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NEGOTIATED AGREEMENT

BETWEEN THE

**JACKSON CENTER LOCAL
BOARD OF EDUCATION**

AND THE

**JACKSON CENTER EDUCATION
ASSOCIATION**

AUGUST 1, 2015 – JULY 31, 2017

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I. STATEMENT OF PURPOSE

The purpose of the local school district is to provide the best educational opportunities for the children of the local school district. It is the objective of the board of education, the superintendent, and the instructional staff to provide the highest quality educational program for the children of this district.

The board of education, the superintendent and the instructional staff can best attain their common objectives and discharge their respective responsibilities by utilizing the abilities, experience, and judgments of each other to resolve matters of concern affecting the quality of the educational program.

It is the purpose of this document to establish a relationship between the board of education and the local education association, and to set forth an orderly procedure for the consideration and mutual resolution of matters of concern to either party.

A. The Local Board of Education

The Local Board of Education, hereinafter referred to as the Board, is recognized as the locally elected body charged with the responsibility of establishing policies for the school district. It is further recognized that the Board is guided in this matter by existing and revised laws of the state of Ohio.

B. The Superintendent

The Superintendent is recognized as the executive officer of the school district and the chief advisor to the Board of Education. The Superintendent and his administrative staff have the responsibility of carrying out the Board established policies.

C. The Instructional Staff

The Instructional Staff is recognized as having the ultimate responsibility of providing the best possible educational opportunities for the children enrolled in the school.

II. RECOGNITION

A. The Local Education Association

The local Jackson Center Education Association, hereinafter referred to as the Association, is recognized for purpose of negotiations as the sole and exclusive representative of the instructional staff.

B. Entitlements

Exclusive recognition shall entitle the Association these rights:

1. Use of bulletin board for staff information.
2. Payroll deduction of membership of dues.
3. Announcements at faculty meetings.
4. Use of public address systems for Association announcements according to school procedures.
5. Distribution of faculty bulletins to teachers according to normal school procedure.
6. Association spokesman rights at regular board of education meetings.

III. PROCEDURAL OPERATIONS

A. Request to Negotiate

All requests for negotiations meetings shall be made in writing. The date to begin negotiations shall not be before March 1 nor later than May 15 in the year of expiration of the negotiated contract. Requests initiated by the association shall be directed to the Superintendent, acting as the representative of the Board. Requests initiated by the Board shall be directed from the Superintendent to the President of the Association. The written request for professional negotiations shall include:

1. Date of writing to coincide with a board meeting.
2. Statement of purpose for meeting.
3. List of items to be negotiated by requesting party.
4. Name, address, and phone number of the person to contact representing the requesting party to arrange a mutually satisfactory time for the negotiations meeting.

A written reply shall be sent by the receiving party within 10 days to the official representative of the requesting party. This communiqué shall include:

1. Date of writing.
2. Recognition of request for a professional negotiations meeting.
3. List of items to be negotiated by the receiving party.
4. Time, place, and date of a mutually agreeable, initial negotiations meeting.

B. Negotiation Sessions

1. The first negotiation session shall be held within 15 days of the date listed on the initial request for negotiations.
2. Prior to the first negotiations meeting, an agenda will be made listing the item(s) submitted for negotiations by both the Board and Association. This shall be provided by the Superintendent.
3. At the first negotiation session, the first item of business will be the approval of the agenda. Once approved by both negotiation teams, no new matters shall be introduced for consideration during the course of this negotiations meeting without mutual consent of both teams.
4. Negotiation meetings shall be in executive session.
5. During the course of negotiations, items agreed to shall be reduced in writing and initialed by the chairman of both committees, the vote recorded and set aside.
6. Secretarial assistance shall be provided for the negotiation meeting by the Superintendent. Summary records of each session shall be kept and one copy for each negotiations team shall be provided within two days after each session.
7. Each negotiation team shall have no more than three (3) members.
8. Each negotiation team may use consultants as they feel essential in the course of negotiations.
9. No other person or persons shall be present during the negotiations meeting unless mutually agreed upon by members of both negotiations teams.
10. Either team may declare a recess when it appears that meaningful progress cannot be attained. A recess can only commence after mutual agreement for the time and place for the continuation of the negotiations has been determined and item agreement (see No. 5) has been followed. A recess shall be for not more than three (3) school days, unless extended by mutual consent.
11. Either team may call for a caucus at any time. A caucus shall not be for longer than 30 minutes unless an extension is mutually agreeable to both teams.

12. The negotiation period shall be for a period not to exceed 30 school days. All sessions are to be completed within this time period unless extended by mutual agreement.
13. Prior to and during the period of the negotiations meeting, the Board and Association agree to provide to the other upon written request and in a reasonable time period, essential information as will assist the respective negotiations teams in developing intelligent, accurate, and constructive programs that will be in the best interest of all parties concerning to foster a quality educational program.
14. Members of the respective negotiations team have the power and authority to negotiate, that is, to make proposals, consider proposals, and make concessions in the course of discussion.
15. All sessions of the negotiations meeting shall be in "good faith."
16. While negotiations are in progress, news releases shall be made only with mutual agreement of the negotiations teams. Said releases shall be in writing and each team shall have a copy of the statement prior to release.
17. Progress reports may be made to the represented bodies by either negotiations team at the discretion of the team.
18. During the course of the negotiations meeting, joint study committees may be created by mutual consent of the negotiations teams. Members of the study committee will be determined by members of the negotiation teams. The purpose and particular assignment shall be stated at the time the study committee is created as well as the time for a report of the findings.

C. Agreement Procedure

When agreement is reached on the items being negotiated, a final written copy shall be submitted to the Association for ratification and then to the Board at its next regular or special Board meeting.

The final copy will contain the following:

1. Terms of the provision
2. Effective date of the provision

When approved by both parties, it shall be signed by their respective presidents and shall be entered into the official minutes of the Board. Thereupon, the items agreed to shall constitute a revision of school policies. When applicable, provisions will be reflected in the individual contract or statement of conditions of service as submitted to employees.

Agreed to items shall remain in effect for the period of the negotiated agreement unless otherwise, determined by mutual agreement.

D. Impasse Procedure

1. Responsibilities

The parties pledge themselves to negotiate in good faith and, in the event agreement is not reached, to utilize in good faith such mediatory facilities as are provided.

2. Advisory Panel

In the event that agreement is not reached within the specified time limit for the negotiations meeting or it is the opinion that the use of an impartial third party

may resolve differences or impasse, either negotiations team may request the creation of an Advisory Panel. The Advisory Panel shall consist of three (3) members: one appointed by the Board, one appointed by the Association, and the third by the agreement of the first two appointees. If agreement cannot be reached by the first two members, the American Arbitration Association shall be contacted to appoint the third member of the Panel.

Members of the Advisory Panel shall not be members of the Board or employees of the Board.

3. Procedures Regarding Advisory Panel

- a) A written dated statement declaring impasse or requesting the creation of the Advisory Panel will be sent to the other party's official negotiation representative within five days of the last negotiations session.
- b) The Advisory Panel is to be selected within 15 days of the last negotiations session.
- c) Within 15 days from the last negotiations session, the Advisory Panel shall declare a meeting with the negotiations teams.

At this meeting the following shall be provided by each team:

- a) An itemized list of issues to be covered by the Panel.
 - b) A position paper on each item submitted for review, submitted by both teams.
 - c) Clarification of issues and definitions,
 - d) Establish a time when a Panel report will be provided not to exceed 20 days from this meeting.
4. The Advisory Panel shall have the right to hold subsequent meetings with individuals deemed advisable in seeking a recommendation for resolving disagreement.
 5. The Advisory Panel shall file a written disposition with each party within the 20 days allotted. Such findings shall be used by the negotiations teams to obtain mutual agreement to the issues under consideration.
 6. If no agreement is reached between the negotiations teams within five days of the filing of the written disposition, the disposition shall be made public, be made available to the members of the Association, and read into the minutes of the Board.
 7. The cost of securing an Advisory Panel shall be provided as follows:
 - a) The Board shall pay the expense of its party.
 - b) The Association shall pay the expense of its party.
 - c) The Board and Association shall pay equally the expenses of the third party.
 - d) Secretarial supplies and assistance shall be provided by the Board and Local Association.

