided not later than September 15 of each school year. Such fee shall be required as a condition of employment following the probationary period provided in this Agreement.
 - C. Any employee who has been declared exempt for religious convictions by the SERB shall not be required to pay said fair share fee. However, such employee shall pay, in lieu of such fair share fee, on the same time schedule as Association dues are payable, an amount of money equal to such fair share fee to a non-religious charitable fund exempt from taxation under sections 501 (c) (3) of the Internal Revenue Code, mutually agreed upon by such employee and the OAPSE State Treasurer. Such employee shall furnish to the Association State Treasurer written receipts evidencing payment to such agreed upon non-religious charitable fund. Failure to make such payment or furnish such receipts as proof of payment shall subject such employee to the same sanctions as would non-payment of union dues under the contract.
 - D. In no case shall the monthly service fee be in excess of the regular OAPSE membership dues.
- 2.03 All bargaining unit members shall either authorize payroll deduction for payment of dues

or remit payments directly to the Local #261 Treasurer.

- 2.04 Such deductions shall be made in ten (10) equal installments beginning with second pay in October. Signed payroll deduction authorizations executed by the members shall be continuous from year to year or until such time as the employee withdraws such authorization in writing: Withdrawal of membership does not preclude payment of the fair share fee. An employee may withdraw membership during a ten (10) day period from August 22 through August 31. Should a member withdraw during this withdrawal period, the Board Treasurer shall then deduct according to Section 2.02 (b).
- 2.05 Payroll deduction shall occur immediately upon request or in the case of new employees, following the probationary period.
- 2.06 The Board Treasurer shall forward to the OAPSE State Treasurer the amount of the State dues/fees, along with a complete description by name and amount, for each employee. A copy of this description shall be forwarded to the local Treasurer. The Board Treasurer shall forward directly to the local Treasurer the amount deducted for the local dues. This shall be done within ten (10) days following each deduction.
- 2.07 The Union shall defend and indemnify the Struthers City Schools, the Board of Education, the Treasurer, their individual and official capacities and hold them harmless against any and all claims, demands, suits or other forms of liability, including legal fees and expenses, that may arise out of or by reason of the action taken by the Struthers City Schools for the purposes of complying with any of the provisions of this article or in reliance of any list, notices, or assignments furnished under any of such provisions. The Union shall retain control of any appointments of legal counsel for defense and indemnification purposes. The Board shall have input into the process with the Union Attorney. Should the Board wish to retain their own attorney, it shall be at their expense.
- 2.08 OAPSE/AFSCME PEOPLE

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 Union. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE III COVERAGE

- 3.01 The Union shall have bargaining rights on the following subjects:

- A. Wages, hours, fringe benefits, and other terms and conditions of employment.
- B. Grievance procedure.

ARTICLE IV NEGOTIATIONS PROCEDURES

4.01 REQUEST FOR MEETINGS

- A. A written request to open negotiations shall be served on either party not more than one hundred and twenty (120) days nor less than ninety (90) days prior to the expiration date of this agreement. Within ten (10) days of the receipt of the request, both parties will establish a mutually agreeable site, date and time for the meeting.
- B. Once the meeting date, time and place have been established, both parties shall present their written proposals at the first meeting. Subsequent meetings will be used to negotiate the proposals until a tentative agreement is reached.
- C. Each meeting will be held in executive session.

4.02 NEGOTIATING TEAMS

The Board and the Union shall be represented at all negotiations meetings by a team of negotiators not to exceed eight (8) nor less than two (2) members. In addition to said teams, each party shall be authorized one (1) observer at each meeting. Once the negotiating teams are established, changes may not be made in personnel without mutual agreement (e.g. long term health or illness problem) of both parties.

4.03 RELEASE TIME

Members of the negotiating committee shall be released from school duties to attend negotiations meetings, if scheduled by Superintendent. If possible such meetings shall be scheduled so as not to interfere with normal work schedules. The employee members of the negotiating committee will receive their regular pay for time spent in negotiations.

4.04 CAUCUS

Upon request of either party, the negotiation meeting shall be recessed to permit the requesting party fifteen (15) minutes in which to caucus. Such time limit may be

extended by mutual agreement.

4.05 EXCHANGE OF INFORMATION

The Superintendent shall furnish the Union, and the Union will furnish to the Superintendent, upon reasonable request, all available information pertinent to the issues under negotiation. The Board and the Union will incur no special expense in providing such information to the other party.

4.06 CONSULTANTS

- A. In addition to said teams, each team shall be authorized to admit one (1) consultant to such meeting. Consultants may not interchange with members of the team.
- B. The intended use of such consultants shall be communicated to the Board or the Union prior to all negotiation meetings.

4.07 PROGRESS REPORTS

- A. Periodic written progress reports to the public may be issued during negotiations with the provision that any such release shall have prior approval of both parties.
- B. The Union retains the right to issue general oral reports to its membership on the progress of negotiations. Negotiations shall not be discussed in general newsletters.

4.08 ITEM AGREEMENT

As negotiated items are agreed upon, they shall be reduced to writing and initialed by the chief negotiator of each party. Such initialing shall be construed as tentative agreement by both parties on that item or issue subject to final ratification by the membership of the Union and adoption by the Board.

4.09 IMPASSE

- A. In the event an agreement is not reached by negotiations, either party shall have the option of declaring impasse. Impasse may be declared forty-five (45) days prior to the expiration of the agreement.
- B. If impasse is declared by either party, it is with the understanding that impasse is declared on all issues where agreement has not been reached by both parties. The parties shall jointly prepare request for a mediator and direct such request to the

Federal Mediation and Conciliation Service.

C. This impasse procedure supersedes the procedure as outlined in ORC 4117.

4.10 AGREEMENT

When consensus is reached through negotiations the outcome shall be reduced to writing. Both parties shall review the agreement to determine the accuracy of the transcript. If the agreement is then in proper form it shall be submitted to the Union for ratification and adoption. At the next regularly-scheduled meeting, the agreement shall be submitted to the Board for approval and become part of the official Board minutes and binding on both parties. Said agreement shall be signed by the appropriate negotiators of both parties.

4.11 PRINTED DOCUMENT

The Union shall provide copies of the Agreement for all employees, the Board and the Administration, within thirty (30) days following ratification by both parties, at no cost to the Board. The Board shall provide a typed copy of this agreement.

4.12 FURTHER TERMS OF AGREEMENT

Any agreement reached and accepted by the Union and the Board shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with the terms contained in any individual terms of employment heretofore in effect. All future employees in the bargaining unit shall be dealt with according to this agreement. However, any typographical error or leaving out a word that was negotiated will not be part of this agreement and not cause a change in the meaning of the specific Article of this agreement. Said original Article will be the true and agreed Article that will prevail. Also, because of this, the Union understands that it is barred from filing a grievance because of said error overlooked in the final completion of the agreement. Further, also, it is mutually agreed that any provision which either OAPSE or the Board have not proposed for deletion, modification, or substitution, shall remain the same.

ARTICLE V GRIEVANCE PROCEDURE

5.01 PURPOSE

The Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing

on their grievances. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. Both parties agree that these proceedings will be kept as informal and confidential as maybe appropriate at any level of the procedure.

5.02 DEFINITIONS

- A. A "grievance" is a disagreement involving a work situation or employee(s) belief that there has been a violation, misinterpretation, or misapplication of the written contract entered into between the Board and OAPSE, or regulations regarding working conditions.
- B. A grievant shall mean an employee, group of employees, or the Union, alleging a grievance has occurred. A grievance alleged to be a "group" grievance shall have arisen out of identical circumstances affecting each member of said group.

The aggrieved person or persons may be represented at all steps of the grievance procedure by: OAPSE legal counsel, OAPSE Representative, or other member of the bargaining unit. An employee may have their own representation, at their own cost, in conjunction with Union representation.

- C. If any grievance is not initiated within ten (10) working days after the aggrieved person or persons knew of the event or condition upon which it is based, the grievance shall be considered waived.

Any grievance not answered within the time limit shall be deemed resolved by relief requested by the employee or the Union.

- D. As used in this Article, a day shall mean a working day. The number of days indicated at each step shall be considered to be the maximum unless extended by mutual agreement.
- E. In the event and issue does not pertain to the immediate supervisor, the grievant s shall proceed to Step 2 of the Grievance Procedure.
- F. Any employee shall have the right to process a grievance and be assured freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her proposal.

5.03 PROCEDURE

- Step 1 The employee shall discuss the grievance or complaint with his/her immediate supervisor who shall endeavor to effect a solution and who shall respond within

ten (10) working days of the discussion. The employee must cite the section of the agreement or work situation that has allegedly been violated. A record shall be made of the date of such discussion by the immediate supervisor, and the employee shall receive a copy.

Step 2 If a satisfactory solution is not thus reached at Step 1 the grievant may file a written statement of the grievance with the Superintendent within ten (10) days of the immediate supervisor's Step 1 answer. The grievant shall cite the section of the agreement that has allegedly been violated. The grievant may request a hearing before the Superintendent and such hearing shall be held with the grievant and Union Representative within ten (10) days of the Superintendent's receipt of the grievance. The Superintendent will respond, in writing, within ten (10) days of receipt of the grievance to the grievant and Union Representative.

Step 3 If the grievance is not resolved at Step 2, it may be appealed to the Struthers Board of Education by giving written notice to the Treasurer and the President of the Board within ten (10) days of the receipt of the Step 2 response. The Board of Education shall hear the grievance no later than its next regularly scheduled Board meeting occurring at least five (5) days after the filing of the appeal and shall render a decision within fifteen (15) days after the hearing. The employee will be notified of the date, time and place of the hearing.

Step 4 If the action taken by the Board does not resolve the grievance to the satisfaction of the grievant, the Union may submit the issue to arbitration. This request must be sent to the Superintendent by the Union, signed by an authorized Union representative, within fifteen (15) days following the receipt of the decision of the Board, **and filed with the FM & CS within 90 days**. The arbitrator will be chosen from a list of seven (7) names furnished by the Federal Mediation & Conciliation Service. Either party has the right to request a second list of arbitrators. All other procedures relative to the hearing with the arbitrator will be in accordance with the rules and regulations of the Federal Mediation & Conciliation Service. The Arbitrator's decision will not be appealed to a higher court, by either party, unless the arbitrator's decision oversteps the boundaries of his authority.

The arbitrator will conduct the necessary hearing(s) and issue the decision within the time limit, as agreed to by the Union, the Board, and the arbitrator. A copy of the decision will be sent to the Superintendent.

The arbitrator will not have the authority to add to, subtract from, modify, change, or alter any of the provisions of the Agreement, nor add to, detract from, or modify the language therein, in arriving at a decision in regard to the grievance. The arbitrator will be

confined to those issues which have been presented and will have no authority to consider other issues which have not been presented for arbitration.

The decision of the arbitrator will be in accordance with the law and will be binding on both the Board and the Union. The cost of the arbitrator will be borne by the loser. All other expenses shall be borne by the party incurring the same.

5.04 OTHER PROCEDURAL TERMS

- A. The written grievance shall be on a standard form provided by the Union and shall contain a concise statement of facts on which the grievance is based and the relief sought. Employee must cite section of agreement violated.
- B. Copies of the documents, communications, and records pertaining to a grievance which has been lodged will be placed only in the confidential files of the Treasurer of the Board and the President of the Union and shall not become a part of the employee's personnel file. The Treasurer will make this information available only to the Board of Education, the Superintendent, and the Courts, by Court Order.
- C. No grievant may be represented by an employee organization other than the Ohio Association of Public School Employees, Local 261, in any grievance procedure initiated pursuant to this procedure.
- D. An employee who, on behalf of the Union, is engaged in any professional grievance with a representative of the Board during a working day, will be released from regular duties without loss of pay.
- E. The parties who are directly involved in the investigation of a grievance will cooperate with each other and will furnish such information as it is requested by the other party in order to facilitate the processing of the grievance.
- F. Copies of all written decisions resulting from grievances will be sent to all parties involved, the Union President, the Grievant, the Treasurer, the Superintendent, and the appropriate Supervisor/Administrator.

ARTICLE VI SENIORITY

- 6.01 All employees, as defined in Article I Recognition shall be tenured employees of the Struthers City School System.
- 6.02 There shall be a probationary period of **sixty calendar (60)** days to allow the Board to determine the fitness and adaptability of any new employee it may hire to do the work

required. During such time, a new employee shall have no seniority rights. Employees retained beyond this **sixty calendar (60)** day period shall have their seniority computed according to Section 6.03 of this Article. For purposes of above said language, summer months are not included with the exception of 12 month employees.

- 6.03 Seniority shall be defined as an employee's length of continuous service with the Board as determined by the original date of hire as a regular employee. Employees who were/are hired at the same Board meeting, after July 1, 2000, shall have their seniority determined by the last four digits of their social security number with the lowest number being marked #1. New employees being hired at the same Board meeting shall have their seniority/hire date determined by the social security number as soon as possible after the Board meeting.
- 6.04 Employees shall accrue seniority while on sick leave or extended sick leave. No seniority shall accrue to an employee while on a leave of absence or other approved leave granted by the Board whose duration is one or more years.
- 6.05 The Board shall provide a seniority list, by classification to the Union President and to all employees annually by October 15. Under no circumstances shall an employee accrue seniority in more than one classification.
- 6.06 SENIORITY FOR SALARY PURPOSES

For Salary Purposes, an employee voluntarily moving from one classification to another shall be placed on step one of the appropriate salary schedule.