E. Provisions Contrary to Law

If any provision of this Document or any application of the Document to any certificated person or persons shall be found contrary to law, then this provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force.

F. Agreement Duration

The agreement duration and effective dates of the agreement shall be listed in the negotiated contract.

G. Amendment Procedure

If either party desires to amend the procedures stipulated in this agreement, that proposal shall be submitted to the other party in accordance with procedures stated in this agreement.

H. Definitions

Board of Education - The local Board of Education duly elected by residents of the local school district to serve as the policy-making body of the local public schools.

Superintendent - The Local Superintendent, the chief executive officer of the local Board of Education and advisor to the Board of Education.

Instructional Staff - All persons recognized to be certificated employees by the local Board of Education and represented in professional negotiations by the Association. This includes all classroom teachers, special teachers (art, remedial reading, music, physical education, etc.) project directors, department heads, guidance counselors, librarians, and other certificated employees of the local Board of Education who do not have evaluative authority with respect to hiring and firing of instructional staff personnel, and are eligible for membership in the Association.

Sole & Exclusive Representative - The Instructional Staff granted such status, shall be recognized by the local Board of Education as the official voice of all members of the instructional staff, regardless of membership or non-membership in the organization. The exclusive representative shall further represent members of Instructional Staff regardless of race, color, creed, nationality, age, marital status origin, or gender.

Negotiations - To confer, discuss, propose, consider, make concessions, and counter-proposals, in good faith, in an effort to reach mutual agreement on items under consideration. Such negotiations shall be conducted by representatives of the local board of education and the association with authority to negotiate in "good faith." Final approval of any negotiated item shall be first by action of the Association and then official adoption of the Board.

Negotiations Meeting Period - The 30 school day period of time when , negotiations are- recognized to be taking place between representatives of the board and association as provided in this procedure or as altered by mutual agreement in accordance with the provisions of this procedure.

Negotiations Session - The actual conferring by the representatives of the local Board of Education and the local Education Association.

Negotiations Team - The body of official representatives of the local Board of Education or the Local Education Association.

Executive Session - A meeting with admittance to be limited to the discretion of the participants calling the meeting or the provisions for such a session as provided in this negotiations procedure.

Consultants - Advisors to the negotiations team. Individuals due to special training, experience, and talents having abilities to assist in clarifying points under consideration and to assist in resolving misunderstandings.

Recess - The period of time between negotiations session once the negotiation meeting has commenced. A negotiation session shall not be recessed for a period longer than seventy-two (72) hours, unless mutually agreed by both negotiation teams.

Caucus - A limited break in the negotiation session of not more than thirty (30) minutes.

Day - A calendar day.

Good Faith - The willingness to consider, propose, make concessions and counter-proposals in an effort to reach a mutually agreed position. Good faith does not mean that either negotiations team is given authority to make final commitment for the local Board of Education or the Local Education Association.

News Release - A report on the status of negotiations, given directly to public news media personnel i.e., the newspaper, radio or television news bureaus.

Progress Report - Reports made to the local Board of Education or the local Education Association while negotiations are in process.

Ad Hoc Study Committee - (Joint study committee) - A group given a specific assignment to develop a more meaningful understanding of a given area to assist the negotiations team in coming to a mutual agreement. The responsibility of such a study committee shall be determined by negotiations teams at the time that the study committee is organized. Information reported by the study committee shall be advisory only and not a directive or in any way impose a recommendation or compliance to members of the negotiations teams.

Advisory Panel - A party of three (3) persons, one representative of the local Board of Education, one representative of the Local Education Association, and one person selected by the previously stated two persons, none of whom are to be members of the local Board of Education, or their employees. The purpose of the Advisory Panel is to study the negotiations proceedings leading to an impasse. The findings of the Advisory Panel are advisory only, but should be given fullest consideration by the members of the parties involved.

Impasse -Disagreement, a deadlock on a given item being negotiated. Impasse is reached when no further change of position by the members of the negotiations teams is taking place and agreement is not reached.

Written Disposition -The findings and recommendation of parties used to resolve an impasses situation. Such a disposition is an advisory notice and should be given the greatest consideration by both the local Board of Education and the local Education Association in an effort to obtain agreement.

IV. NEGOTIATION ITEMS FOR SCHOOL YEAR 2015-17

A. Two Year Contract

The Board of Education (JCLSBOE) and the Jackson Center Education Association (JCEA) agree to a **two-year contract, August 1, 2015 through July 31, 2017.**

B. Base Salaries (Salary Schedules Attached)

Salary increase – 4% increase in each employee's salary in the 2015-16 school year and **3.5%** increase in the 2016-17 school year.

- The salary schedule model remains the same as used in the 2014-15 school year:
- Education steps will remain
- Ratios will remain for experienced employees to determine their base pay vs. lump sum payment

If a staff member is eligible for a lump sum payment, it can be taken as a cash payment, a deposit into the employee HSA, or a deposit into a pre-existing employee annuity/retirement account. The lump sum option does not apply to employees working solely on supplemental, pupil activity or stipend contracts.

C. Health Insurance

All employees who are considered full-time are eligible for health insurance. Part-time employees hired after the date of this negotiated agreement are eligible for health insurance on a pro-rated basis.

Full time Employees

1. The Board will pay 75% of the insurance premium for all employees.
2. The Board will pay \$1,100 for any employee not taking Health Insurance coverage for the 12 months of the policy year. Payment will be made at the end of the policy year.

Part-time Employees

1. Up to 3 hrs per day – 33% of the above rates
2. Over 3 hrs to 6 hrs per day – 66% of the above rates
3. Over 6 hrs per day – Full-time rates

Plans will be as established and approved by the consortium.

Deadlines for selection of the medical plan described, provisions for changing medical plans during the year, and other similar arrangements, administrative provisions, etc. will be subject to approval and/or determination by the consortium.

D. Personal Leave Days

The Board of Education agrees to allow teachers to have three (3) unrestricted personal leave days. Teachers are to be self-policing to avoid abuse of the day. Two persons per building may take their personal leave day at the same time.

The unrestricted personal leave days can be taken the first two or last two weeks of the school year upon approval of the principal and superintendent.

The unrestricted personal leave days can be taken on the day before or immediately following these regularly scheduled vacations or holidays with the permission of the principals and superintendent: Thanksgiving, Christmas, Easter, Labor Day, Martin Luther King Day, Presidents' Day, and Memorial Day.

The District will pay \$85.00 for each unused personal leave day for a school year.

~~A certified employee can carry over 1 personal day into the following school year if they wish. The personal day can only be carried over for one year.~~

The scratched clause of being able carry over 1 personal day from the previous year mentioned above will continue through the 2015-16 school year. If they wish, employees may carry over a day one more year (2015-16), but will only be able to borrow ahead 1 day per new policy. The policy officially ends with 2016-17 school year.

Employees will be able to "borrow ahead" up to 2 days from the subsequent year on personal leave in the instances that more than three days are needed in a given year. All situations to this effect must be submitted in writing and final decisions will be made by the superintendent in consultation with the administration.

The Superintendent of Schools should receive requests for personal leave days for approval a minimum of five (5) school days in advance except in situations deemed as emergencies. When make-up days approved on the school calendar are implemented and they alter scheduled vacations, the superintendent may make exceptions to the above guidelines.

E. Conference Period/Additional Supervision

A \$20.00 stipend will be paid to any teacher who, upon request by the building principal, agrees to teach a class during his/her conference period or integrates another teachers' class into his/her own due to unavailability of substitutes.

F. Flex-Time Inservice Program – ends after the 2015-16 school year

The following guidelines for Flex-Time Inservice for certificated staff have been developed by the District Advisory Committee and modified by the Negotiations Team. The program and guidelines have been developed to better meet teachers' needs for professional and personal growth.