ARTICLE VII BIDDING PROCEDURE

7.01

- A. The Board shall **clearly define, specify and** post all job vacancies, including newly-created positions, revised positions, and promotional positions for a period not to exceed five (5) working days during the school year and **five (5)** working days during the summer months before the bidding shall be closed. There will be no expedited bidding except upon agreement by both parties. **All employees will be emailed, all call, and posted vacancy notices during the summer months at the date of the posting. All RIF status employees will be emailed, all call, and mailed vacancy notices throughout the year, as they become available.** The vacancy notices shall be posted in all buildings and shall contain a description and details of the opening(s). All vacant or newly-created positions must be posted for bid. The posting period shall be within ten (10) working days after Board action declaring the position vacant.
- B. Any tests given to determine job qualifications will be given by Civil Service for

Civil Service positions only. All other tests will be administered by the district and/or designee. **Any applicable tests will be developed by members of both the administration and individual classification representative as chosen by the administration.**

- 7.02 An employee must make a request for the vacant position, in writing, to the Superintendent.
- 7.03 The awarding and filling of the vacancies being filled outside of bargaining unit shall occur within **thirty (30) working days** of closing of the bids and receipt of test scores using the following formula:

AWARD WITHIN THE CLASSIFICATION

- A. The vacant position shall be awarded within (5) **working** days to the bidding employee, within the classification of the vacancy based on seniority, job evaluation, qualifications, and frequency of absenteeism (If absenteeism becomes a factor, the Union and Board will meet to work through the issue). Employees on sick leave, workers compensation, FMLA, or any other type of extended leave are eligible to bid and be awarded vacant positions.
- B. Classification shall be defined as in Article 1.01 of the contract.
- C. The applicant shall be subject to a probationary period of thirty (30) working days and may, at any time during that period, be removed and reassigned to his/her former position should the work not be satisfactory and documentation has been provided to the employee stating the reason(s) for the unsatisfactory performance. **If the performance is deemed to be unsatisfactory, a meeting will be held with the employee and their union representative in an attempt to resolve the unsatisfactory issues(s) by day 20 of the thirty day working period.**
- D. During the thirty (30) **working** day probationary period, the employee may request to be returned to his/her former position.

AWARD OUTSIDE OF THE CLASSIFICATION

- A. If no employee within the posted classification applies for the vacancy, an employee who requested the vacancy from one classification to another shall be granted the position on the basis of district seniority, attendance and minimum qualifications including test scores if applicable. Long-term illness of an employee resulting in more than twenty-five (25) consecutive days of absence will not affect attendance in considering awards outside of the classification. Once an employee has tested and successfully achieved a passing score (**70% or better**) for a

position, the employee will not have to test for that position again for the duration of the agreement. **Any applicable tests will be developed by members of both the administration and individual classification representative as chosen by the administration.**

- B. Outside the classification shall be defined as an employee moving from one classification series to another classification series, (i.e. bus driver to custodian) providing the employee meets the qualifications.
- C. An applicant who fills the vacancy in the manner set above shall take such position subject to the following conditions: The applicant shall be subject to a probationary period of thirty (30) working days and may, at any time during that period, be removed and reassigned to his/her former position should the work not be satisfactory and documentation has been provided to the employee stating the reason(s) for the unsatisfactory performance. **If the performance is deemed to be unsatisfactory, a meeting will be held with the employee and their union representative in an attempt to resolve the unsatisfactory issues(s) by day 20 of the thirty day working period.**
 - 1. During the thirty (30) working day probationary period, the employee may request to be returned to his/her former position.
 - 2. The Board shall hire a substitute to fill the vacancy created by the probationary period not to exceed thirty (30) working days.
 - 3. Employees who change job classification shall not accumulate classification seniority in the new classification during their first thirty (30) working day probationary period but shall continue to retain their seniority in their former job classification during this period. If the employee remains in the new classification, seniority begins with the first day worked in the new classification.

- 7.04 Assignment of areas and hours of work shall be granted on the basis of seniority within the building.
- 7.05 Within five (5) **working** days after a vacancy is filled, the date and name of the person filling the vacancy shall be given to the President of the Union.

ARTICLE VIII HOURS OF WORK AND OVERTIME

- 8.01 Forty (40) hours shall be the standard work week for all employees, unless otherwise contracted, whose salary or wage is paid in whole or in part by the Struthers Board of Education.

8.02 The work day shall be eight (8) consecutive hours, including a half-hour (½) paid lunch period except in regularly-scheduled shorter-hour work days. Employees scheduled to work less than eight (8) hours per day do not receive a paid lunch. Custodians and janitorial technicians will remain on the premises during the lunch period. This section will be uniformly enforced on all shifts for all affected personnel.

8.03 The regular work week shall be defined as Monday through Friday for all employees, except custodians. Work hours for custodians will be assigned by the superintendent of schools or by his/her designee. Flex scheduling is permitted for custodians for events paid out of student activity funds. Schedules will be posted.

8.04 **PUBLIC CLOSURE /WEATHER RELATED CLOSURE DAY**

A. Any employee required to work and working during the time of an emergency created by an Act of God, such as tornado, flood, snowstorm, fog, etc., or a public **closure** requiring a school or schools to be closed to students through use of **overtime** hours or **blizzard bag** day (**allowable**), shall be compensated their regular rate of pay for all hours worked during such emergency in addition to **Closure Day Pay**. **If the district does not choose to use above said allowable closure hours**, all employees will be required to work with no additional pay. **On allowable closure days the custodians and any applicable cafeteria staff will be required to open up the buildings for deliveries. Any employee will be compensated (premium day) at time and one half (1½) for all time worked on an allowable public closure day. Allowable means that closure days are made up by using overtime hours or blizzard bag/online lesson for attendance for that day. For purposes of payroll: when a closure is announced – timesheets/pay records will be held until final determination is made on whether the day is allowable (not made up) or determined to be not allowable (day has to be made up). If the day is allowable, employee is paid premium time (1.5). If the day is not allowable, the employee will receive credit towards hours that have to be made up.**

B. Should schools be closed resulting from a calamity in the A.M. and an employee has reported to work, such employee shall be compensated a minimum of one (1) hour at his/her regular rate of pay or be compensated at his/her regular rate of pay for all hours worked in addition to Public Closure Pay provided such notification occurs after 6:30 a.m. Employee shall not be required to stay. **For two hour delays, day turn custodians and cafeteria staff working before the adjusted start of school, can use these hours worked during the two hour delay for credit on (not allowable) days that have to be made up/worked. Administration and association will meet to determine fairness on scheduling makeup-time and credit advanced. Board office secretary will track all two hour delays for the district. Makeup up time is capped at 16 hours for two**

hour delays.

8.05 OVERTIME

- A. Overtime shall be offered on a seniority rotation basis within the building to those employees who desire such overtime.
- B. Overtime shall be offered on a seniority rotation basis from another building or department when there is no employee available from within a building.
- C. Two (2) seniority lists shall be established: one (1) list within each building (elementary school, middle school, and high school (1) district wide for each classification.
- D. If an employee is on duty when his/her name comes up on the seniority rotation list, the employee shall have the option of staying after work hours to complete the overtime.
- E. When the cafeteria, kitchen work area, and/or serving area are being used, a cafeteria employee must be on duty and shall be paid according to Section A and B of Section 8.06; (P.T.A. coffee meetings only shall be excluded from section). However, PTA's may not use the cafeteria kitchen unless a cafeteria employee is on duty.
 - 1. No school or gym will be open to any group or function without **at least one** custodian on duty. (Exception PTA meetings, employee or employer staff meetings, and Saturday or Sunday activities for district students when supervised by paid district staff affiliated with the activity and/or scrimmages with other schools when admission fees are not charged and concessions are not included.
 - 2. If a facility is being used by any non-school affiliated group renting or staging a paid admission activity, serving and selling a meal to the public or conducting any fund-raising activity for the benefit of its treasury; **at least one** custodian will be on duty.
- F. Refused overtime shall count as time worked on the seniority rotation list.

8.06 OVERTIME PAY

- A. The Board shall pay for overtime worked at the rate of time and one-half (1½) for all hours over eight (8) worked on any day, except in a substitute capacity, or over forty (40) hours in any week.

- B. When computing overtime, the employee shall have accrued earnings on the scheduled work day preceding and the next scheduled work day following the day in which the overtime was worked. **All leave with the exception of sick leave, counts as time worked for the calculation/computation of overtime.** Employees shall be guaranteed a minimum of two (2) hours pay for overtime and shall be compensated at the rate of time and one-half (1½) their regular rate of pay when they are called from home.

8.07 CALL-OUT TIME

- A. Saturday and Sunday work shall be paid at time and one half (1½) for all hours worked unless otherwise scheduled as per article 8.03, or if the cumulative total for the week exceeds 40 hours.
- B. All overtime worked shall be indicated in a separate area on each pay check and must be pre-approved by the Superintendent or his/her designee.

ARTICLE IX HOLIDAYS

9.01 The following days shall be recognized as official holidays for employees who work ten (10) months or less:

- | | |
|---------------------------|---------------------|
| 1. New Year's Day | 5. Thanksgiving Day |
| 2. Martin Luther King Day | 6. Christmas Eve |
| 3. Memorial Day | 7. Christmas Day |
| 4. Labor Day | 8. Good Friday |
| | 9. President's Day |

The following days shall be recognized as official holidays for employees who work twelve (12) months:

- | | |
|---------------------------|---------------------|
| 1. New Year's Day | 6. Thanksgiving Day |
| 2. Martin Luther King Day | 7. Christmas Eve |
| 3. Memorial Day | 8. Christmas Day |
| 4. Labor Day | 9. Good Friday |
| 5. Independence Day | 10. President's Day |

9.02 Employees shall be paid their regular wages for the holidays specified in 9.01 above. Should it be necessary for an employee to be assigned to duty on one of these holidays, provided the holiday falls during the normal work day of the employee, he/she shall be paid, in addition to his/her regular rate of pay time and one-half (1½) for the hours actually worked.

- 9.03 In the event that the holiday falls on a Saturday, the preceding Friday shall be observed and should the holiday fall on a Sunday, the following Monday shall be observed and the employee shall be paid for these days. Should either of the days be days in which schools are in session for students, the Superintendent shall designate another day as the holiday.
- 9.04 **Per school calendar, all association members may leave early (paid leave) on the last student day before Christmas and Easter break. Association members and administration will determine a fair end time for those days. Bus drivers will receive compensatory credit for two hours to be used at an agreed upon future time between administration and drivers.**

ARTICLE X VACATIONS

- 10.01 12-month employees become eligible for vacation with pay after the completion of one (1) school year. 10-month (1760 hrs) secretaries will receive two days off **to be taken at any agreed upon time (with principal) excluding first and last weeks of school. No more than one secretary can use this paid leave at one time per building.**

6 months - 1 year	1 week
1 year through 5 years	2 weeks
6 years through 10 years	3 weeks
11 years through 20 years	4 weeks
21 years or more	5 weeks

- 10.02 All vacation shall be with pay at straight time. Vacation may be taken in full-day or half (1/2) day increments.
- 10.03 The vacation schedule shall be from July 1 through June 30 with the approval of the superintendent. Once an employee has scheduled vacation, changes must be approved by the Superintendent.
- 10.04 Upon written request, employees shall be granted permission to utilize but not to exceed two (2) weeks of their vacation credit during the school year. However, not more than one (1) employee at a time (in the same classification shall be permitted to be on vacation at the same time. Christmas and spring vacation periods are excluded from this provision.
- 10.05 In determining vacation assignments, building seniority will be the criteria utilized. Seniority for vacation purposes will be determined by the number of years the employee has worked in the district.
- 10.06 An employee who terminates his/her employment with the Board of Education after one (1) completed school year and/or during the following school year (before his/her

vacation period is due) shall be entitled to his/her vacation pay on a pro-rated basis.

- 10.07 The Superintendent may determine vacation schedules should the employee fail to submit his/her request by a designated date, **provided adequate time was allotted to employees to complete.**
- 10.08 Any employee who becomes hospitalized or has a death in the family while on vacation or jury duty may convert vacation time to sick leave and be eligible to take the rest of his/her vacation at a later date.

ARTICLE XI SICK LEAVE AND SEVERANCE PAY

- 11.01 All new employees and employees who exhaust their sick leave are automatically credited five (5) days sick leave. Any days used under this section shall be deducted from the employee's subsequently-earned sick leave.
- 11.02 All regular employees shall be granted sick leave in accordance with Revised Code 3319.141 (1¼ days monthly, 15 annually). An employee who transfers from one public agency in Ohio to another, shall be permitted to transfer his/her accumulated sick leave.
- 11.03 Sick leave will be accrued without limit. However, for severance purposes the maximum amount is **300 days.**
- 11.04 Employees may utilize sick leave for absence due to personal illness, injury, exposure to contagious disease, which could be communicated to others, and for absence due to illness, injury, or death in the employee's immediate family. An absence of more than five (5) consecutive days requires documentation from a physician upon request.
- 11.05 Sick leave may be used for serious illness in the immediate family. The immediate family, within this section, shall consist of the employee's father, mother, sister, brother, spouse, son, daughter, step-parent, step-children, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, or sister-in-law. An absence of more than five (5) days for family leave requires documentation from a physician upon request.
- 11.06 Holidays shall not be deducted from sick leave.
- 11.07 FUNERAL LEAVE
- A. Absence up to **three (3)** working days due to death in the immediate family is allowable without loss of pay nor is the leave chargeable to sick leave accumulation. [This shall be interpreted to mean that all cases of death in the immediate family will not require the **three (3)** day maximum and any days in excess of the three (3) days must have the approval of the Superintendent.]

Additional days may be granted with the approval of the Superintendent. The immediate family is defined in Article XI, Section 11.05 of this agreement.

- B. Travel time may be considered for immediate family (Section 11.05) with the provision that the funeral is held in a city more than 200 miles from the City of Struthers, Ohio, and that the employee attends the funeral. This policy shall be uniformly practiced.
- C. Bargaining members may use sick leave to attend the funeral of a **staff member, close friend, or a** relative not included in Section 11.05.

11.08 SEVERANCE PAY SHALL BE PAID AS FOLLOWS

- A. For up to the first-**three hundred (300)** days of sick leave accumulation employees will be paid their daily rate for **30%** of unused sick leave.) Such employees shall have options for the payment of their severance pay in cash or into a voluntary 403(b) plan or a 457(b) qualified deferred compensation plan as set forth in the attached document 1.
- B. Payments are made only to those individuals who retire.
- C. Rate of pay determined by multiplying the product times the per diem rate of pay appropriate for that individual's placement on the salary schedule at time of retirement.
- D. The employee must, within 120 days of the last day of employment, prove acceptance into the retirement system by receiving and cashing his/her first retirement check, with a copy to the Treasurer.
- E. The employee must have not less than ten (10) years of service with this school district, the State, or its political subdivisions.
- F. If an employee dies while actively employed by the Struthers Board of Education and that employee meets the criteria above, including eligibility for SERS benefits and ten (10) years of service to the Struthers Schools, the Struthers Board of Education agrees to pay to the employees' designated beneficiary his/her accumulated severance pay. The designated beneficiary will be the same as the beneficiary named by the employee in the Struthers Schools' group life insurance policy.

11.09 LIMITED SEVERANCE BONUS

Each bargaining unit member who have at least 12 years of service and at

least 55 years of age, will receive a lump sum payment equal to the difference between the first and last step of their respective classification, on their official retirement date from the Struthers City School District.

11.10 CONDITIONS FOR PARTICIPATION

The bargaining unit member shall submit, **30 days** or more in advance of the date to the superintendent announcing his/her intent to retire, which shall include the effective date of retirement. This statement shall constitute the member's resignation effective on the indicated date of retirement and once delivered to the superintendent, this resignation shall be irrevocable.

Payment of Severance and Bonus

The limited severance bonus (the amount equal to the difference between the first and last step of each respective classification) will be paid in one lump sum **no later than 3 months after separation from the district.**

11.11 LIFE INSURANCE

The Board will purchase a **\$5000** paid up single premium **whole** life insurance policy for each retiree. The employee will have the option to purchase additional insurance at the same rate.

ARTICLE XII LEAVES OF ABSENCE

12.01

Employees shall be granted unpaid leaves of absence for military service, maternity, adoption, illness, dependent care, and for any other reason that would enhance the welfare of the employee and employer. Acceptance of employment within another organization is excluded from this section. **For the purposes of processing FMLA requests and related leave, the Board shall utilize applicable forms provided by the Department of Labor.**

12.02 Such leaves of absences shall not exceed one (1) years and shall not be less than thirty (30) days. The Board may grant an additional one (1) year extension upon written request from the employee.

12.03 Leaves of absence will be authorized by the Board. The application for leave of absence must be made in writing, stating the purpose and duration of the proposed leave. An employee on a leave of absence for the entire school year must notify the Superintendent

not later than March 1st prior to the expiration of the leave if he/she intends to return to work at the beginning of the next year. Failure to inform the Superintendent of the intent of the employee may result in termination. If the leave of absence and return occur in the same year, the employee must notify the superintendent in writing two (2) weeks before the scheduled return.

12.04 PERSONAL LEAVE

Shall be granted, without loss of pay, for not more than three (3) days in any one (1) school year. Three (3) days shall be unrestricted. Personal leave may only be taken in full or one-half (1/2) day increments

- A. Except for emergency situations pre-approved by the Superintendent, personal leave days must be requested in writing three (3) calendar days prior to the date of such leave. Personal leave is limited to one (1) member per classification per building, and may not be taken in conflict with the use of non-paid or vacation day by another member of the same classification, same building. Emergency personal leave may not be taken after the fact.
- B. A bargaining unit member has the option of the following: unused personal days shall be rolled into accumulated sick leave or the employee shall be compensated at his/her daily rate not to exceed \$75.00

12.05 JURY DUTY

An employee shall be entitled to leave, without loss of pay, for any time the employee is required to perform jury duty. The board shall pay the employee's regular rate of pay.

12.06 ASSAULT LEAVE

Assault leave shall be granted to an employee who is absent due to physical disability resulting from an assault which occurs in the course of his/her employment, excluding assault by fellow employees, and was reported and documented to the building administrator at the time of the assault. The employee shall receive full pay and fringe benefits while on such leave up to sixty (60) days. Leave granted shall not be charged to sick leave. The Board Reserves the right to request medical documentation for the injury.

12.07 MILITARY DEPLOYMENT LEAVE

Employees shall be granted military leave consistent with state and federal law.

Three (3) days military deployment leave shall be granted to a bargaining unit member when an immediate family member, spouse or child, on active duty in the military is deployed.

12.08 WORKERS COMPENSATION

An employee must file a report of injury with BWC in order to receive benefits. The employee must complete the accident form required by the Board, along with any forms required by the department of labor or bureau of workers compensation; furnish a signed statement on forms proscribed by the board, and furnish a physicians report. If medical attention is required, a certificate from a licensed physician, stating the nature of the physical injury/disability and the estimated duration of incapacity shall be required. Falsification by the employee of a Worker's Compensation claim, Board report of injury, or a physician's certificate is grounds for discipline, up to and including termination of employment. Failure to adhere to work safety rules that may result in a worker's compensation claim may lead to disciplinary action.

ARTICLE XIII DISCIPLINARY ACTION

- 13.01 Disciplinary action shall normally follow progressive steps for the same or like offenses. However, the board may start the discipline at other than step A, depending on the severity of the offense.
- A. Oral Reprimand (with written documentation, not to be included in the permanent file of the employee).
 - B. Written Reprimand - stating reasons for reprimand
 - C. Suspension - notice to be outlined in writing, along with the date of the intended suspension not to exceed five (5) days.
 - D. Involuntary Transfer - employees on disciplinary probation may be subject to transfer and loss of job bidding privileges for a one year period. Employees who retrogress under provisions of this procedure to a lower pay range shall not be reduced in pay, but shall remain frozen until such time as the salary of the new position surpasses that which the employee was earning prior to retrogression. An employee may not displace or replace another bargaining unit member.
 - E. Termination - notice to be given in writing with reasons stated for such termination. (Does not apply during probationary period.)
- 13.02 Before the employee may be suspended without pay or dismissed, the employer must provide the employee with notice of the charges and an opportunity for an informal

hearing before the Superintendent or designee to challenge the basis for the disciplinary action or to otherwise explain his or her actions. The employee shall be entitled to representation by the Union at any hearing conducted under this section.

- 13.03 Any disciplinary action imposed on an employee shall become part of his/her personnel record with the Board.
- 13.04 If any employee completes **five (5) years of** service without any disciplinary action, any previous action(s) shall be removed from their records. However, current disciplinary records will be maintained, as applies to this section.
- 13.05 Suspension for Negligence -- on the part of an employee and for continued abuse of equipment or facilities after Sections A and B of the Article have been followed. In severe situations, Sections A and B may be waived.

ARTICLE XIV GENERAL PROVISIONS AND WORKING CONDITIONS

14.01. JOB DESCRIPTIONS

- A. The Union shall be furnished a copy of the job description for each classification covered under the terms of this agreement.
- B. Prior to any changes in any job description or creation of a new position, said changes should be developed by a committee comprised of three (3) employer representatives and three (3) union representatives.

A meeting date shall be established to discuss such anticipated change. A copy of the change shall be given to the Union and affected employee(s).

- C. All newly-hired employees shall be furnished with a copy of their job description upon hiring. All other employees shall receive a copy of their job description upon request.
- D. No OAPSE member (unless part of his/her job description) shall be required to administer prescription or non-prescription medication or any prescribed medical treatments

14.02 CUSTODIANS

- A. When schools are not in session during winter break, spring break, and summer, all custodians and janitorial technicians shall work day shift. Should there be a need, the employee shall be notified prior to the day to change his/her shift. **The building principal and head custodian will develop the summer cleaning**

schedule. Each principal will then notify the respective staff members of those dates and times in which building areas are inaccessible.

- B. Projects or work assignments which, by nature of the work needed to be done, requiring more than one (1) person, shall have the appropriate number of employees assigned to complete the work or project (i.e. Science Fair, basketball cleanup, etc.)
- C. Head custodian stipend will be \$1800 and 2-hour call out for other building custodian(s) for Sonitrol calls in their respective buildings. Parties agree to jointly review the call-outs for the past school year no later than June 15, **2015** and June 15, **2016**. Duties of head custodians will include:
 - 1. The custodian would be responsible for checking his/her building each day, except while on vacation, for heating problems, vandalism, water leaks, etc.
 - 2. Any Sonitrol calls to the building would become part of his/her duty.
 - 3. Any vandalism repairs or other malfunctions in or outside the building, which could be handled within two hours, would be covered under this compensation plan.
 - 4. **When a building is not coded in or out due to neglect by school personnel, (teachers, staff, coaches, administrators, etc...) and management agrees to the 2-hour call out employee will be paid to head custodians at time and one half (1 ½) rate. For this clause, employee receives no payment for the first 3 occurrences per month per facility (Elem, Middle, HS, and Wellness).**
 - 5. **Whenever the head custodian is off on any paid absence, one (1) hour per day will be offered to regular custodians, by overtime rotation, to inspect building(s) over the weekend.**

14.03 JANITORIAL TECHNICIAN:

- A. In the event that a day turn janitorial technician reports off the night before the day off, the afternoon and/or evening the building janitorial technician(s) shall have the option of working day turn. When a day turn janitorial technician calls off in the morning of the day off, a substitute may be used. Seniority within the building will prevail for filing vacancies in that building.

14.04 BUS DRIVER: Field Trips and Extra Trips

A. Ground rules for extra field trips:

1. Field trips are extra-duty assignments which are offered to all regular contract drivers.
2. Field trips are placed into driver boxes on a seniority and rotational basis. If none of the regular drivers can handle a specific trip (after the first has been covered), a substitute driver will then be assigned. Drivers will not be assigned 3:15 PM trips during the school week except to Poland, Campbell, and Springfield (New Middletown).
3. Field trips will be placed into mailboxes on Wednesday for the following week. A week shall be Monday through Sunday.
4. Drivers must notify the superintendent or his/her designee according to item # 10.
5. Annual rotation starts on the first day of school and continues through the summer months. The rotation will begin on August first (1st) of each year with the most senior driver given the first opportunity to accept or reject a field trip or extra trip. After acceptance or rejection of a trip, drivers will rotate to the bottom of the list and will not be eligible for a field trip or extra trip until their name appears at the top of the rotation list. Only one list will be used to schedule drivers for field trips or extra trips.
6. Field trips posted with less than 24 hours notice may be refused without a driver losing his/her place on the rotation list. Also peg does not move if trip is refused.
7. When a trip is canceled prior to departure time, it shall be reassigned to the original driver who had the canceled trip. Peg does not move. However, if the original driver is not available at this time, it will be assigned or the regular rotation list, and the peg will move. Canceled trips will be marked by a Green 0 when given to the original driver.
8.
 - a. Regular drivers shall be permitted to take field trips at any time they are available, if trips are five (5) or more hours. If the trip interferes with the regular run, the driver may chose the trip over the regular run if there is a substitute available for their run. Drivers shall be docked for that portion of their regular run that they did not drive.

b. Two (2) field trips utilizing outside bussing companies will be

allowed without objections with a third (3rd) trip being allowed by mutual consent of the local union and the OAPSE bus drivers. (Cedar Point is not included as one of the trips.)

9. Drivers may exchange field trips as long as the dispatcher is notified and the exchange is noted on the trip sheet on the desk, and the peg does not move. This is to be done after all the trips are in the box.
10. A driver must notify the bus dispatcher, within 24 hours of a trip time of his/her refusal or the driver will be bypassed on the next regular station.
11. If a field trip has been issued and is canceled before the trip is made, A.M. trip drivers must be notified by 2:00 P.M. the day before the trip is to be taken. For P.M., drivers must be notified by 10:00 A.M. the day the trip is to be taken. If improper notification is made, the driver shall be paid a minimum of three (3) hours and the trip shall be counted as taken and the driver does not lose place in rotation and the peg does not move. Exception to this procedure shall be cancellations due to weather.
12. It is agreed by the Representative of the OAPSE School Organization that field trips considered as an extra-curricular activity will be operated according to State regulations.
13. Drivers who cannot take their regular run shall not be permitted to take extra trips on the day they are off for illness.
14. The extra trip rate shall be those that are established for each school year by the Board through negotiations, from point of departure to return to same point with a minimum of three (3) hours. An additional one-half (1/2) hour shall be added for cleanup time following the trip if conditions of the bus so require (such as muddy football nights).
15. When more than one (1) bus is assigned to an event, all buses will stay within sight of each other on the way to and from the event.
16. Field trip rate will increase each year with the negotiated percentage rate, however, if a bargaining unit driver is driving he/she will receive an additional fifty (50) cents per hour.
17. Drivers will receive \$15.00 field trip rate for field trips and extra trips scheduled on Saturday and Sunday.
18. Drivers scheduled for a field trip or extra trip on a holiday will receive time and one-half (1 1/2).

14.05 MISCELLANEOUS BUS DRIVER PROVISIONS

- A. Drivers to be furnished carbon copy of repair slips.
- B. Drivers taking buses in for repair shall be paid the minimum wage for the number of hours spent in waiting if they have to wait more than one-half (1/2) hour and report the time on an appropriate time sheet provided by the Treasurer's Office.
- C. Bus drivers shall receive their regular hourly rate of pay (minimum two hours for attending meetings approved by the Superintendent.
- D. DRIVER TRAINING AND TESTING: The employer shall pay all costs associated with the mandated training, and testing as defined in the Ohio Pupil Transportation Operation & Safety Rules Chapter 3301-83 for School Bus Drivers and Mechanics.

- E. When a four (4) hour driver reports off, the two (2) hour driver has the option to do the four (4) hour run at his or her full rate of pay. A sub may then be called to do the two (2) hour run.

The two (2) hour driver shall exercise his or her rights to utilize, whole or 1/2 sick days and whole or 1/2 personal days. While the sub will receive 2 hours per half day and 4 hours per whole day, as he or she would for a 4 hour driver.

- F. **The board is fully within its rights to terminate the employment of any bus driver or any other responsible employee for abandoning a student or students on a bus.**

14.06 BARGAINING UNIT WORK

- A. The board agrees that for the duration of this agreement, it will not enter into agreements with private contractors to provide services that will replace or reduce the regular hours of any bargaining unit employee. Field trips are considered regular hours.
- B. If any extra work is to be performed, it must be done by bargaining unit workers before it is given to an outside company, volunteers, welfare workers, or any subs. Volunteers cannot do bargaining unit work. **Summer work will be offered to all bargaining unit members before employing outside personnel. This does not include student or college student summer work programs.**
- C. Work may not be taken from one classification and assigned to another classification.
- D. A supplemental work stipend of (Amt. as noted) annually, divided equally per pay, will be paid to any one classified employee who holds and maintains the following certifications to be utilized by the district within its scope of operations:
 - 1. Asbestos Abatement Contractor Supervisor Certificate \$1500.00
 - 2. Asbestos Abatement Worker Certificate \$1000.00
 - 3. Pesticide Commercial Applicator Certificate \$1000.00
 - 4. Boiler Operator \$1000.00
 - 5. Tow Motor Operator Certificate \$500.00

14.07 FEDERAL/STATE PROGRAMS AND STUDENT EMPLOYEES

- A. The Board shall not employ any students under any secondary school or college work-study program or any State or Federal-funded work experience program in any position that would replace any employee in the bargaining unit.