Guidelines

1. All full-time teachers shall be required to have at least eleven (11) hours of approved inservice time per year. Each year will begin on June 1 and end on July 30 of the following year, unless specific arrangements are made with the principal and approved by the superintendent.
2. The eleven (11) hour requirements may be fulfilled by participation in:
 - a) Workshops, conferences or other educationally related activities during the summer, weekends, and/or evenings.
3. No professional days granted and/or paid by the Board shall be approved as inservice.
4. College classes can constitute the entire 11 hour requirement. A transcript must be submitted when the class has been completed. Purchased college credit at a seminar will count as an additional credit beyond the length of the seminar provided there is additional required work.
5. All in-service activities shall have the prior approval of the administration. The request for inservice credit shall be submitted to the administration at least on (1) week prior to the activity. Teachers shall be notified in writing of approval or denial by the administrator.
6. Within one (1) week of completion of the approved activity, teachers shall submit the verification form, signed by the teacher, to the administrator. The administrator shall notify teachers in writing of acceptance and record the time earned within one (1) week of the submission of the respective forms.
7. Inservice activities shall be directly related to one's area of teaching, certification, or licensure unless an interest or relevance can be demonstrated to foster enrichment.
8. Teachers not meeting the inservice requirements shall have a deduction in pay equal to the amount of time not completed on the inservice requirements on the paycheck following the July 30th deadline. If approved to extend beyond July 30 as in No. 1 above, the last pay for previous school year, pay will be deducted accordingly.
9. An inservice review committee will consider any questions or disagreements over the approval of inservice requests. The members of this committee will be the Superintendent and three teachers (one elementary, one middle, one secondary) from the District Advisory Committee. Requests for review may be submitted by the teacher and/or principal to the Superintendent. A review will be held within one (1) week following the request.

G. Super Severance

A super severance will be offered at the end of the school year during which the teacher completes 30 years of service as determined by the State Teachers Retirement System. This Super Severance will offer double the regular severance. Teachers eligible for this Super Severance must notify the school district by May 1 of their intent to retire at the end of the school year and take advantage of the Super Severance.

H. Rehire

Teachers who have retired from the Jackson Center Local School District or from another school district in Ohio will be hired on a one year limited contract starting at the zero (0) years of experience level and at the degree column which is appropriate for their educational background (Bachelor's Degree, 150 hours, Master's Degree, or Master's Degree + 15 hours). The regular salary schedule progression will then be followed for these teachers. The negotiated benefits package of the Jackson Center Local School District will be offered to these teachers. Subsequent contracts will continue to be one year limited contracts.

I. Grievance Procedure

Definitions

1. A grievance is defined as an alleged violation, misinterpretation or misapplication of the contract.
2. Grievant shall be defined to be the person who was harmed by an alleged violation, misinterpretation or misapplication of the contract by the Board/administration. In the event the violation concerns a right granted to the Association pursuant to this contract, the Association may be a grievant.
3. Day as used in this procedure shall be a calendar day.

Step One (Informal Complaint)

Prior to the filing of a written grievance, the employee shall first request an informal discussion with the appropriate administrator to attempt to resolve the problem. The teacher may be accompanied at this level of the grievance procedure by a representative of the Association if the teacher wishes said representation. The administrator may be accompanied by another administrator at this step of the grievance procedure if he or she desires.

Step Two

If the discussion at Step One of the grievance procedure does not resolve the teacher's complaint, the teacher may file a written grievance setting forth the specific provisions of the contract violated and the remedy which the teacher seeks for said alleged violation. This written grievance must be filed in writing with the administrator no later than fifteen (15) calendar days after the occurrence of the event upon which the grievance is based.

Within seven (7) calendar days after the written grievance is received by the administrator, the administrator or designee shall meet with the teacher filing the grievance in an attempt to resolve it. The seven days limit will be extended one (1) day for each day the grievant and/or the administrator is absent for any reason or to a mutually agreeable date for any reason.

The teacher may be accompanied at this level of the grievance procedure by a representative of the Association if the teacher wishes said representation. The administrator may be accompanied by another administrator at this step of the grievance procedure if he or she desires.

Within seven (7) calendar days after this meeting, the administrator shall present his/her decision in writing to the grievant and provide a copy to the Association President.

Step Three

If the grievant is not satisfied with the decision at Step Two of the grievance procedure, the teacher may appeal this decision to Step Three of the grievance procedure by filing a written appeal notice with the Superintendent within seven (7) calendar days of receipt of the decision of the administrator at Step Two. The Superintendent/designee shall set a mutually agreeable date for a hearing at Step Three, which date shall not be more than ten (10) calendar days after the Superintendent's receipt of the written appeal from the teacher.

The teacher shall be entitled to a representative of his/her choice at this meeting and the Superintendent may have another administrator present at the hearing as well. The Superintendent shall issue his/her written decision on the grievance within ten (10) calendar days of the hearing with a copy of the written decision being provided to the grievant and the Association President.

Step Four (Arbitration)

If the grievance is not resolved at Step Three of the grievance procedure, the teacher may appeal the decision at Step Three to arbitration provided the grievant files a written notice of appeal to arbitrate the matter with the Superintendent no later than seven (7) calendar days after the grievant's receipt of the Superintendent's written decision at Step Three.

If this written appeal to arbitration is not filed with the Superintendent within the time limits stated above, the grievance or dispute shall be null and void.

If a written appeal is filed by the grievant within the time lines provided above, the parties shall jointly request the American Arbitration Association to submit a list of seven (7) arbitrators to hear the grievance. The arbitrator shall be selected from this list in accordance with the rules of the American Arbitration Association and any subsequent lists if no satisfactory arbitrator is contained on the first list shall be conducted in accordance with the rules and procedures of the American Arbitration Association.

The arbitrator appointed to hear the grievance shall conduct a hearing at a mutually agreed date and shall limit his/her findings strictly to the application and interpretation of the contract provisions at issue. The arbitrator shall be limited in his/her review to the issue or issues submitted for arbitration and shall be without power or authority to make any decision which is:

1. Contrary to, inconsistent with, modifying or varying in any way, the terms of this agreement or applicable law.
2. Limiting or interfering in any way with the powers, duties, and responsibilities of the Board under Ohio law.

The arbitrator shall issue his/her decision in accordance with the rules of the American Arbitration Association. The decision shall be in writing and shall be binding upon the parties.

The costs for the services of the arbitrator shall be paid by the party against whom the arbitrator rules.

Miscellaneous

1. Any individual teacher or group of teachers shall have the right to present grievances to the administration without the intervention of the Association, provided that any adjustment of grievances presented shall not be inconsistent with the terms of the agreement. Any adjustment shall be made known to the Association President in writing within five (5) calendar days of said resolution.
2. An individual grievance may be withdrawn by the grievant at any time.
3. All grievance and arbitration hearings shall be conducted in executive session.
4. A copy of all documents, communications or records pertinent to resolution of the grievance shall, upon request, be furnished to the grievant and the employer. The party requesting the document shall bear the cost of reproducing such materials.
5. Failure of the grievant to comply with any time lines set forth in the grievance procedure including appealing a decision to the next step of the procedure within the time period provided shall result in the withdrawal and dismissal of the grievance.
6. Failure of the administration to meet the time lines of the grievance procedure shall allow the grievant to proceed to the next step of the grievance procedure.
7. Any of the time limits set forth in this grievance procedure may be waived or changed by mutual agreement of the parties.

8. Grievance hearings shall be held outside of the regular school day unless otherwise mutually agreed.
9. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

J. Reduction in Force

Reduction in Force procedure will follow the Ohio Revised Code 3319.17.

K. Eligibility for Continuing Contract

Eligibility for continuing contracts will be subject to Ohio Revised Code 3319.08, 3319.11 and any subsequent legislation concerning continuing contracts.

V. ADDITIONAL NEGOTIATED ITEMS FROM PREVIOUS YEARS

A. Dental Insurance

The Board of Education shall provide dental insurance for all certificated teaching employees. The Board will pay the premium for Dental insurance policy for this contract period.

B. Liability Insurance

The Board of Education shall provide liability insurance coverage for each certificated teaching employee in an amount of not less than \$1,000,000 per teacher.

C. Vision Insurance

The Board of Education shall provide Vision insurance, which provides for an exam every 12 months and frames every 24 months. The Board will pay 100% of the premium.

D. MA + 15 Semester Hours Column

An MA + 15 semester hours column was added to the salary schedule effective in 1988-89.

E. Sick Leave Accumulation

A certified teaching employee may accumulate a maximum of 200 sick leave days.

Beginning with the 2004-05 school year, a Sick Leave Sharing program will be implemented. This will allow teachers with sick leave days available to share them with teachers who have used up their sick leave. A three (3) teacher committee will administer this practice.

Restrictions to the use of these shared days are as follows:

1. Cannot be used for normal (no complications) pregnancy leave or child care purposes;
2. Can only be used for an employee illness;
3. Can only be used for catastrophic, on-going, continuing illnesses or accidents;
4. An individual employee cannot receive more than 5 shared days in a single school year;
5. Is voluntary by the giving teacher.

Maternity leave will be limited to 6 weeks for a normal birth and 8 weeks for a cesarean birth. Those weeks will include Christmas break, Thanksgiving etc. The use of sick leave due to pregnancy complications prior to or after birth of the child will follow normal request for sick leave procedures. Requests for more time off (exceeding the 6 or 8 weeks respectively) for normal births can be filed following FMLA standards, will not deduct from the employees sick leave accumulation and will be unpaid.

F. Salary Notice Eliminated

Effective with the 2002 contract agreement, the requirement for an annual salary notice was eliminated. All certificated teaching employees will be provided a current salary schedule. This is an exception to section III, E. above.

G. Teacher Days on Duty

The total number of teacher days on duty will be 184 as follows: 180 days - instructional days of school, including up to two (2) parent/teacher conference days, two (2) days teacher work days, and two (2) teacher inservice days of 11 hours of Flex-Time Inservice as per the Flex-Time guidelines.

The guidelines above will stay in effect for the 2015-16 school year. The following year (2016-17), the Flex Time in-service option will be removed and teacher days with students will increase to 180. Total contracted days will remain at 184 with two days for parent teacher conferences and two teacher work days in addition to the 180 student days.

The minimum number of student days will be in the range of 170-175. Five calamity days will be allotted with make-up possibilities on Martin Luther King Day and President's Day if those five days are exceeded prior to those respective holidays. If the 6th+ calamity day takes place after President's Day, making up those day(s) **for students** will be the decision of the superintendent in consultation with the administration and JCEA leadership. These changes will be reflected in a revised 2015-16 calendar.

If the number of calamity days rises above the allotted 5, then teachers will be expected to spend time at school preparing for classes, professional development, collaboration with other teachers or other duties as approved by the administration.

Teacher work day with students = 7.5 hours, Teacher work day without students = 7.0 hours

The guidance counselor position will start at 204 days. The minimum number of days for the guidance counselor will be 199 which **does** include p-t conference days and teacher work days.

H. Teacher Evaluation Form

All evaluations must comply with ORC 3319.11 while using an instrument agreed upon by the Board of Education and the Jackson Center Education Association.

I. Supplemental Contracts - Minimum Number of Students

The administration, with the assistance of the athletic director and coaches, will establish for each sport open to students a minimum number of students needed to participate for that sport to be offered. Students must indicate their interest by the designated date for the school to proceed with that sport for that year. If the minimum number of students is not reached, the supplemental contract for any coach involved can be null and void.

If for any reason, the number of students on a team falls below the minimum number established after the season has started, the administration will have the prerogative to discontinue that sport for the remainder of the year. In such a case, the remainder of the contract for the coach involved will be null and void. The coach will be paid for the portion of the contract worked.

J. Supplemental Contract Expiration

All certified employees assigned paid supplemental duties shall be issued written supplemental contracts. All supplemental contracts will automatically expire at the end of the contract period, and no non-renewal is required. When a teacher is to be rehired in the same position, a new contract will be issued for the new year.

This will be an exception to section III, E. above.

K. Salary Schedule Index – See changes to salary schedule in attachment

L. Severance Pay

Severance pay shall be calculated as per Board Policy, File: GCBD-R page 3 of 4, Number 9, and shall read " not to exceed a maximum of forty (40) days."

M. Life Insurance

All employees will be provided a \$20,000 term life insurance policy. The Board shall pay 100% of the premium.

N. Hours of Duty

On regular school days, hours of duty shall be 7 hours, 30 minutes daily. When school is delayed one or two hours, the reporting time for teachers will also be delayed one or two hours.

O. Parent/Teacher Conference Times

Parent Teacher conference times and dates will be mutually agreed upon by the administration and JCEA. No stipends or flex time will be given for conferences that take place outside of the agreed upon times and dates. Additional requests for P-T conferences by parents and teachers are welcomed and should be set up at mutually accepted dates and times.

P. Supplemental Positions - Experience Steps

1. After three (3) years experience in a supplemental position, there will be a 10% increase in the supplemental pay; after six (6) years, a 25% increase. Example: Teacher Base Salary - \$20,000.

| | Golf, etc. 5% | Baseball, etc. 8% |
|---------------------------------|------------------|----------------------|
| Supplemental Position % of Base | | |
| Supplemental Pay | \$1,000 | \$1,600 |
| 3-5 years experience - Add 10% | + 100 | + 160 |
| Total Pay | \$1,100 | \$1,760 |
| | | |
| Supplemental Pay | \$1,000 | \$1,600 |
| 6+ years experience - Add 25% | + 250 | + 400 |
| Total Pay | \$1,250 | \$2,000 |

2. Experience of coaches and advisors at another school, in another sport, in the same sport at different levels or by participation in those activities at the collegiate level may be granted at the discretion of the superintendent in consultation with the administration.

All supplemental contracts will increase relative to current amounts by 4% and 3.5% respectively.

Ath. Director: Increase 5.0% to 5.5% of base to consider addition of soccer & expanded seasons.

Asst. AD from 3.0% to 3.25% - Same logic

Track Varsity Asst: at the time the position is vacated by the current coach and a replacement found, the % will immediately be decreased from 6% to 4.0%.

Increase stipends by a rounded 7.5% over the course of the contract

A stipend of \$250 per year will be added for those teachers designated as Mentors in the state mandated Resident Educator program for beginning teachers. Responsibilities will include meeting and advising the new teacher, recording and reporting on all required documents and attending meetings associated with the Resident Educator program and maintaining the Mentor license.

Q. MA + 15 Salary Column

After the MA degree, hours to be applied to the MA + 15 salary column must be graduate hours related to the education field and/or courses leading to an education certification or licensure area.

R. Ohio Tuition Trust Authority - Payroll Deduction

Payroll deduction for the Ohio Tuition Trust Authority will be authorized on an annual basis provided a minimum of ten-(10) employee's request it. The same guidelines shall apply as to other payroll deductions authorized in the Board Policy Manual, such as, United Way. This provision will be added to Board Policy, File: DLB, and added as Number 5 under United Way Contributions.

Guidelines

1. A minimum of ten (10) employees must authorize payroll deductions by the designated time for the program to be administered.
2. Employees desiring payroll deduction for this program must sign an authorization sheet at least three (3) weeks prior to the first deduction.
3. Authorized deduction will be made as stipulated by the employee (one time, two times, etc.) for the current school year.
4. Employees authorizing payroll deduction must request a minimum of one tuition unit per deduction.

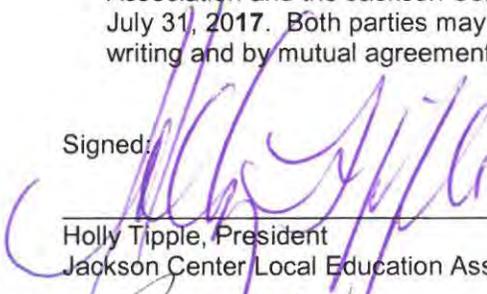
S. Educational Options Instructors

For teachers assigned Educational Option responsibilities, an annual stipend of \$500 will be paid in May. Educational options are normally for classes with three (3) or fewer students registered or for courses not normally offered in the regular schedule. Educational options are recommended by the administration and approved by the Board as outlined in Board Policy.