14.08 CAFETERIA (Cafeteria Manager, Head Cook, Cafeteria Technician)

- A. Duty assignment within each building will be established by the head cook and cafeteria manager.
- B. Head cook in each building will be determined by seniority. Head cooks and cafeteria manager will receive an additional fifty (50) cents **One dollar (\$1.00)** per hour **above pay rate**.
- C. In the absence of employee, a lesser hour employee in the same building shall be offered the hours. If that employee refuses, then seniority outside of the building shall prevail.
- D. When cafeteria manager is absent, the highest seniority person within the classification shall be entitled to move up to the position. This position can not be filled with a substitute.
- E. Cafeteria manager shall **work 7.8** hours per day.
- F. No food will be sold or brought into the building and given away during lunch periods or 1 hour before or 1 hour after lunch periods, excluding PTA bake sales and student birthdays.
- G. Current 7.2-hr. Cafeteria Technicians will be grandfathered in until retirement or separation from the district. That position will then be posted at 7 hours. Cafeteria Technicians will be scheduled for 194 days.

14.09 PARAPROFESSIONALS (All current Instructional Aides and Personal Attendants will be grandfathered according to their current job duties)

- A. Paraprofessionals shall include individuals assigned to assist and/or supervise students directly or indirectly and Print and Resource. All paraprofessionals must meet the paraprofessional requirements.
- B. Paraprofessionals assigned to care for a handicapped student will be provided as needed to perform duties. When one on one paraprofessionals are not assigned to their student the building administrator will make every effort to utilize them within their classification only.

- C. Paraprofessionals will be assigned yearly hours and paid in twenty-four (24) equal pays. Once the calendar is established, it can not be altered without the approval of the Superintendent of Schools and/or designee. These pays will include holiday pay, sick pay, and or personal days.

1128 hours personnel will work 179 days plus 9 holidays. They will be scheduled 6.5 hours per day, .5 hour is unpaid lunch.

940 hour personnel will work 179 days plus 9 holidays. They will be scheduled 5.5 hours per day, .5 hour is unpaid lunch.

1203 Hours will work 179 days plus 9 holidays. They will be scheduled 6.9 hours per day, .5 hour is unpaid lunch.

1222 Hours will work 179 days plus 9 holidays. They will be scheduled 7 hours per day, .5 hour is unpaid lunch.

1295 Hours will work 179 days plus 9 holidays. They will be scheduled 7.39 hours per day, .5 hour is unpaid lunch.

1316 hours will work 179 days plus 9 holidays. They will be scheduled 7.5 hours per day, .5 is unpaid lunch.

1760 hours will work 220 days plus 9 holidays.

14.10 SECRETARIES

All OAPSE secretaries (regardless of physical location) are to work uniform hours and days according to their job assignment.

14.11 NEW EMPLOYEES

The Union agrees that all new bargaining unit position employees shall be deemed to be in a safety sensitive position such that all new employee applicants must undergo a post-offer, pre-employment urine drug screening, within 48-hours of notice from the Board, that is conducted by a contractor designated by the Board. Any offer of employment that a new employee applicant receives from the Board is contingent upon, among other things, satisfactorily completing the screening.

ARTICLE XV RIGHTS OF THE UNION

15.01 The Union or any committee thereof shall be authorized to use the school mail.

15.02 The Union or any committee thereof may use school facilities and equipment. Supplies

necessary for the use of the equipment shall be furnished by the Union.

- 15.03 A building principal or appropriate administrator shall designate bulletin boards in each building for the general use of the Union. The bulletin boards shall, where possible, be located in areas readily accessible to and normally frequented by the employees.
- 15.04 The Board agrees to notify the Union with notice of all regular or special Board meetings. The agenda of such meeting shall be provided to the Union forty-eight (48) hours prior to the meeting through the interschool mail or at the Board Office.
- 15.05 The Board agrees to provide the Union with copies of the Board minutes following each Board meeting at no cost to the Union either through the interschool mail or at the Board Office.
- 15.06 The Board shall provide one (1) copy of the Board Policy Book to the Union. The Board shall also provide all changes to the policy books in order that they be kept current.
- 15.07 Employees shall be granted time off to attend evening union meetings with the approval of the Superintendent once per month, should such meeting fall within the employee's regular work shift.
- 15.08 All employees may be granted time off, with pay, to attend workshops during the school year or summer months, that are offered relative to their classification. The Board shall reimburse employees for such workshops according to Board Policy upon prior approval of the Superintendent.
- 15.09 Release time shall be granted to the Union President and/or grievance representatives to appear on work sites during working hours as union representatives upon notification and approval of the Superintendent. However, said representatives may not interrupt any instructional delivery.
- 15.10 The President of the Union shall be permitted release time of a minimum of one (1) day per year to attend to OAPSE business.
- 15.11 Leave of Association Duties - the board shall grant unpaid leave to an employee who is a State OAPSE officer and one who is district OAPSE officer. Such leave shall be granted for the time provided. The board has one (1) week advance notice, in an emergency, notice may be given within 48 hours of meeting.
- 15.12 LABOR-MANAGEMENT COMMITTEE
 - A. In an effort to solve problems before they become formal grievances, the Board agrees to establish a labor-management committee consisting of representatives of both OAPSE and the Administration. Its main function shall be to confer on all matters of mutual concern, to keep both parties to this agreement informed of

changes and developments caused by conditions other than covered by this agreement, and to confer over potential problems in an effort to keep such matters from becoming major in scope. The OAPSE representatives shall be no more than six (6) in number. Formal notes shall be taken for informational purposes and distributed to the members of the committee. Any party to this agreement may request a meeting of the Labor Management Committee, arrangements to be made in advance.

15.13 SAFETY AND HEALTH

- A. The Struthers Board of Education agrees to recognize a safety and health committee of not more than three (3) members of Local #261. The purpose of this committee will be to review safety problems, promote safe practices, and eliminate unsafe conditions. This committee will elect a chairman who shall have the authority to make recommendations to the Superintendent. The Board agrees to provide training on all new equipment purchased for any job site.
- B. One OAPSE Representative will also be representing the Struthers City School District on the Mahoning Co. Insurance Committee.**

ARTICLE XVI REDUCTION IN FORCE

- 16.01 All bargaining unit classifications and positions shall be filled by regular employees of the Board as reflected in the minutes.
- 16.02 In the event it becomes necessary to reduce employees due to lack of funds, lack of work, or building closures, the following procedure shall govern such layoffs.
 - A. The number of employees affected by reductions shall be kept to a minimum by not employing replacements, insofar as it is practical, for employees who resign, retire, or otherwise vacate a position.
 - B. Prior to the Board instituting such reductions in the employees, the Board and the Union shall meet to discuss and determine the appropriateness of such reductions.
- 16.03 In any reduction, the concept of job classification seniority shall prevail. Seniority shall be determined by the employee's most recent date of hire with the Board in a particular job classification (for reduction in force purposes only). Board-approved leaves of absence shall not constitute an interruption of continuous service, but such time shall not count for seniority. In case of identical seniority, the Board and the Union shall meet to determine a fair and equitable means of deciding which employee shall be laid off first.
- 16.04 When it has been determined that reduction is necessary, either system wide within a

classification or within a department or building; temporary, intermittent, seasonal, provisional, or new employees in an initial probationary status shall be laid off first. Additional reductions shall begin with the least senior employee in any classification, department, or building, continuing in order of seniority until the reduction is complete.

16.05 STAFFING

The Employer and Union shall attempt to maintain the current staffing level as per the staffing as listed in the appendix unless there is a change in the configuration of the Struthers City School District. Should the Employer or Union have suggestions with respect to alternate staffing when a job is vacated for any reason (resignation, retirement, death, discharge, etc.) the parties agree to meet (upon request of either party) to attempt to agree to such change. Should the parties be unable to agree on alternate staffing, it is agreed that the current staffing level will remain in effect for the current year. At the end of the current year, Employer and Union would meet to reach an agreement. Nothing herein will limit the employers ability to change staffing by implementing the procedures for Reduction in Force.

16.06 Bumping shall be exercised on the basis of seniority and present pay range. An employee affected by such a reduction may displace a less senior employee in the following order:

- A. Within the same classification.
- B. Within the same classification which has the same or similar duties as the classification of the employee who was laid off.
- C. Within the same classification the employee held immediately prior to holding the classification from which the employee was laid off.

For the purpose of determining bumping rights, there shall be established eight (8) classification series as stated in Article 1.01 Recognition.

16.07 Employees who retrogress under the provisions of this procedure to a lower pay range shall not be reduced in pay, but shall retain their current rate of pay and remain frozen until such time as they return to their original or equivalent positions or until the salary of the new position surpasses that which the employee was earning prior to the retrogression.

16.08 Ten (10) working days prior to the effective date of any layoff, the Board shall prepare and post for inspection, in a conspicuous place, a list containing the names, seniority dates and classifications and indicate which employees are to be laid off. Each employee to be laid off shall be given advance written notice of layoff with a statement advising the employee of his/her bumping and reinstatement rights.

16.09 Vacancies which occur during the period of reduction in force shall be offered to those

employees working through Article VII Bidding Procedure. Vacancies which remain following this procedure shall be offered to or declined in writing by the employees standing highest on the appropriate reinstatement list before the next person on the list is considered. The employee shall be notified by Registered or Certified mail addressed to the employee's last known address.

- 16.10 Any employee reduced in pay range or laid off shall retain recall rights for a period of four (4) years during which time the Board shall not hire any new employee within the classification affected by a reduction until all employees reduced or laid off have been offered an opportunity to be reinstated. Reinstatement from the recall list shall be to the same or equivalent position. If reinstated during this period, the employee shall retain all previous accumulated seniority, all rights related to salary, fringe benefits and notice of reinstatement shall be made by certified mail.

ARTICLE XVII PERSONNEL FILES

- 17.01 Personnel records shall be maintained in confidential files at the Administration building. Each employee shall have the right to review the contents of his/her own personnel file. A representative of the Union may, at the employee's request, accompany the employee in such review. The review will be made in the presence of the Superintendent or designee.
- 17.02 An employee may request to see and will be permitted to examine his or her personnel file. Employees are not permitted to remove any article from their files, however, an employee may receive copies of information in the personnel file except as limited herein.
- 17.03 Privileged information such as confidential credentials and related personal references normally sought at the time of employment are specifically exempted from such review. The Administrator shall remove such credentials and confidential reports from the file prior to a review of the file by the employee.
- 17.04 Anonymous letters and materials shall not be placed in an employee's file, nor shall they be made a matter of record. Any materials placed in the employee's file shall carry the date of enclosure and initials of the employee and the Superintendent or designee.
- 17.05 All personnel files shall be opened to the public in accordance with Ohio Public Records Law.
- 17.06 Employee Evaluations will become a part of the employee's permanent record.
- A. Employees shall be evaluated annually by their appropriate supervisor. The employee will be notified in advance of such evaluation.
 - B. The appropriate supervisor shall discuss the evaluation with the employee. The employee may sign the evaluation and shall be given a copy of such evaluation.

- C. The signature of the employee on the evaluation will not signify agreement or disagreement--only that the employee discussed the evaluation.
- D. The employee shall have the right to respond to the evaluation either on the form or by letter which shall be attached to the evaluation.

ARTICLE XVIII WAGES, HOSPITALIZATION, LIFE INSURANCE,
MAJOR MEDICAL, DRUG, DENTAL, AND VISION

18.01 WAGES

- A. Schedules as attached within this agreement. "Exhibit A" is here attached, and made a part of this agreement. All employees are to receive twenty-four (24) pays on the 15th and 30th of each month (the 28th of February).

- 1. Salary Schedule shall increase:

2014-2015...1.95 %
2015-2016...1.95%
2016-2017...1.95%

- 2. All employees will be paid by electronic fund transfer. Check stubs will be transmitted electronically.
- 3. Longevity will begin at year thirteen (13).
- 4. **Longevity payment - the board agrees to pay the difference between step one and step 2 for any member currently receiving this bonus for this current year over step 20 – (starting at step 21). The bonus will stay stagnant and will be paid into salary. This payment will be made each year for all three years of the contract.**

- B. Higher Classification Pay:

When a regular employee temporarily replaces employee who has a higher wage classification, such regular employee shall receive the rate of pay of the higher classification based on the rate of the employee replaced, or his/her own rate, whichever is higher, until such time as the regular employee returns. The new rate shall begin **after five days and will be paid retroactive from day 1.**

- C. Travel Allowance:

Any employee required to use his/her vehicle for Board business shall be reimbursed at the current per mile rate. Employees who because of their work

assignment, must travel between buildings shall be reimbursed at the above rate.

D. Shift Differential:

There shall be a 30¢ per hour shift differential for all custodial **and (.20) for Jan Tech** employees who work the afternoon shift.

- E. If an employee has been underpaid or overpaid because of an error made in calculation of said individual's pay, the Treasurer will make the necessary adjustment to correct the underpayment or overpayment. Reasonable arrangements will be made for overpayment on an installment basis not to exceed 10%.

All bargaining unit members shall be paid on the 15th and 30th of each month (28th of February). Employees will turn in written time sheets at the end of each pay period, indicating time worked for that pay period. The first pay day in August shall be the settlement of the previous year's contracted monies owed employee(s).

18.02 HOSPITALIZATION

A. Medical and Prescription

The Board shall provide **medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, the Board shall provide all employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year single medical and prescription coverage. Employees who work 1650 hours or more shall be provided single or family hospitalization, employee spouse, and employee child coverage.**

The medical and prescription benefit plan offered to employees shall be the health plan as defined by the Mahoning County School Employees Insurance Consortium. Additionally, eligible employees may participate in the dental and vision plans offered by the MCSEIC. Employees shall pay the minimum employee premium contribution amount set forth by the Mahoning County School Employees Insurance Consortium (10 %) and the Board shall pay the remaining percentage (90%) of the premium contribution.

It is the intention of the board to maintain consistent health care benefits, deductibles and employee premium payments throughout the staff, certified, classified and all non-bargaining unit employees. Employees eligible for single coverage may purchase family coverage, **employee spouse, and employee child coverage.**

B. Premium Holiday

When the Board receives a premium holiday from their insurance carrier or

provider, all employees required to pay a premium percentage (%) will not have to make such payment at that time. The Board will provide the Union with all documentation concerning premium holidays, at their request within three (3) working days.

When the Board receives a premium holiday from their insurance carrier or provider, all employees required to pay a premium percentage (%) will not have to make such payment at that time. The monies saved due to any medical and/or prescription premium holiday will be placed in a Health Care Fund. If an assessment is required by the Mahoning County Insurance Consortium at the conclusion of their 18 month review, that assessment will be paid from this fund. The fund will be reviewed no later than May 15th of each year of this agreement, and 25% (**first premium holiday**) of the balance in the fund will be divided proportionally among OAPSE members (according to their participation in the health plan), and paid as a lump sum salary increase no later than the second pay of June in each year of this agreement. The Board will provide the Union, OAPSE Local #261, with all documentation concerning premium holidays and assessments, within three (3) working days of their occurrence. **If a second premium holiday occurs in the same program year, 12.5% of the balance in the fund will be divided proportionally among OAPSE members (according to their participation in the health plan), and paid as a one-time stipend no later than the second pay of June in each year of this agreement. If a third premium holiday occurs in the same program year, the board will retain all savings from the holiday. The association member does not have to pay his/her premium for that month.**

- C. **Unless the ACA or applicable law requires otherwise**, an employee who works less than **1650 hours** shall be eligible for a flat amount of board paid benefits or cash options based on the following schedule:

<u>Hours Worked</u>	<u>Benefit Option</u>	<u>Cash Opt Out Option</u>
1080 to 1649	Single Coverage	\$750
1033 to 1079.9	\$1800	\$450
760 to 1032	\$1350	\$340
660 to 759	\$1125	\$225
0 to 659	-0-	\$225

- D.
- 1) an employee's spouse who is enrolled for coverage with the district who has retired and has access to continuous group health care coverage pursuant to his/her retirement, must enroll in the retirement health insurance plan for at least single coverage.

- 2) An employee's spouse who is enrolled for coverage the district and who is employed for a minimum of twenty (20) hour per week by a school district covered by the Mahoning County Insurance Consortium must enroll in his/her employer's health insurance for least single coverage.
 - 3) If your spouse is eligible to receive benefits where he/she works that cost \$300 per month or less for single coverage, he/she must take that coverage. If your spouse is eligible for benefits that cost more than \$300 per month for single coverage, your spouse can be covered under your benefit package. If your spouse is unemployed or self-employed with no benefits, he/she is eligible under your benefit package as a dependent.
- E. An employee's spouse is deemed to have "access to continuous group health "insurance" coverage when:
- 1) The spouse can enroll in his/her employer's health insurance plan, or;
 - 2) The spouse elects not to enroll in his/her employer's plan but receives a stipend or higher salary, or the spouse could have taken the health plan and not taken the stipend, or;
 - 3) The spouse receives a "cafeteria" or similar plan benefit from the spouse's' employer that allows the spouse the choice of health insurance, life insurance, annuity premium, or other benefits, or;
 - 4) The spouse is the owner, partner, or has a form of proprietary interest in and enterprise that provides no cost health benefits to its employees.
- F. Dental and optical insurance shall cover the eligible employee and dependent spouse.
- G. Opt out
- 1) Each member must notify the Board Treasurer in writing his/her intent to opt out of the insurance program.
 - 2) Each member opting out of the program must remain out of the program for the entire period of time from October 1 to September 30 of the following year and must be actively employed through the last day of the school year to be eligible for reimbursement.
 - 3) Persons who are eligible for this program and who are enrolled in the family coverage or new employees eligible for family coverage opting out shall be reimbursed \$1500 annually.

- 4) Persons who are eligible for this program and who are enrolled in the single coverage or new employees eligible for single coverage opting out shall be reimbursed for \$750 annually.
 - 5) Each eligible member opting out of the Board approved insurance program shall be reimbursed the second pay in August of the opt out year.
 - 6) Any bargaining unit member who elected to opt-out of the Board approved insurance program and who involuntarily loses other insurance coverage will be permitted to re-enroll in the Board-approved insurance program subject to the provisions of the contract with the carrier. Notice of intent to enroll will be provided to the Treasurer as soon as possible after the involuntary loss of coverage and will become effective subject to the provisions of the contract with the carrier. A bargaining unit member returning to the insurance program will be paid the prorated amount earned prior to opting back in minus the cost of COBRA coverage (if any). Additional COBRA costs (if any) will be paid by the Board.
 - 7) Any bargaining unit member who elected to opt-out of the Board approved insurance program may enroll in the program beginning with September of each year. For enrollment in September, a request for enrollment must be made in a timely fashion subject to the provisions of the contract with the carrier.
 - 8) A bargaining unit member who elected to opt-out of the insurance program and wishes to re-enroll due to the involuntarily loss of coverage shall only receive the insurance incentive monies on a prorated basis for the period of time that he/she had opted-out for that opted-out year on a prorated basis.
- H. Life insurance is provided in the amount from a minimum of \$20,000 to a maximum of \$50,000 or an amount equal to the employee's salary rounded to the nearest \$1,000, whichever is the lesser. Life insurance benefits reduced to 65% of the amount of the annual salary on the first day of the policy month which coincides with or follows the day of the employee's sixty-fifth (65th) birthday and further reduces to fifty (50%) of the amount shown as annual salary on the first day of the policy month which coincides with or follows the employee's seventieth (70th) birthday. The same provision applies if the employee is 65 years or older prior to the date of becoming insured.
- I. **The board will contribute 150 monthly (1800) annually to an FSA account for each year the employee's spouse cannot enroll for coverage with the district, and spousal secondary coverage is not elected by the employee. Employees who choose spousal secondary coverage do not qualify for this contribution.**

- J. The Board shall maintain a Section 125 Plan to enable employees to pay for their Premium contributions with pre-tax dollars.

The administrative fee for the Section 125 Plan will be paid by the Board.

ARTICLE XIX NO STRIKES OR LOCKOUTS

- 19.01 No strikes of any kind shall be caused or sanctioned by the Union during the term of the Agreement. It is understood and agreed that the services performed by the school employees included in this agreement are essential to the public's health, safety and welfare. The Union and the Board, therefore, agree that there shall be no interruption of the work and no interference with any services provided by the school district.
- 19.02 This agreement supersedes and cancels all previous agreements verbal or written or based upon alleged past practices, between the School District and the OAPSE and constitutes the entire contract between the parties. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE XX MISCELLANEOUS

- 20.01 All athletic worker positions will be awarded in the following preference based on qualifications and seniority:
 - A. District certified staff
 - B. District OAPSE workers

ARTICLE XXI DURATION

- 21.01 This Agreement shall be in effect from July 1, **2014** and shall remain in full force and effect until June 30, **2017**.
- 21.02 This Agreement made and entered into by and between the Struthers Board of Education, hereinafter called the Board and the Ohio Association of Public School Employees/AFSCME/AFL-CIO and its Local #261, hereinafter called the Union, for and on behalf of the employees in the bargaining unit set forth in Article I of this Agreement.

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representatives, have executed this agreement.

STRUTHER BOARD OF EDUCATION

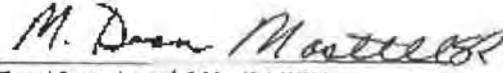
OHIO ASSOCIATION OF PUBLIC SCHOOLS
EMPLOYEES/AFSCME/AFLEIO



President



Superintendent



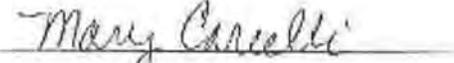
President, Local 261, OAPSE

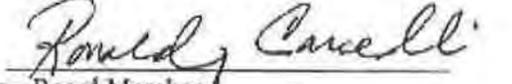


OAPSE Field Representative



Treasurer





Board Member



Board Member

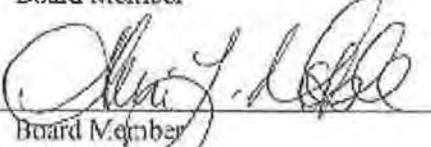




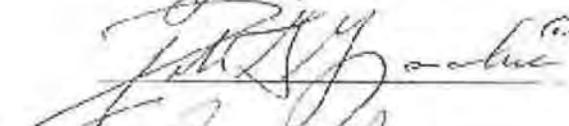


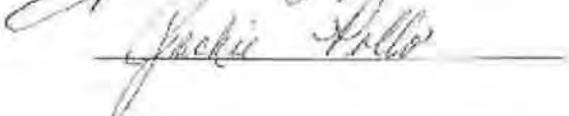
Board Member





Board Member







APPENDIX I

For the 2014-2017 school years, the minimum staffing will be as follows, however, nothing here within prohibits the board from using the provisions of Article XVI:

Custodians:

Elementary School	Two custodians
Middle School	Two custodians
High School	Three custodians (2 bldg, 1 Flex HS) One District Flex custodian (assigned to HS for overtime assg/extra work purposes only.)

Janitorial techs:

Elementary school	Three
Middle school	Three
High school	Three plus one 3 hr. High school and one 2/3 hr. Wellness Center/Stadium/Jump Stretch Buildings.

Secretaries:

Elementary	Two ten month,
Middle School	Two ten month
High School	Two ten month, One twelve
Special Services	Two ten month
Board office	One secretary for Student Activity accounts for middle school and elementary school
St. Nicholas	One Ten Month

Cafeteria Techs:

Cafeteria Manager	One
Elementary School	Head Cook, Three techs, One 2.5 hr.
Middle school	Head cook, Two techs
High school	Head cook, Two Techs

Paraprofessionals: 23 total district paraprofessionals

Bus Drivers Eight

Health Professional Two Part Time

OAPSE SALARY SCHEDULE PROVISIONS

CAFETERIA MANAGER, HEAD COOKS, TECHNICIANS

(1) a. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act (“ACA”). Unless the ACA or applicable law requires otherwise, Employees who work 1650 hours or more shall be provided partially paid single or family hospitalization coverage, employee spouse, employee child, major medical, prescription drug, dental and vision insurance. Employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year shall be provided partially paid single hospitalization coverage, major medical, prescription drug, dental and vision insurance.

b. Higher Classification Pay:

When a regular employee temporarily replaces employee who has a higher wage classification, such regular employee shall receive the rate of pay of the higher classification based on the rate of the employee replaced, or his/her own rate, whichever is higher, until such time as the regular employee returns. The new rate shall begin **after five days and will be paid retroactive from day 1.**

- (2) Longevity an additional \$.15 cents per hour at beginning of 13 years of service.
- (3) Breakfast Program shall be paid at two (2) hours per day at the employee’s regular rate of pay.
- (4) Cafeteria Manager Stipend: = \$400
- (5) Cafeteria Manager & Head Cook stipend: = \$. 1.00
- (6) Additional step at year 20 (\$.25 cents above the previous step) effective on March 30, 1999.
- (7) Life insurance is provided in the amount of \$20,000 face value of policy or amount in the salary schedule, whichever is higher.

CAFETERIA TECHNICIAN – Additional notes

(8) That the total hours applied to said position is:

	2 hrs.-2.5 hrs.-4.0 hrs.-5.0 hrs.-6.0 hrs.
185 school days	-----
where applicable	366 hrs-462.5 hrs.-732 hrs-915 hrs-1,098 hrs
9 paid holidays	22 hrs-22.5 hrs-44 hrs-55 hrs-66 hrs
194 Total Days	-----
Total Hours	388 hrs-485 hrs-776 hrs-970 hrs-1,164 hrs

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Cafeteria Manager

Daily - Basis 213 Days

Hourly - Basis 1672 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.85	\$ 21,485
2	\$ 13.06	\$ 21,836
3	\$ 13.30	\$ 22,238
4	\$ 13.53	\$ 22,622
5	\$ 13.80	\$ 23,074
6	\$ 13.97	\$ 23,358
7	\$ 14.26	\$ 23,843
8	\$ 14.55	\$ 24,328
9	\$ 14.83	\$ 24,796
Longevity (13)	\$ 14.99	\$ 25,063
20	\$ 15.24	\$ 25,481

Classification : Cafeteria Manager

Year 2015 - 2016

Daily - Basis 213 Days

Hourly - Basis 1672 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 13.10	\$ 21,903
2	\$ 13.31	\$ 22,254
3	\$ 13.56	\$ 22,672
4	\$ 13.79	\$ 23,057
5	\$ 14.07	\$ 23,525
6	\$ 14.24	\$ 23,809
7	\$ 14.54	\$ 24,311
8	\$ 14.83	\$ 24,796
9	\$ 15.12	\$ 25,281
Longevity (13)	\$ 15.28	\$ 25,548
20	\$ 15.54	\$ 25,983

Classification : Cafeteria Manager

Year 2016 - 2017

Daily - Basis 213 Days

Hourly - Basis 1672 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 13.36	\$ 22,338
2	\$ 13.57	\$ 22,689
3	\$ 13.82	\$ 23,107
4	\$ 14.06	\$ 23,508
5	\$ 14.34	\$ 23,976
6	\$ 14.52	\$ 24,277
7	\$ 14.82	\$ 24,779
8	\$ 15.12	\$ 25,281
9	\$ 15.41	\$ 25,766
Longevity (13)	\$ 15.58	\$ 26,050
20	\$ 15.84	\$ 26,484

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Café Tech 5

Daily - Basis 194 Days
 Hourly - Basis 970 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.45	\$ 12,077
2	\$ 12.61	\$ 12,232
3	\$ 12.89	\$ 12,503
4	\$ 13.12	\$ 12,726
5	\$ 13.36	\$ 12,959
6	\$ 13.63	\$ 13,221
7	\$ 13.85	\$ 13,435
8	\$ 14.12	\$ 13,696
9	\$ 14.32	\$ 13,890
Longevity (13)	\$ 14.47	\$ 14,036
20	\$ 14.73	\$ 14,288

Classification : Café Tech 5

Year 2015 - 2016

Daily - Basis 194 Days
 Hourly - Basis 970 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.69	\$ 12,309
2	\$ 12.86	\$ 12,474
3	\$ 13.14	\$ 12,746
4	\$ 13.38	\$ 12,979
5	\$ 13.62	\$ 13,211
6	\$ 13.90	\$ 13,483
7	\$ 14.12	\$ 13,696
8	\$ 14.40	\$ 13,968
9	\$ 14.60	\$ 14,162
Longevity (13)	\$ 14.75	\$ 14,308
20	\$ 15.02	\$ 14,569