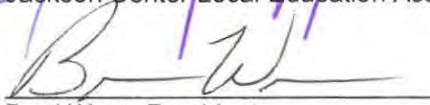
VI. APPROVAL

The foregoing constitutes an agreement negotiated between the Jackson Center Education Association and the Jackson Center Local Board of Education for the period August 1, 2015 through July 31, 2017. Both parties may modify this (2) year agreement only through execution in writing and by mutual agreement.

Signed:

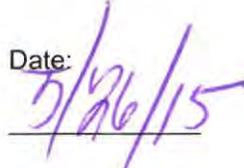


Holly Tipple, President
Jackson Center Local Education Association

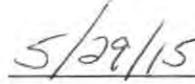


Brad Wren, President
Jackson Center Local Board of Education

Date:



5/26/15



5/29/15

JACKSON CENTER SCHOOLS: Certified Salary Schedule - 2015-2016

4.0% x each salary = additional compensation split between new salary & a lump sum payment per the %'s listed in the Ratio column.

| Yrs of Exp. | Ratios Lump Sum / Salary Inc. | Bachelors Degree | | | | | | | | Bachelors +150 Hours | | | | | | | | Masters Degree | | | | | | | | Masters Degree +15 | | | | | | | | | | | | | | | |
|-------------|----------------------------------|------------------|------------------|------------|---------------|----------------|-----------------|------------------|----------|----------------------|------------------|----------|----------------|----------------|---------------|----------|----------|-----------------|------------------|------------------|------|----------------|----------------|------------|----------|--------------------|------------------|----------|-----------------|------------------|---------|----------|----------|----------------|------------|---------------|-----|-----------------|------------------|---|----------|
| | | Previous Salary | New Compensation | | | 2015-16 Salary | | | Lump Sum | Previous Salary | New Compensation | | | 2015-16 Salary | | | Lump Sum | Previous Salary | New Compensation | | | 2015-16 Salary | | | Lump Sum | Previous Salary | New Compensation | | | 2015-16 Salary | | | Lump Sum | | | | | | | | |
| | | | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 15-16 New Salary | | | % | Lump Sum | Structure Inc. | Staff Inc. | Additional \$ | % | | | Salary Increase | 15-16 New Salary | % | Lump Sum | Structure Inc. | Staff Inc. | | | Additional \$ | % | Salary Increase | 15-16 New Salary | % | Lump Sum | | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 15-16 New Salary | % | Lump Sum |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 0 / 100 | \$30,355 | 3.5% | 0.0% | \$1,062 | 100% | \$1,062 | \$31,417 | 0% | \$0 | \$31,569 | 3.0% | 0.0% | \$947 | 100% | \$947 | \$32,516 | 0% | \$0 | \$33,390 | 3.0% | 0.0% | \$1,002 | 100% | \$1,002 | \$34,392 | 0% | \$0 | \$34,908 | 3.0% | 0.0% | \$1,047 | 100% | \$1,047 | \$35,955 | 0% | \$0 | | | | |
| 1 | | \$30,355 | 0.0% | 4.0% | \$1,214 | 100% | \$1,214 | \$31,570 | 0% | \$0 | \$31,569 | 0.0% | 4.0% | \$1,263 | 100% | \$1,263 | \$32,831 | 0% | \$0 | \$33,390 | 0.0% | 4.0% | \$1,336 | 100% | \$1,336 | \$34,726 | 0% | \$0 | \$34,908 | 0.0% | 4.0% | \$1,396 | 100% | \$1,396 | \$36,305 | 0% | \$0 | | | | |
| 2 | | \$30,635 | 0.0% | 4.0% | \$1,225 | 100% | \$1,225 | \$31,860 | 0% | \$0 | \$31,835 | 0.0% | 4.0% | \$1,273 | 100% | \$1,273 | \$33,108 | 0% | \$0 | \$33,635 | 0.0% | 4.0% | \$1,345 | 100% | \$1,345 | \$34,980 | 0% | \$0 | \$35,136 | 0.0% | 4.0% | \$1,405 | 100% | \$1,405 | \$36,541 | 0% | \$0 | | | | |
| 3 | | \$30,869 | 0.0% | 4.0% | \$1,235 | 100% | \$1,235 | \$32,104 | 0% | \$0 | \$32,055 | 0.0% | 4.0% | \$1,282 | 100% | \$1,282 | \$33,337 | 0% | \$0 | \$33,835 | 1.4% | 4.0% | \$1,827 | 100% | \$1,827 | \$35,662 | 0% | \$0 | \$35,319 | 0.0% | 4.0% | \$1,413 | 100% | \$1,413 | \$36,732 | 0% | \$0 | | | | |
| 4 | | \$32,055 | 0.0% | 4.0% | \$1,282 | 100% | \$1,282 | \$33,337 | 0% | \$0 | \$32,797 | 0.2% | 4.0% | \$1,377 | 100% | \$1,377 | \$34,174 | 0% | \$0 | \$33,835 | 1.4% | 4.0% | \$1,827 | 100% | \$1,827 | \$35,662 | 0% | \$0 | \$35,319 | 0.0% | 4.0% | \$1,413 | 100% | \$1,413 | \$36,732 | 0% | \$0 | | | | |
| 5 | | \$33,242 | 0.0% | 4.0% | \$1,330 | 100% | \$1,330 | \$34,572 | 0% | \$0 | \$33,539 | 1.3% | 4.0% | \$1,778 | 100% | \$1,778 | \$35,317 | 0% | \$0 | \$33,835 | 1.4% | 4.0% | \$1,827 | 100% | \$1,827 | \$35,662 | 0% | \$0 | \$35,319 | 0.0% | 4.0% | \$1,413 | 100% | \$1,413 | \$36,732 | 0% | \$0 | | | | |
| 6 | | \$34,429 | 0.0% | 4.0% | \$1,377 | 100% | \$1,377 | \$35,806 | 0% | \$0 | \$34,726 | 1.7% | 4.0% | \$1,979 | 100% | \$1,979 | \$36,705 | 0% | \$0 | \$35,319 | 1.7% | 4.0% | \$2,013 | 100% | \$2,013 | \$37,332 | 0% | \$0 | \$36,802 | 0.0% | 4.0% | \$1,472 | 100% | \$1,472 | \$38,274 | 0% | \$0 | | | | |