Classification : Café Tech 5

Year 2016 - 2017

Daily - Basis 194 Days
 Hourly - Basis 970 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.94	\$ 12,552
2	\$ 13.11	\$ 12,717
3	\$ 13.40	\$ 12,998
4	\$ 13.64	\$ 13,231
5	\$ 13.89	\$ 13,473
6	\$ 14.17	\$ 13,745
7	\$ 14.40	\$ 13,968
8	\$ 14.68	\$ 14,240
9	\$ 14.88	\$ 14,434
Longevity (13)	\$ 15.04	\$ 14,589
20	\$ 15.31	\$ 14,851

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Café Tech 4

Daily - Basis 194 Days

Hourly - Basis 776 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.45	\$ 9,661
2	\$ 12.61	\$ 9,785
3	\$ 12.90	\$ 10,010
4	\$ 13.12	\$ 10,181
5	\$ 13.36	\$ 10,367
6	\$ 13.63	\$ 10,577
7	\$ 13.85	\$ 10,748
8	\$ 14.12	\$ 10,957
9	\$ 14.32	\$ 11,112
Longevity (13)	\$ 14.47	\$ 11,229
20	\$ 14.73	\$ 11,430

Classification : Café Tech 4

Year 2015 - 2016

Daily - Basis 194 Days

Hourly - Basis 776 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.69	\$ 9,847
2	\$ 12.86	\$ 9,979
3	\$ 13.14	\$ 10,197
4	\$ 13.38	\$ 10,383
5	\$ 13.62	\$ 10,569
6	\$ 13.90	\$ 10,786
7	\$ 14.12	\$ 10,957
8	\$ 14.40	\$ 11,174
9	\$ 14.60	\$ 11,330
Longevity (13)	\$ 14.75	\$ 11,446
20	\$ 15.02	\$ 11,656

Classification : Café Tech 4

Year 2016 - 2017

Daily - Basis 194 Days

Hourly - Basis 776 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.94	\$ 10,041
2	\$ 13.11	\$ 10,173
3	\$ 13.40	\$ 10,398
4	\$ 13.64	\$ 10,585
5	\$ 13.89	\$ 10,779
6	\$ 14.17	\$ 10,996
7	\$ 14.40	\$ 11,174
8	\$ 14.68	\$ 11,392
9	\$ 14.88	\$ 11,547
Longevity (13)	\$ 15.04	\$ 11,671
20	\$ 15.31	\$ 11,881

Struthers City School District
Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Café Tech 2.5

Daily - Basis 194 Days

Hourly - Basis 485 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.45	\$ 6,038
2	\$ 12.61	\$ 6,116
3	\$ 12.89	\$ 6,252
4	\$ 13.12	\$ 6,363
5	\$ 13.36	\$ 6,480
6	\$ 13.63	\$ 6,611
7	\$ 13.85	\$ 6,717
8	\$ 14.12	\$ 6,848
9	\$ 14.32	\$ 6,945
Longevity (13)	\$ 14.47	\$ 7,018
20	\$ 14.73	\$ 7,144

Classification : Café Tech 2.5

Year 2015 - 2016

Daily - Basis 194 Days

Hourly - Basis 485 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.69	\$ 6,155
2	\$ 12.86	\$ 6,237
3	\$ 13.14	\$ 6,373
4	\$ 13.38	\$ 6,489
5	\$ 13.62	\$ 6,606
6	\$ 13.90	\$ 6,742
7	\$ 14.12	\$ 6,848
8	\$ 14.40	\$ 6,984
9	\$ 14.60	\$ 7,081
Longevity (13)	\$ 14.75	\$ 7,154
20	\$ 15.02	\$ 7,285

Classification : Café Tech 2.5

Year 2016 - 2017

Daily - Basis 194 Days

Hourly - Basis 485 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.94	\$ 6,276
2	\$ 13.11	\$ 6,358
3	\$ 13.40	\$ 6,499
4	\$ 13.64	\$ 6,615
5	\$ 13.89	\$ 6,737
6	\$ 14.17	\$ 6,872
7	\$ 14.40	\$ 6,984
{01586761 - 1}	\$ 14.68	\$ 7,120
9	\$ 14.88	\$ 7,217
Longevity (13)	\$ 15.04	\$ 7,294
20	\$ 15.31	\$ 7,425

PREVENTATIVE MAINTENANCE

- (9) The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, No hospitalization is to be provided for Preventative Maintenance.
- (10) No longevity is to be provided for Preventative Maintenance.
- (11) Additional step at year 20 (\$.25 cents above the previous step) effective on March 30, 1999.

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Preventative Maintenance
 Daily - Basis 220 Days
 Hourly - Basis 440 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 17.10	\$ 7,524
2	\$ 17.55	\$ 7,722
3	\$ 18.00	\$ 7,920
4	\$ 18.46	\$ 8,122
5	\$ 18.92	\$ 8,325
6	\$ 19.37	\$ 8,523
7	\$ 19.69	\$ 8,664
8	\$ 20.02	\$ 8,809
9	\$ 20.32	\$ 8,941
Longevity (13)	\$ 20.47	\$ 9,007
20	\$ 20.73	\$ 9,121

Classification : Preventative Maintenance Year 2015 - 2016
 Daily - Basis 220 Days
 Hourly - Basis 440 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 17.43	\$ 7,669
2	\$ 17.89	\$ 7,872
3	\$ 18.35	\$ 8,074
4	\$ 18.82	\$ 8,281
5	\$ 19.29	\$ 8,488
6	\$ 19.75	\$ 8,690
7	\$ 20.07	\$ 8,831
8	\$ 20.41	\$ 8,980
9	\$ 20.72	\$ 9,117
Longevity (13)	\$ 20.87	\$ 9,183
20	\$ 21.13	\$ 9,297

Classification : Preventative Maintenance Year 2016 - 2017
 Daily - Basis 220 Days
 Hourly - Basis 440 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 17.77	\$ 7,819
2	\$ 18.24	\$ 8,026
3	\$ 18.71	\$ 8,232
4	\$ 19.19	\$ 8,444
5	\$ 19.67	\$ 8,655
6	\$ 20.14	\$ 8,862
7	\$ 20.46	\$ 9,002
{01586761 - 1}	\$ 20.81	\$ 9,156
9	\$ 21.12	\$ 9,293
Longevity (13)	\$ 21.28	\$ 9,363
20	\$ 21.54	\$ 9,478

**TRANSPORTATION SCHEDULER/BUS DRIVER AND SUBSTITUTE CALLER
FOR CUSTODIANS AND JAN TECH'S**

1. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, No hospitalization is to be provided for Transportation Scheduler or Substitute Caller for Custodians and Jan Tech's.
2. No longevity is to be provided for Transportation Scheduler or Substitute Caller for Custodians and Jan Tech's.
3. Paid a fixed amount \$4,000 a year.

BUS DRIVERS

1. Part-time drivers will be prorated.
2. Educational, athletic, and band trips will be paid as follows:
Saturday - \$15.00 hour. Sunday & Holidays: 1 ½ time and per hour.
3. Educational, athletic, and band trips will be reimbursed at the rate of:

	<u>Trip Base</u>	
	Sub Bus Drivers	Regular Bus Drivers
2014-2015	\$12.71	\$13.28
2015-2016	\$12.96	\$13.54
2016-2017	\$13.21	\$13.81
4. Trips where the actual driving time is 8 hours – 2 drivers will be assigned.
5. Drivers will comply with attached policy procedures for bus drivers (14.04)
6. Salary is based on 182 actual days plus 9 paid holidays.
7. Longevity an additional \$.15 per hour at beginning of 13 years of service.
8. **Additional \$.15 per hour at beginning of 5 years of service.**
9. Additional step at year 20 (\$.25 cents above the previous steps
10. **Bus driver stipend equals \$.40**

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Bus Driver

Daily - Basis 191 Days

Hourly - Basis 764 Hours

Steps		Rate Per Hr	Contract Amount
Regular	Trip Rate	\$ 13.28	
Sub	Trip Rate	\$ 12.71	
Minimum	Trip Reg	\$ 13.28	\$ 39.84
3 Hours	Trip Sub	\$ 12.71	\$ 38.13
	1	\$ 16.80	\$ 12,835
	5	\$ 17.00	\$ 12,988
	Longevity (13)	\$ 17.15	\$ 13,103
	20	\$ 17.40	\$ 13,294

Classification : Bus Driver

Year 2015 - 2016

Daily - Basis 191 Days

Hourly - Basis 764 Hours

Steps		Rate Per Hr	Contract Amount
Regular	Trip Rate	\$ 13.54	
Sub	Trip Rate	\$ 12.96	
Minimum	Trip Reg	\$ 13.54	\$ 40.62
3 Hours	Trip Sub	\$ 12.96	\$ 38.88
	1	\$ 17.13	\$ 13,087
	5	\$ 17.28	\$ 13,202
	Longevity (13)	\$ 17.43	\$ 13,317
	20	\$ 17.68	\$ 13,508

Classification : Bus Driver

Year 2016 - 2017

Daily - Basis 191 Days

Hourly - Basis 764 Hours

Steps		Rate Per Hr	Contract Amount
Regular	Trip Rate	\$ 13.80	
Sub	Trip Rate	\$ 13.21	
Minimum	Trip Reg	\$ 13.80	\$ 41.40
3 Hours	Trip Sub	\$ 13.21	\$ 39.63
(01586761 - 1)	1	\$ 17.46	\$ 13,339
	5	\$ 17.61	\$ 13,454
	Longevity (13)	\$ 17.76	\$ 13,569
	20	\$ 18.01	\$ 13,760

CUSTODIAL STAFF

1. Custodians in charge of elementary, middle school, manor and high school shall receive the stipend Bldg Head Custodian \$1,800
2. The rate of pay for call out for other building custodians shall be 2 hours for Sonitrol calls in their respective buildings.
3. **When a building is not coded in or out due to neglect by school personnel, (teachers, staff, coaches, administrators, etc...) and management agrees to the 2-hour call out employee will be paid to head custodians at time and one half (1 ½) rate. For this clause, employee receives no payment for the first 3 occurrences per month per facility (Elem, Middle, HS, and Wellness).**
4. **Whenever the head custodian is off on any paid absence, one (1) hour per day will be offered to regular custodians, by overtime rotation, to inspect building(s) over the weekend.**
5. Shift differential for 3-11 shift shall be \$.30 per hour.
6. Longevity an additional \$.15 per hour at beginning of 13 years of service.
7. Additional step at year 20 (\$.25 cents above the previous step) effective on March 30, 1999.
8. **Head custodian stipend equals \$.65**
9. A supplemental work stipend will be paid to any one classified employee who holds and maintains the following certifications:

- * Asbestos Abatement Contractor Supervisor Certificate
- * Asbestos Abatement Worker Certificate
- * Pesticide Commercial Applicator Certificate
- * Tow Motor Operator Certificate
- * Boiler Operator Certificate

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Custodian

Daily - Basis

260 Days

Hourly - Basis

2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.22	\$ 31,658
2	\$ 15.55	\$ 32,344
3	\$ 15.86	\$ 32,989
4	\$ 16.19	\$ 33,675
5	\$ 16.53	\$ 34,382
6	\$ 16.91	\$ 35,173
7	\$ 17.32	\$ 36,026
8	\$ 17.74	\$ 36,899
9	\$ 18.20	\$ 37,856
Longevity (13)	\$ 18.35	\$ 38,168
20	\$ 18.61	\$ 38,709

Classification : Custodian

Year 2015 - 2016

Daily - Basis

260 Days

Hourly - Basis

2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.52	\$ 32,282
2	\$ 15.85	\$ 32,968
3	\$ 16.17	\$ 33,634
4	\$ 16.51	\$ 34,341
5	\$ 16.85	\$ 35,048
6	\$ 17.24	\$ 35,859
7	\$ 17.66	\$ 36,733
8	\$ 18.09	\$ 37,627
9	\$ 18.55	\$ 38,584
Longevity (13)	\$ 18.71	\$ 38,917
20	\$ 18.97	\$ 39,458

Classification : Custodian

Year 2016 - 2017

Daily - Basis

260 Days

Hourly - Basis

2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.82	\$ 32,906
2	\$ 16.16	\$ 33,613
3	\$ 16.49	\$ 34,299
4	\$ 16.83	\$ 35,006
5	\$ 17.18	\$ 35,734
6	\$ 17.58	\$ 36,566
7	\$ 18.00	\$ 37,440
{01586761 - 1}	\$ 18.44	\$ 38,355
9	\$ 18.91	\$ 39,333
Longevity (13)	\$ 19.07	\$ 39,666
20	\$ 19.34	\$ 40,227

JANITORIAL TECHNICIAN

1. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, employees who work 1650 hours or more shall be provided partially paid single or family hospitalization coverage, major medical, prescription drug, dental and vision insurance. Employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year shall be provided partially paid single hospitalization coverage, major medical, prescription drug, dental and vision insurance.
2. Actual work days will be scheduled by the Superintendent to fit the school calendar. (PER AGREEMENT)
3. Per Article 14.03 of the Agreement: In the event that a day turn janitorial technician reports off the night before the day off, the afternoon and/or evening the building janitorial technician shall have the option of working day turn. When a day turn janitorial technician calls off in the morning of the day off, a substitute may be used. Seniority within the building will prevail for filling vacancies in that building.
4. Longevity an additional \$.15 cents per hour at beginning of 13 years of service.
5. Additional step at year 20 (\$.25 cents above the previous step) effective on March 30, 1999.
6. Life insurance is provided in the amount of \$20,000 face value of policy or amount in the salary schedule, whichever is higher.
7. **Afternoon Janitorial Technician = \$0.20 cents excluding summer and day shift.**
8. **Janitorial Technician will receive \$15.00 stipend to fill in for an absent technician when no acceptable substitute is available. A maximum of (2) technicians will receive this stipend but, only if deemed necessary by superintendent or scheduler.**

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Janitorial Technician 7hr

Daily - Basis 214 Days

Hourly - Basis 1498 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.45	\$ 18,650
2	\$ 12.68	\$ 18,995
3	\$ 12.89	\$ 19,309
4	\$ 13.11	\$ 19,639
5	\$ 13.36	\$ 20,013
6	\$ 13.63	\$ 20,418
7	\$ 13.85	\$ 20,747
8	\$ 14.12	\$ 21,152
9	\$ 14.32	\$ 21,451
Longevity (13)	\$ 14.47	\$ 21,676
20	\$ 14.73	\$ 22,066

Classification : Janitorial Technician 7hr Year 2015 - 2016

Daily - Basis 214 Days

Hourly - Basis 1498 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.69	\$ 19,010
2	\$ 12.93	\$ 19,369
3	\$ 13.14	\$ 19,684
4	\$ 13.37	\$ 20,028
5	\$ 13.62	\$ 20,403
6	\$ 13.90	\$ 20,822
7	\$ 14.12	\$ 21,152
8	\$ 14.40	\$ 21,571
9	\$ 14.60	\$ 21,871
Longevity (13)	\$ 14.75	\$ 22,096
20	\$ 15.02	\$ 22,500

Classification : Janitorial Technician 7hr Year 2016 - 2017

Daily - Basis 214 Days

Hourly - Basis 1498 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.94	\$ 19,384
2	\$ 13.18	\$ 19,744
3	\$ 13.40	\$ 20,073
4	\$ 13.63	\$ 20,418
5	\$ 13.89	\$ 20,807
6	\$ 14.17	\$ 21,227
7	\$ 14.40	\$ 21,571
{01586761 - 1}	\$ 14.68	\$ 21,991
9	\$ 14.88	\$ 22,290
Longevity (13)	\$ 15.04	\$ 22,530
20	\$ 15.31	\$ 22,934

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Janitorial Technician 3hr

Daily - Basis 214 Days

Hourly - Basis 642 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.45	\$ 7,993
2	\$ 12.68	\$ 8,141
3	\$ 12.89	\$ 8,275
4	\$ 13.11	\$ 8,417
5	\$ 13.36	\$ 8,577
6	\$ 13.63	\$ 8,750
7	\$ 13.85	\$ 8,892
8	\$ 14.12	\$ 9,065
9	\$ 14.32	\$ 9,193
Longevity (13)	\$ 14.47	\$ 9,290
20	\$ 14.73	\$ 9,457

Classification : Janitorial Technician 3hr Year 2015 - 2016

Daily - Basis 214 Days

Hourly - Basis 642 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.69	\$ 8,147
2	\$ 12.93	\$ 8,301
3	\$ 13.14	\$ 8,436
4	\$ 13.37	\$ 8,584
5	\$ 13.62	\$ 8,744
6	\$ 13.90	\$ 8,924
7	\$ 14.12	\$ 9,065
8	\$ 14.40	\$ 9,245
9	\$ 14.60	\$ 9,373
Longevity (13)	\$ 14.75	\$ 9,470
20	\$ 15.02	\$ 9,643

Classification : Janitorial Technician 3hr Year 2016 - 2017

Daily - Basis 214 Days

Hourly - Basis 642 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 12.94	\$ 8,307
2	\$ 13.18	\$ 8,462
3	\$ 13.40	\$ 8,603
4	\$ 13.63	\$ 8,750
5	\$ 13.89	\$ 8,917
6	\$ 14.17	\$ 9,097
7	\$ 14.40	\$ 9,245
{01586761 - 1} 8	\$ 14.68	\$ 9,425
9	\$ 14.88	\$ 9,553
Longevity (13)	\$ 15.04	\$ 9,656
20	\$ 15.31	\$ 9,829

SECRETARY

1. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, employees who work 1650 hours or more shall be provided partially paid single or family hospitalization coverage, major medical, prescription drug, dental and vision insurance. Employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year shall be provided partially paid single hospitalization coverage, major medical, prescription drug, dental and vision insurance.
2. Life insurance is provided in the amount of \$20,000 face value of policy or amount in the salary schedule, whichever is higher.
3. Longevity an additional \$.15 cents per hour at beginning of 13 years of service.
4. Additional step at year 20 (\$.25 cents above the previous step) effective on March 30, 1999.
5. **Secretary stipend = \$0.23**

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Secretary SHS/SMS

Daily - Basis 260 Days

Hourly - Basis 2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 14.92	\$ 31,034
2	\$ 15.20	\$ 31,616
3	\$ 15.52	\$ 32,282
4	\$ 15.80	\$ 32,864
5	\$ 16.09	\$ 33,467
6	\$ 16.38	\$ 34,070
7	\$ 16.65	\$ 34,632
8	\$ 16.97	\$ 35,298
9	\$ 17.29	\$ 35,963
Longevity (13)	\$ 17.45	\$ 36,296
20	\$ 17.70	\$ 36,816

Classification : Secretary SHS/SMS

Year 2015 - 2016

Daily - Basis 260 Days

Hourly - Basis 2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.21	\$ 31,637
2	\$ 15.50	\$ 32,240
3	\$ 15.82	\$ 32,906
4	\$ 16.11	\$ 33,509
5	\$ 16.40	\$ 34,112
6	\$ 16.70	\$ 34,736
7	\$ 16.97	\$ 35,298
8	\$ 17.30	\$ 35,984
9	\$ 17.63	\$ 36,670
Longevity (13)	\$ 17.79	\$ 37,003
20	\$ 18.05	\$ 37,544

Classification : Secretary SHS/SMS

Year 2016 - 2017

Daily - Basis 260 Days

Hourly - Basis 2080 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.51	\$ 32,261
2	\$ 15.80	\$ 32,864
3	\$ 16.13	\$ 33,550
4	\$ 16.42	\$ 34,154
5	\$ 16.72	\$ 34,778
6	\$ 17.03	\$ 35,422
7	\$ 17.30	\$ 35,984
{01586761 - 1}	\$ 17.64	\$ 36,691
9	\$ 17.97	\$ 37,378
Longevity (13)	\$ 18.14	\$ 37,731
20	\$ 18.40	\$ 38,272

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Secretary

Daily - Basis 220 Days

Hourly - Basis 1760 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 14.92	\$ 26,259
2	\$ 15.20	\$ 26,752
3	\$ 15.52	\$ 27,315
4	\$ 15.80	\$ 27,808
5	\$ 16.09	\$ 28,318
6	\$ 16.38	\$ 28,829
7	\$ 16.65	\$ 29,304
8	\$ 16.97	\$ 29,867
9	\$ 17.29	\$ 30,430
Longevity (13)	\$ 17.45	\$ 30,712
20	\$ 17.70	\$ 31,152

Classification : Secretary

Year 2015 - 2016

Daily - Basis 220 Days

Hourly - Basis 1760 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.21	\$ 26,770
2	\$ 15.50	\$ 27,280
3	\$ 15.82	\$ 27,843
4	\$ 16.11	\$ 28,354
5	\$ 16.40	\$ 28,864
6	\$ 16.70	\$ 29,392
7	\$ 16.97	\$ 29,867
8	\$ 17.30	\$ 30,448
9	\$ 17.63	\$ 31,029
Longevity (13)	\$ 17.79	\$ 31,310
20	\$ 18.05	\$ 31,768

Classification : Secretary

Year 2016 - 2017

Daily - Basis 220 Days

Hourly - Basis 1760 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 15.51	\$ 27,298
2	\$ 15.80	\$ 27,808
3	\$ 16.13	\$ 28,389
4	\$ 16.42	\$ 28,899
5	\$ 16.72	\$ 29,427
6	\$ 17.03	\$ 29,973
7	\$ 17.30	\$ 30,448
(01586761 - 1)	\$ 17.64	\$ 31,046
9	\$ 17.97	\$ 31,627
Longevity (13)	\$ 18.14	\$ 31,926
20	\$ 18.40	\$ 32,384

PARAPROFESSIONAL

1. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, employees who work 1650 hours or more shall be provided partially paid single or family hospitalization coverage, major medical, prescription drug, dental and vision insurance. Employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year shall be provided partially paid single hospitalization coverage, major medical, prescription drug, dental and vision insurance.
2. Life insurance is provided in the amount of \$20,000 face value of policy or amount in the salary schedule, whichever is higher.
3. Longevity an additional \$.15 cents per hour at beginning of 13 years of service.
4. Additional step at year 20 (\$.25 cents above the previous step)
5. When one-on-one paraprofessionals are not assigned to their student, the building administrator will make every effort to utilize them within their classification only.
6. **Paraprofessional stipend = \$0.255**

1128 hours personnel will work 179 days plus 9 holidays. They will be scheduled 6.5 hours per day, .5 hour is unpaid lunch.

940 hour personnel will work 179 clays plus 9 holidays. They will be scheduled 5.5 hours per day, .5 hour is unpaid lunch.

1203 Hours will work 179 days plus 9 holidays. They will be scheduled 6.9 hours per day, .5 hour is unpaid lunch.

1222 Hours will work 179 days plus 9 holidays. They will be scheduled 7 hours per day, 3 hour is unpaid lunch.

1295 Hours will work 179 days plus 9 holidays. They will be scheduled 7.39 hours per day, .5 hour is unpaid lunch.

1316 hours will work 179 days plus 9 holidays. They will be scheduled 7.5 hours per day, .5 is unpaid lunch.

1760 hours will work 220 days plus 9 holidays.

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Print and Resource 8				.5 paid lunch
Daily - Basis		220 Days	8 hr	
Hourly - Basis		1760 Hours		
Steps	Rate Per Hr	Contract Amount		
1	\$ 10.13	\$ 17,829		
2	\$ 10.24	\$ 18,022		
3	\$ 10.34	\$ 18,198		
4	\$ 10.42	\$ 18,339		
5	\$ 10.53	\$ 18,533		
6	\$ 10.66	\$ 18,762		
7	\$ 10.74	\$ 18,902		
8	\$ 10.83	\$ 19,061		
9	\$ 10.95	\$ 19,272		
Longevity (13)	\$ 11.10	\$ 19,536		
20	\$ 11.36	\$ 19,994		

Classification : Print and Resource 8		Year 2015 - 2016		
Daily - Basis		220 Days	.5 paid lunch	
Hourly - Basis		1760 Hours	8 hr	
Steps	Rate Per Hr	Contract Amount		
1	\$ 10.33	\$ 18,181		
2	\$ 10.44	\$ 18,374		
3	\$ 10.54	\$ 18,550		
4	\$ 10.62	\$ 18,691		
5	\$ 10.74	\$ 18,902		
6	\$ 10.87	\$ 19,131		
7	\$ 10.95	\$ 19,272		
8	\$ 11.04	\$ 19,430		
9	\$ 11.16	\$ 19,642		
Longevity (13)	\$ 11.32	\$ 19,923		
20	\$ 11.58	\$ 20,381		

Classification : Print and Resource 8		Year 2016 - 2017		
Daily - Basis		220 Days	.5 paid lunch	
Hourly - Basis		1760 Hours	8 hr	
Steps	Rate Per Hr	Contract Amount		
1	\$ 10.53	\$ 18,533		
2	\$ 10.64	\$ 18,726		
3	\$ 10.75	\$ 18,920		
4	\$ 10.83	\$ 19,061		
5	\$ 10.95	\$ 19,272		
6	\$ 11.08	\$ 19,501		
7	\$ 11.16	\$ 19,642		
{01586761 - 1}	\$ 11.26	\$ 19,818		
9	\$ 11.38	\$ 20,029		
Longevity (13)	\$ 11.54	\$ 20,310		
20	\$ 11.81	\$ 20,786		

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 7.5 .5 unpaid lunch
 Daily - Basis 188 Days 7 hr
 Hourly - Basis 1316 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 13,331
2	\$ 10.24	\$ 13,476
3	\$ 10.34	\$ 13,607
4	\$ 10.42	\$ 13,713
5	\$ 10.53	\$ 13,857
6	\$ 10.66	\$ 14,029
7	\$ 10.74	\$ 14,134
8	\$ 10.83	\$ 14,252
9	\$ 10.95	\$ 14,410
Longevity (13)	\$ 11.10	\$ 14,608
20	\$ 11.36	\$ 14,950

Classification : Paraprofessional 7.5 Year 2015 - 2016
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1316 Hours 7 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 13,594
2	\$ 10.44	\$ 13,739
3	\$ 10.54	\$ 13,871
4	\$ 10.62	\$ 13,976
5	\$ 10.74	\$ 14,134
6	\$ 10.87	\$ 14,305
7	\$ 10.95	\$ 14,410
8	\$ 11.04	\$ 14,529
9	\$ 11.16	\$ 14,687
Longevity (13)	\$ 11.32	\$ 14,897
20	\$ 11.58	\$ 15,239

Classification : Paraprofessional 7.5 Year 2016 - 2017
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1316 Hours 7 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 13,857
2	\$ 10.64	\$ 14,002
3	\$ 10.75	\$ 14,147
4	\$ 10.83	\$ 14,252
5	\$ 10.95	\$ 14,410
6	\$ 11.08	\$ 14,581
7	\$ 11.16	\$ 14,687
(01586761 - 1) 8	\$ 11.26	\$ 14,818
9	\$ 11.38	\$ 14,976
Longevity (13)	\$ 11.54	\$ 15,187
20	\$ 11.81	\$ 15,542

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Paraprofessional 7.39 .5 unpaid lunch
Daily - Basis 188 Days 6.89 hr
Hourly - Basis 1295 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 13,118
2	\$ 10.24	\$ 13,261
3	\$ 10.34	\$ 13,390
4	\$ 10.42	\$ 13,494
5	\$ 10.53	\$ 13,636
6	\$ 10.66	\$ 13,805
7	\$ 10.74	\$ 13,908
8	\$ 10.83	\$ 14,025
9	\$ 10.95	\$ 14,180
Longevity (13)	\$ 11.10	\$ 14,375
20	\$ 11.36	\$ 14,711

Classification : Paraprofessional 7.39 Year 2015 - 2016
Daily - Basis 188 Days .5 unpaid lunch
Hourly - Basis 1295 Hours 6.89 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 13,377
2	\$ 10.44	\$ 13,520
3	\$ 10.54	\$ 13,649
4	\$ 10.62	\$ 13,753
5	\$ 10.74	\$ 13,908
6	\$ 10.87	\$ 14,077
7	\$ 10.95	\$ 14,180
8	\$ 11.04	\$ 14,297
9	\$ 11.16	\$ 14,452
Longevity (13)	\$ 11.32	\$ 14,659
20	\$ 11.58	\$ 14,996