| 7 | | \$34,429 | 0.0% | 4.0% | \$1,377 | 100% | \$1,377 | \$35,806 | 0% | \$0 | \$34,726 | 1.7% | 4.0% | \$1,979 | 100% | \$1,979 | \$36,705 | 0% | \$0 | \$36,802 | 0.7% | 4.0% | \$1,730 | 100% | \$1,730 | \$38,532 | 0% | \$0 | \$38,286 | 0.0% | 4.0% | \$1,531 | 100% | \$1,531 | \$39,817 | 0% | \$0 | | | | |
| 8 | | \$34,429 | 0.0% | 4.0% | \$1,377 | 100% | \$1,377 | \$35,806 | 0% | \$0 | \$34,726 | 1.7% | 4.0% | \$1,979 | 100% | \$1,979 | \$36,705 | 0% | \$0 | \$38,286 | 0.0% | 4.0% | \$1,531 | 100% | \$1,531 | \$39,817 | 0% | \$0 | \$39,769 | 0.0% | 4.0% | \$1,591 | 100% | \$1,591 | \$41,360 | 0% | \$0 | | | | |
| 9 | | \$35,616 | 0.0% | 4.0% | \$1,425 | 100% | \$1,425 | \$37,041 | 0% | \$0 | \$37,396 | 0.0% | 4.0% | \$1,496 | 100% | \$1,496 | \$38,892 | 0% | \$0 | \$39,769 | 0.0% | 4.0% | \$1,591 | 100% | \$1,591 | \$41,360 | 0% | \$0 | \$41,253 | 0.0% | 4.0% | \$1,650 | 100% | \$1,650 | \$42,903 | 0% | \$0 | | | | |
| 10 | | \$36,802 | 0.0% | 4.0% | \$1,472 | 100% | \$1,472 | \$38,274 | 0% | \$0 | \$38,731 | 0.0% | 4.0% | \$1,549 | 100% | \$1,549 | \$40,280 | 0% | \$0 | \$41,253 | 0.0% | 4.0% | \$1,650 | 100% | \$1,650 | \$42,903 | 0% | \$0 | \$42,736 | 0.0% | 4.0% | \$1,709 | 100% | \$1,709 | \$44,445 | 0% | \$0 | | | | |
| 11 | | \$37,864 | 0.0% | 4.0% | \$1,515 | 100% | \$1,515 | \$39,379 | 0% | \$0 | \$39,941 | 0.0% | 4.0% | \$1,598 | 100% | \$1,598 | \$41,539 | 0% | \$0 | \$42,611 | 0.0% | 4.0% | \$1,704 | 100% | \$1,704 | \$44,315 | 0% | \$0 | \$44,095 | 0.0% | 4.0% | \$1,764 | 100% | \$1,764 | \$45,859 | 0% | \$0 | | | | |
| 12 | | \$39,051 | 0.0% | 4.0% | \$1,562 | 100% | \$1,562 | \$40,613 | 0% | \$0 | \$41,276 | 0.0% | 4.0% | \$1,651 | 100% | \$1,651 | \$42,927 | 0% | \$0 | \$44,095 | 0.0% | 4.0% | \$1,764 | 100% | \$1,764 | \$45,859 | 0% | \$0 | \$45,578 | 0.0% | 4.0% | \$1,823 | 100% | \$1,823 | \$47,401 | 0% | \$0 | | | | |
| 13 | | \$40,238 | 0.0% | 4.0% | \$1,610 | 100% | \$1,610 | \$41,848 | 0% | \$0 | \$42,611 | 0.0% | 4.0% | \$1,704 | 100% | \$1,704 | \$44,315 | 0% | \$0 | \$45,578 | 0.0% | 4.0% | \$1,823 | 100% | \$1,823 | \$47,401 | 0% | \$0 | \$47,061 | 0.0% | 4.0% | \$1,882 | 100% | \$1,882 | \$48,943 | 0% | \$0 | | | | |
| 14 | | \$41,424 | 0.0% | 4.0% | \$1,657 | 100% | \$1,657 | \$43,081 | 0% | \$0 | \$43,946 | 0.0% | 4.0% | \$1,758 | 100% | \$1,758 | \$45,704 | 0% | \$0 | \$47,061 | 0.0% | 4.0% | \$1,882 | 100% | \$1,882 | \$48,943 | 0% | \$0 | \$48,545 | 0.0% | 4.0% | \$1,942 | 100% | \$1,942 | \$50,487 | 0% | \$0 | | | | |
| 15 | \$42,611 | 0.0% | 4.0% | \$1,704 | 80% | \$1,364 | \$43,975 | 20% | \$341 | \$45,281 | 0.0% | 4.0% | \$1,811 | 80% | \$1,449 | \$46,730 | 20% | \$362 | \$48,545 | 0.0% | 4.0% | \$1,942 | 80% | \$1,553 | \$50,098 | 20% | \$388 | \$50,028 | 0.0% | 4.0% | \$2,001 | 80% | \$1,601 | \$51,629 | 20% | \$400 | | | | | |
| 16 | \$43,798 | 0.0% | 4.0% | \$1,752 | 80% | \$1,402 | \$45,200 | 20% | \$350 | \$46,616 | 0.0% | 4.0% | \$1,865 | 80% | \$1,492 | \$48,108 | 20% | \$373 | \$50,028 | 0.0% | 4.0% | \$2,001 | 80% | \$1,601 | \$51,629 | 20% | \$400 | \$51,512 | 0.0% | 4.0% | \$2,060 | 80% | \$1,648 | \$53,160 | 20% | \$412 | | | | | |
| 17 | \$44,985 | 0.0% | 4.0% | \$1,799 | 80% | \$1,440 | \$46,425 | 20% | \$360 | \$47,951 | 0.0% | 4.0% | \$1,918 | 80% | \$1,534 | \$49,485 | 20% | \$384 | \$51,512 | 0.0% | 4.0% | \$2,060 | 80% | \$1,648 | \$53,160 | 20% | \$412 | \$52,995 | 0.0% | 4.0% | \$2,120 | 80% | \$1,696 | \$54,691 | 20% | \$424 | | | | | |
| 18 | \$46,171 | 0.0% | 4.0% | \$1,847 | 80% | \$1,477 | \$47,648 | 20% | \$369 | \$49,287 | 0.0% | 4.0% | \$1,971 | 80% | \$1,577 | \$50,864 | 20% | \$394 | \$52,995 | 0.0% | 4.0% | \$2,120 | 80% | \$1,696 | \$54,691 | 20% | \$424 | \$54,479 | 0.0% | 4.0% | \$2,179 | 80% | \$1,743 | \$56,222 | 20% | \$436 | | | | | |
| 19 | \$47,358 | 0.0% | 4.0% | \$1,894 | 80% | \$1,515 | \$48,873 | 20% | \$379 | \$50,622 | 0.0% | 4.0% | \$2,025 | 80% | \$1,620 | \$52,242 | 20% | \$405 | \$54,479 | 0.0% | 4.0% | \$2,179 | 80% | \$1,743 | \$56,222 | 20% | \$436 | \$55,962 | 0.0% | 4.0% | \$2,238 | 80% | \$1,791 | \$57,753 | 20% | \$448 | | | | | |
| 20 | \$48,420 | 0.0% | 4.0% | \$1,937 | 60% | \$1,162 | \$49,582 | 40% | \$775 | \$51,832 | 0.0% | 4.0% | \$2,073 | 60% | \$1,244 | \$53,076 | 40% | \$829 | \$55,837 | 0.0% | 4.0% | \$2,233 | 60% | \$1,340 | \$57,177 | 40% | \$893 | \$57,320 | 0.0% | 4.0% | \$2,293 | 60% | \$1,376 | \$58,696 | 40% | \$917 | | | | | |