Classification : Paraprofessional 7.39 Year 2016 - 2017
Daily - Basis 188 Days .5 unpaid lunch
Hourly - Basis 1295 Hours 6.89 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 13,636
2	\$ 10.64	\$ 13,779
3	\$ 10.75	\$ 13,921
4	\$ 10.83	\$ 14,025
5	\$ 10.95	\$ 14,180
6	\$ 11.08	\$ 14,349
7	\$ 11.16	\$ 14,452
(01586761 - 1)	\$ 11.26	\$ 14,582
9	\$ 11.38	\$ 14,737
Longevity (13)	\$ 11.54	\$ 14,944
20	\$ 11.81	\$ 15,294

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Paraprofessional 7
Daily - Basis 188 Days .5 unpaid lunch
Hourly - Basis 1222 Hours 6.5 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 12,379
2	\$ 10.24	\$ 12,513
3	\$ 10.34	\$ 12,635
4	\$ 10.42	\$ 12,733
5	\$ 10.53	\$ 12,868
6	\$ 10.66	\$ 13,027
7	\$ 10.74	\$ 13,124
8	\$ 10.83	\$ 13,234
9	\$ 10.95	\$ 13,381
Longevity (13)	\$ 11.10	\$ 13,564
20	\$ 11.36	\$ 13,882

Classification : Paraprofessional 7
Daily - Basis 188 Days .5 unpaid lunch
Hourly - Basis 1222 Hours 6.5 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 12,623
2	\$ 10.44	\$ 12,758
3	\$ 10.54	\$ 12,880
4	\$ 10.62	\$ 12,978
5	\$ 10.74	\$ 13,124
6	\$ 10.87	\$ 13,283
7	\$ 10.95	\$ 13,381
8	\$ 11.04	\$ 13,491
9	\$ 11.16	\$ 13,638
Longevity (13)	\$ 11.32	\$ 13,833
20	\$ 11.58	\$ 14,151

Classification : Paraprofessional 7
Daily - Basis 188 Days .5 unpaid lunch
Hourly - Basis 1222 Hours 6.5 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 12,868
2	\$ 10.64	\$ 13,002
3	\$ 10.75	\$ 13,137
4	\$ 10.83	\$ 13,234
5	\$ 10.95	\$ 13,381
6	\$ 11.08	\$ 13,540
7	\$ 11.16	\$ 13,638
{01586761 - 1}	\$ 11.26	\$ 13,760
9	\$ 11.38	\$ 13,906
Longevity (13)	\$ 11.54	\$ 14,102
20	\$ 11.81	\$ 14,432

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 6.9 .5 unpaid lunch
 Daily - Basis 188 Days 6.4 hr
 Hourly - Basis 1203 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 12,186
2	\$ 10.24	\$ 12,319
3	\$ 10.34	\$ 12,439
4	\$ 10.42	\$ 12,535
5	\$ 10.53	\$ 12,668
6	\$ 10.66	\$ 12,824
7	\$ 10.74	\$ 12,920
8	\$ 10.83	\$ 13,028
9	\$ 10.95	\$ 13,173
Longevity (13)	\$ 11.10	\$ 13,353
20	\$ 11.36	\$ 13,666

Classification : Paraprofessional 6.9 Year 2015 - 2016
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1203 Hours 6.4 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 12,427
2	\$ 10.44	\$ 12,559
3	\$ 10.54	\$ 12,680
4	\$ 10.62	\$ 12,776
5	\$ 10.74	\$ 12,920
6	\$ 10.87	\$ 13,077
7	\$ 10.95	\$ 13,173
8	\$ 11.04	\$ 13,281
9	\$ 11.16	\$ 13,425
Longevity (13)	\$ 11.32	\$ 13,618
20	\$ 11.58	\$ 13,931

Classification : Paraprofessional 6.9 Year 2016 - 2017
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1203 Hours 6.4 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 12,668
2	\$ 10.64	\$ 12,800
3	\$ 10.75	\$ 12,932
4	\$ 10.83	\$ 13,028
5	\$ 10.95	\$ 13,173
6	\$ 11.08	\$ 13,329
7	\$ 11.16	\$ 13,425
{01586761 - 1}	\$ 11.26	\$ 13,546
9	\$ 11.38	\$ 13,690
Longevity (13)	\$ 11.54	\$ 13,883
20	\$ 11.81	\$ 14,207

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 6.5
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1128 Hours 6 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 11,427
2	\$ 10.24	\$ 11,551
3	\$ 10.34	\$ 11,664
4	\$ 10.42	\$ 11,754
5	\$ 10.53	\$ 11,878
6	\$ 10.66	\$ 12,024
7	\$ 10.74	\$ 12,115
8	\$ 10.83	\$ 12,216
9	\$ 10.95	\$ 12,352
Longevity (13)	\$ 11.10	\$ 12,521
20	\$ 11.36	\$ 12,814

Classification : Paraprofessional 6.5
 Year 2015 - 2016
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1128 Hours 6 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 11,652
2	\$ 10.44	\$ 11,776
3	\$ 10.54	\$ 11,889
4	\$ 10.62	\$ 11,979
5	\$ 10.74	\$ 12,115
6	\$ 10.87	\$ 12,261
7	\$ 10.95	\$ 12,352
8	\$ 11.04	\$ 12,453
9	\$ 11.16	\$ 12,588
Longevity (13)	\$ 11.32	\$ 12,769
20	\$ 11.58	\$ 13,062

Classification : Paraprofessional 6.5
 Year 2016 - 2017
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 1128 Hours 6 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 11,878
2	\$ 10.64	\$ 12,002
3	\$ 10.75	\$ 12,126
4	\$ 10.83	\$ 12,216
5	\$ 10.95	\$ 12,352
6	\$ 11.08	\$ 12,498
7	\$ 11.16	\$ 12,588
{01586761 - 1}	\$ 11.26	\$ 12,701
9	\$ 11.38	\$ 12,837
Longevity (13)	\$ 11.54	\$ 13,017
20	\$ 11.81	\$ 13,322

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 5.5 .5 unpaid lunch
 Daily - Basis 188 Days 5 hr
 Hourly - Basis 940 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 9,522
2	\$ 10.24	\$ 9,626
3	\$ 10.34	\$ 9,720
4	\$ 10.42	\$ 9,795
5	\$ 10.53	\$ 9,898
6	\$ 10.66	\$ 10,020
7	\$ 10.74	\$ 10,096
8	\$ 10.83	\$ 10,180
9	\$ 10.95	\$ 10,293
Longevity (13)	\$ 11.10	\$ 10,434
20	\$ 11.36	\$ 10,678

Classification : Paraprofessional 5.5 Year 2015 - 2016
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 940 Hours 5 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 9,710
2	\$ 10.44	\$ 9,814
3	\$ 10.54	\$ 9,908
4	\$ 10.62	\$ 9,983
5	\$ 10.74	\$ 10,096
6	\$ 10.87	\$ 10,218
7	\$ 10.95	\$ 10,293
8	\$ 11.04	\$ 10,378
9	\$ 11.16	\$ 10,490
Longevity (13)	\$ 11.32	\$ 10,641
20	\$ 11.58	\$ 10,885

Classification : Paraprofessional 5.5 Year 2016 - 2017
 Daily - Basis 188 Days .5 unpaid lunch
 Hourly - Basis 940 Hours 5 hr

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 9,898
2	\$ 10.64	\$ 10,002
3	\$ 10.75	\$ 10,105
4	\$ 10.83	\$ 10,180
5	\$ 10.95	\$ 10,293
6	\$ 11.08	\$ 10,415
7	\$ 11.16	\$ 10,490
(01586761 - 1) 8	\$ 11.26	\$ 10,584
9	\$ 11.38	\$ 10,697
Longevity (13)	\$ 11.54	\$ 10,848
20	\$ 11.81	\$ 11,101

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 3

Daily - Basis

188 Days

3 hr

Hourly - Basis

564 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 5,713
2	\$ 10.24	\$ 5,775
3	\$ 10.34	\$ 5,832
4	\$ 10.42	\$ 5,877
5	\$ 10.53	\$ 5,939
6	\$ 10.66	\$ 6,012
7	\$ 10.74	\$ 6,057
8	\$ 10.83	\$ 6,108
9	\$ 10.95	\$ 6,176
Longevity (13)	\$ 11.10	\$ 6,260
20	\$ 11.36	\$ 6,407

Classification : Paraprofessional 3

Year 2015 - 2016

Daily - Basis

188 Days

3 hr

Hourly - Basis

564 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 5,826
2	\$ 10.44	\$ 5,888
3	\$ 10.54	\$ 5,945
4	\$ 10.62	\$ 5,990
5	\$ 10.74	\$ 6,057
6	\$ 10.87	\$ 6,131
7	\$ 10.95	\$ 6,176
8	\$ 11.04	\$ 6,227
9	\$ 11.16	\$ 6,294
Longevity (13)	\$ 11.32	\$ 6,384
20	\$ 11.58	\$ 6,531

Classification : Paraprofessional 3

Year 2016 - 2017

Daily - Basis

188 Days

3 hr

Hourly - Basis

564 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 5,939
2	\$ 10.64	\$ 6,001
3	\$ 10.75	\$ 6,063
4	\$ 10.83	\$ 6,108
5	\$ 10.95	\$ 6,176
6	\$ 11.08	\$ 6,249
7	\$ 11.16	\$ 6,294
{01586761 - 1}	\$ 11.26	\$ 6,351
9	\$ 11.38	\$ 6,418
Longevity (13)	\$ 11.54	\$ 6,509
20	\$ 11.81	\$ 6,661

Struthers City School District
Classified Employee Salary Schedule
Year 2014 - 2015

Classification : Paraprofessional 2.25

Daily - Basis 188 Days 2.25 hr

Hourly - Basis 423 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 4,285
2	\$ 10.24	\$ 4,332
3	\$ 10.34	\$ 4,374
4	\$ 10.42	\$ 4,408
5	\$ 10.53	\$ 4,454
6	\$ 10.66	\$ 4,509
7	\$ 10.74	\$ 4,543
8	\$ 10.83	\$ 4,581
9	\$ 10.95	\$ 4,632
Longevity (13)	\$ 11.10	\$ 4,695
20	\$ 11.36	\$ 4,805

Classification : Paraprofessional 2.25

Year 2015 - 2016

Daily - Basis 188 Days 2.25 hr

Hourly - Basis 423 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 4,370
2	\$ 10.44	\$ 4,416
3	\$ 10.54	\$ 4,458
4	\$ 10.62	\$ 4,492
5	\$ 10.74	\$ 4,543
6	\$ 10.87	\$ 4,598
7	\$ 10.95	\$ 4,632
8	\$ 11.04	\$ 4,670
9	\$ 11.16	\$ 4,721
Longevity (13)	\$ 11.32	\$ 4,788
20	\$ 11.58	\$ 4,898

Classification : Paraprofessional 2.25

Year 2016 - 2017

Daily - Basis 188 Days 2.25 hr

Hourly - Basis 423 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 4,454
2	\$ 10.64	\$ 4,501
3	\$ 10.75	\$ 4,547
4	\$ 10.83	\$ 4,581
5	\$ 10.95	\$ 4,632
6	\$ 11.08	\$ 4,687
7	\$ 11.16	\$ 4,721
(01586761 - 1)	\$ 11.26	\$ 4,763
9	\$ 11.38	\$ 4,814
Longevity (13)	\$ 11.54	\$ 4,881
20	\$ 11.81	\$ 4,996

Struthers City School District
 Classified Employee Salary Schedule
 Year 2014 - 2015

Classification : Paraprofessional 2

Daily - Basis 188 Days

Hourly - Basis 376 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.13	\$ 3,809
2	\$ 10.24	\$ 3,850
3	\$ 10.34	\$ 3,888
4	\$ 10.42	\$ 3,918
5	\$ 10.53	\$ 3,959
6	\$ 10.66	\$ 4,008
7	\$ 10.74	\$ 4,038
8	\$ 10.83	\$ 4,072
9	\$ 10.95	\$ 4,117
Longevity (13)	\$ 11.10	\$ 4,174
20	\$ 11.36	\$ 4,271

Classification : Paraprofessional 2

Year 2015 - 2016

Daily - Basis 188 Days

Hourly - Basis 376 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.33	\$ 3,884
2	\$ 10.44	\$ 3,925
3	\$ 10.54	\$ 3,963
4	\$ 10.62	\$ 3,993
5	\$ 10.74	\$ 4,038
6	\$ 10.87	\$ 4,087
7	\$ 10.95	\$ 4,117
8	\$ 11.04	\$ 4,151
9	\$ 11.16	\$ 4,196
Longevity (13)	\$ 11.32	\$ 4,256
20	\$ 11.58	\$ 4,354

Classification : Paraprofessional 2

Year 2016 - 2017

Daily - Basis 188 Days

Hourly - Basis 376 Hours

Steps	Rate Per Hr	Contract Amount
1	\$ 10.53	\$ 3,959
2	\$ 10.64	\$ 4,001
3	\$ 10.75	\$ 4,042
4	\$ 10.83	\$ 4,072
5	\$ 10.95	\$ 4,117
6	\$ 11.08	\$ 4,166
7	\$ 11.16	\$ 4,196
{01586761 - 1}	\$ 11.26	\$ 4,234
9	\$ 11.38	\$ 4,279
Longevity (13)	\$ 11.54	\$ 4,339
20	\$ 11.81	\$ 4,441

HEALTH PROFESSIONAL

1. The Board shall provide medical and prescription coverage to all eligible employees in accordance with the Affordable Care Act ("ACA"). Unless the ACA or applicable law requires otherwise, employees who work 1650 hours or more shall be provided partially paid single or family hospitalization coverage, major medical, prescription drug, dental and vision insurance. Employees who work at least 30 hours average per week up to a maximum of 1649.9 hours per year shall be provided partially paid single hospitalization coverage, major medical, prescription drug, dental and vision insurance.
2. Whenever a health professional from one school substitutes and/or fills in at another school within our district, the hourly pay rate will follow them. There shall be no loss of wages for working in another building.

Step 1 – \$15.38

Step 5 - \$15.53

Step 13 - \$15.68

Step 20 - \$15.93