| 21 | \$48,420 | 0.0% | 4.0% | \$1,937 | 60% | \$1,162 | \$49,582 | 40% | \$775 | \$51,832 | 0.0% | 4.0% | \$2,073 | 60% | \$1,244 | \$53,076 | 40% | \$829 | \$55,837 | 0.0% | 4.0% | \$2,233 | 60% | \$1,340 | \$57,177 | 40% | \$893 | \$57,320 | 0.0% | 4.0% | \$2,293 | 60% | \$1,376 | \$58,696 | 40% | \$917 | | | | | |
| 22 | \$48,420 | 0.0% | 4.0% | \$1,937 | 60% | \$1,162 | \$49,582 | 40% | \$775 | \$51,832 | 0.0% | 4.0% | \$2,073 | 60% | \$1,244 | \$53,076 | 40% | \$829 | \$55,837 | 0.0% | 4.0% | \$2,233 | 60% | \$1,340 | \$57,177 | 40% | \$893 | \$57,320 | 0.0% | 4.0% | \$2,293 | 60% | \$1,376 | \$58,696 | 40% | \$917 | | | | | |
| 23 | \$48,420 | 0.0% | 4.0% | \$1,937 | 60% | \$1,162 | \$49,582 | 40% | \$775 | \$51,832 | 0.0% | 4.0% | \$2,073 | 60% | \$1,244 | \$53,076 | 40% | \$829 | \$55,837 | 0.0% | 4.0% | \$2,233 | 60% | \$1,340 | \$57,177 | 40% | \$893 | \$57,320 | 0.0% | 4.0% | \$2,293 | 60% | \$1,376 | \$58,696 | 40% | \$917 | | | | | |
| 24 | \$48,420 | 0.0% | 4.0% | \$1,937 | 60% | \$1,162 | \$49,582 | 40% | \$775 | \$51,832 | 0.0% | 4.0% | \$2,073 | 60% | \$1,244 | \$53,076 | 40% | \$829 | \$55,837 | 0.0% | 4.0% | \$2,233 | 60% | \$1,340 | \$57,177 | 40% | \$893 | \$57,320 | 0.0% | 4.0% | \$2,293 | 60% | \$1,376 | \$58,696 | 40% | \$917 | | | | | |
| 25 | \$49,482 | 0.0% | 4.0% | \$1,979 | 40% | \$792 | \$50,274 | 60% | \$1,188 | \$53,042 | 0.0% | 4.0% | \$2,122 | 40% | \$849 | \$53,891 | 60% | \$1,273 | \$57,195 | 0.0% | 4.0% | \$2,288 | 40% | \$915 | \$58,110 | 60% | \$1,373 | \$58,679 | 0.0% | 4.0% | \$2,347 | 40% | \$939 | \$59,618 | 60% | \$1,408 | | | | | |
| 26 | \$49,482 | 0.0% | 4.0% | \$1,979 | 40% | \$792 | \$50,274 | 60% | \$1,188 | \$53,042 | 0.0% | 4.0% | \$2,122 | 40% | \$849 | \$53,891 | 60% | \$1,273 | \$57,195 | 0.0% | 4.0% | \$2,288 | 40% | \$915 | \$58,110 | 60% | \$1,373 | \$58,679 | 0.0% | 4.0% | \$2,347 | 40% | \$939 | \$59,618 | 60% | \$1,408 | | | | | |
| 27 | \$49,482 | 0.0% | 4.0% | \$1,979 | 40% | \$792 | \$50,274 | 60% | \$1,188 | \$53,042 | 0.0% | 4.0% | \$2,122 | 40% | \$849 | \$53,891 | 60% | \$1,273 | \$57,195 | 0.0% | 4.0% | \$2,288 | 40% | \$915 | \$58,110 | 60% | \$1,373 | \$58,679 | 0.0% | 4.0% | \$2,347 | 40% | \$939 | \$59,618 | 60% | \$1,408 | | | | | |
| 28 | \$49,482 | 0.0% | 4.0% | \$1,979 | 40% | \$792 | \$50,274 | 60% | \$1,188 | \$53,042 | 0.0% | 4.0% | \$2,122 | 40% | \$849 | \$53,891 | 60% | \$1,273 | \$57,195 | 0.0% | 4.0% | \$2,288 | 40% | \$915 | \$58,110 | 60% | \$1,373 | \$58,679 | 0.0% | 4.0% | \$2,347 | 40% | \$939 | \$59,618 | 60% | \$1,408 | | | | | |
| 29 | \$49,482 | 0.0% | 4.0% | \$1,979 | 40% | \$792 | \$50,274 | 60% | \$1,188 | \$53,042 | 0.0% | 4.0% | \$2,122 | 40% | \$849 | \$53,891 | 60% | \$1,273 | \$57,195 | 0.0% | 4.0% | \$2,288 | 40% | \$915 | \$58,110 | 60% | \$1,373 | \$58,679 | 0.0% | 4.0% | \$2,347 | 40% | \$939 | \$59,618 | 60% | \$1,408 | | | | | |
| 30 | \$50,543 | 0.0% | 4.0% | \$2,022 | 20% | \$404 | \$50,947 | 80% | \$1,617 | \$54,252 | 0.0% | 4.0% | \$2,170 | 20% | \$434 | \$54,686 | 80% | \$1,736 | \$58,554 | 0.0% | 4.0% | \$2,342 | 20% | \$468 | \$59,022 | 80% | \$1,874 | \$60,037 | 0.0% | 4.0% | \$2,401 | 20% | \$480 | \$60,517 | 80% | \$1,921 | | | | | |
| 31 | \$50,543 | 0.0% | 4.0% | \$2,022 | 20% | \$404 | \$50,947 | 80% | \$1,617 | \$54,252 | 0.0% | 4.0% | \$2,170 | 20% | \$434 | \$54,686 | 80% | \$1,736 | \$58,554 | 0.0% | 4.0% | \$2,342 | 20% | \$468 | \$59,022 | 80% | \$1,874 | \$60,037 | 0.0% | 4.0% | \$2,401 | 20% | \$480 | \$60,517 | 80% | \$1,921 | | | | | |
| 32 | \$50,543 | 0.0% | 4.0% | \$2,022 | 20% | \$404 | \$50,947 | 80% | \$1,617 | \$54,252 | 0.0% | 4.0% | \$2,170 | 20% | \$434 | \$54,686 | 80% | \$1,736 | \$58,554 | 0.0% | 4.0% | \$2,342 | 20% | \$468 | \$59,022 | 80% | \$1,874 | \$60,037 | 0.0% | 4.0% | \$2,401 | 20% | \$480 | \$60,517 | 80% | \$1,921 | | | | | |
| 33 | \$50,543 | 0.0% | 4.0% | \$2,022 | 20% | \$404 | \$50,947 | 80% | \$1,617 | \$54,252 | 0.0% | 4.0% | \$2,170 | 20% | \$434 | \$54,686 | 80% | \$1,736 | \$58,554 | 0.0% | 4.0% | \$2,342 | 20% | \$468 | \$59,022 | 80% | \$1,874 | \$60,037 | 0.0% | 4.0% | \$2,401 | 20% | \$480 | \$60,517 | 80% | \$1,921 | | | | | |
| 34 | \$50,543 | 0.0% | 4.0% | \$2,022 | 20% | \$404 | \$50,947 | 80% | \$1,617 | \$54,252 | 0.0% | 4.0% | \$2,170 | 20% | \$434 | \$54,686 | 80% | \$1,73 | | | | | | | | | | | | | | | | | | | | | | | |

JACKSON CENTER SCHOOLS: Certified Salary Schedule - 2016-2017

3.5% x each salary = additional compensation split between new salary & a lump sum payment per the %'s listed in the Ratio column.

| Yrs of Exp. | Ratios Lump Sum / Salary Inc. | Bachelors Degree | | | | | | | | | | Bachelors +150 Hours | | | | | | | | | | Masters Degree | | | | | | | | | | Masters Degree +15 | | | | | | | | | |
|-------------|----------------------------------|------------------|----------------|------------|----------------|---------|-----------------|------------------|--------------|----------------|-----------------|----------------------|------------|---------------|----------------|-----------------|------------------|--------------|----------------|-----------------|----------------|------------------|---------------|---------|-----------------|------------------|--------------|----------------|-----------------|----------------|------------|--------------------|---------|-----------------|------------------|--------------|----------------|----------|--|--|--|
| | | New Compensation | | | 2016-17 Salary | | | Lump Sum | | | | New Compensation | | | 2016-17 Salary | | | Lump Sum | | | | New Compensation | | | 2016-17 Salary | | | Lump Sum | | | | New Compensation | | | 2016-17 Salary | | | Lump Sum | | | |
| | | Previous Salary | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 16-17 New Salary | % | Lump Sum | Previous Salary | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 16-17 New Salary | % | Lump Sum | Previous Salary | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 16-17 New Salary | % | Lump Sum | Previous Salary | Structure Inc. | Staff Inc. | Additional \$ | % | Salary Increase | 16-17 New Salary | % | Lump Sum | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 0 / 100 | \$31,417 | 3.25% | 0.0% | \$1,021 | 100% | \$1,021 | \$32,438 | 0% | \$0 | \$32,516 | 3.0% | 0.0% | \$975 | 100% | \$975 | \$33,491 | 0% | \$0 | \$34,392 | 3.0% | 0.0% | \$1,032 | 100% | \$1,032 | \$35,424 | 0% | \$0 | \$35,955 | 3.0% | 0.0% | \$1,079 | 100% | \$1,079 | \$37,034 | 0% | \$0 | | | | |
| 1 | | \$31,417 | 0.0% | 3.5% | \$1,100 | 100% | \$1,100 | \$32,517 | 0% | \$0 | \$32,516 | 0.0% | 3.5% | \$1,138 | 100% | \$1,138 | \$33,654 | 0% | \$0 | \$34,392 | 0.0% | 3.5% | \$1,204 | 100% | \$1,204 | \$35,595 | 0% | \$0 | \$35,955 | 0.0% | 3.5% | \$1,258 | 100% | \$1,258 | \$37,214 | 0% | \$0 | | | | |
| 2 | | \$31,570 | 0.0% | 3.5% | \$1,105 | 100% | \$1,105 | \$32,674 | 0% | \$0 | \$32,831 | 0.0% | 3.5% | \$1,149 | 100% | \$1,149 | \$33,981 | 0% | \$0 | \$34,726 | 0.0% | 3.5% | \$1,215 | 100% | \$1,215 | \$35,941 | 0% | \$0 | \$36,305 | 0.0% | 3.5% | \$1,271 | 100% | \$1,271 | \$37,575 | 0% | \$0 | | | | |
| 3 | | \$31,860 | 0.0% | 3.5% | \$1,115 | 100% | \$1,115 | \$32,976 | 0% | \$0 | \$33,108 | 0.0% | 3.5% | \$1,159 | 100% | \$1,159 | \$34,267 | 0% | \$0 | \$34,980 | 0.0% | 3.5% | \$1,224 | 100% | \$1,224 | \$36,205 | 0% | \$0 | \$36,541 | 0.0% | 3.5% | \$1,279 | 100% | \$1,279 | \$37,820 | 0% | \$0 | | | | |
| 4 | | \$32,104 | 0.0% | 3.5% | \$1,124 | 100% | \$1,124 | \$33,227 | 0% | \$0 | \$33,337 | 0.0% | 3.5% | \$1,167 | 100% | \$1,167 | \$34,504 | 0% | \$0 | \$35,662 | 0.0% | 3.5% | \$1,248 | 100% | \$1,248 | \$36,910 | 0% | \$0 | \$36,732 | 0.0% | 3.5% | \$1,286 | 100% | \$1,286 | \$38,017 | 0% | \$0 | | | | |
| 5 | | \$33,337 | 0.0% | 3.5% | \$1,167 | 100% | \$1,167 | \$34,504 | 0% | \$0 | \$34,174 | 0.0% | 3.5% | \$1,196 | 100% | \$1,196 | \$35,371 | 0% | \$0 | \$35,662 | 0.0% | 3.5% | \$1,248 | 100% | \$1,248 | \$36,910 | 0% | \$0 | \$36,732 | 0.0% | 3.5% | \$1,286 | 100% | \$1,286 | \$38,017 | 0% | \$0 | | | | |
| 6 | | \$34,572 | 0.0% | 3.5% | \$1,210 | 100% | \$1,210 | \$35,782 | 0% | \$0 | \$35,317 | 0.4% | 3.5% | \$1,377 | 100% | \$1,377 | \$36,694 | 0% | \$0 | \$35,662 | 2.5% | 3.5% | \$2,140 | 100% | \$2,140 | \$37,802 | 0% | \$0 | \$36,732 | 2.0% | 3.5% | \$2,020 | 100% | \$2,020 | \$38,752 | 0% | \$0 | | | | |
| 7 | | \$35,806 | 0.0% | 3.5% | \$1,253 | 100% | \$1,253 | \$37,059 | 0% | \$0 | \$36,705 | 0.0% | 3.5% | \$1,285 | 100% | \$1,285 | \$37,990 | 0% | \$0 | \$37,332 | 1.4% | 3.5% | \$1,829 | 100% | \$1,829 | \$39,161 | 0% | \$0 | \$38,274 | 1.4% | 3.5% | \$1,875 | 100% | \$1,875 | \$40,150 | 0% | \$0 | | | | |
| 8 | | \$35,806 | 0.0% | 3.5% | \$1,253 | 100% | \$1,253 | \$37,059 | 0% | \$0 | \$36,705 | 0.0% | 3.5% | \$1,285 | 100% | \$1,285 | \$37,990 | 0% | \$0 | \$38,532 | 0.0% | 3.5% | \$1,349 | 100% | \$1,349 | \$39,880 | 0% | \$0 | \$39,817 | 0.0% | 3.5% | \$1,394 | 100% | \$1,394 | \$41,211 | 0% | \$0 | | | | |
| 9 | | \$35,806 | 0.0% | 3.5% | \$1,253 | 100% | \$1,253 | \$37,059 | 0% | \$0 | \$36,705 | 0.0% | 3.5% | \$1,285 | 100% | \$1,285 | \$37,990 | 0% | \$0 | \$39,817 | 0.0% | 3.5% | \$1,394 | 100% | \$1,394 | \$41,211 | 0% | \$0 | \$41,360 | 0.0% | 3.5% | \$1,448 | 100% | \$1,448 | \$42,807 | 0% | \$0 | | | | |
| 10 | | \$37,041 | 0.0% | 3.5% | \$1,296 | 100% | \$1,296 | \$38,337 | 0% | \$0 | \$38,892 | 0.0% | 3.5% | \$1,361 | 100% | \$1,361 | \$40,253 | 0% | \$0 | \$41,360 | 0.0% | 3.5% | \$1,448 | 100% | \$1,448 | \$42,807 | 0% | \$0 | \$42,903 | 0.0% | 3.5% | \$1,502 | 100% | \$1,502 | \$44,405 | 0% | \$0 | | | | |
| 11 | | \$38,274 | 0.0% | 3.5% | \$1,340 | 100% | \$1,340 | \$39,614 | 0% | \$0 | \$40,280 | 0.0% | 3.5% | \$1,410 | 100% | \$1,410 | \$41,690 | 0% | \$0 | \$42,903 | 0.0% | 3.5% | \$1,502 | 100% | \$1,502 | \$44,405 | 0% | \$0 | \$44,445 | 0.0% | 3.5% | \$1,556 | 100% | \$1,556 | \$46,001 | 0% | \$0 | | | | |
| 12 | | \$39,379 | 0.0% | 3.5% | \$1,378 | 100% | \$1,378 | \$40,757 | 0% | \$0 | \$41,539 | 0.0% | 3.5% | \$1,454 | 100% | \$1,454 | \$42,992 | 0% | \$0 | \$44,315 | 0.0% | 3.5% | \$1,551 | 100% | \$1,551 | \$45,866 | 0% | \$0 | \$45,859 | 0.0% | 3.5% | \$1,605 | 100% | \$1,605 | \$47,464 | 0% | \$0 | | | | |
| 13 | | \$40,613 | 0.0% | 3.5% | \$1,421 | 100% | \$1,421 | \$42,034 | 0% | \$0 | \$42,927 | 0.0% | 3.5% | \$1,502 | 100% | \$1,502 | \$44,429 | 0% | \$0 | \$45,859 | 0.0% | 3.5% | \$1,605 | 100% | \$1,605 | \$47,464 | 0% | \$0 | \$47,401 | 0.0% | 3.5% | \$1,659 | 100% | \$1,659 | \$49,060 | 0% | \$0 | | | | |
| 14 | | \$41,848 | 0.0% | 3.5% | \$1,465 | 100% | \$1,465 | \$43,312 | 0% | \$0 | \$44,315 | 0.0% | 3.5% | \$1,551 | 100% | \$1,551 | \$45,866 | 0% | \$0 | \$47,401 | 0.0% | 3.5% | \$1,659 | 100% | \$1,659 | \$49,060 | 0% | \$0 | \$48,943 | 0.0% | 3.5% | \$1,713 | 100% | \$1,713 | \$50,656 | 0% | \$0 | | | | |
| 15 | 20 / 80 | \$43,081 | 0.0% | 3.5% | \$1,508 | 80% | \$1,206 | \$44,287 | 20% | \$302 | \$45,704 | 0.0% | 3.5% | \$1,600 | 80% | \$1,280 | \$46,984 | 20% | \$320 | \$48,943 | 0.0% | 3.5% | \$1,713 | 80% | \$1,370 | \$50,314 | 20% | \$343 | \$50,487 | 0.0% | 3.5% | \$1,767 | 80% | \$1,414 | \$51,900 | 20% | \$353 | | | | |
| 16 | | \$43,975 | 0.0% | 3.5% | \$1,539 | 80% | \$1,231 | \$45,206 | 20% | \$308 | \$46,730 | 0.0% | 3.5% | \$1,636 | 80% | \$1,308 | \$48,038 | 20% | \$327 | \$50,098 | 0.0% | 3.5% | \$1,753 | 80% | \$1,403 | \$51,501 | 20% | \$351 | \$51,629 | 0.0% | 3.5% | \$1,807 | 80% | \$1,446 | \$53,075 | 20% | \$361 | | | | |
| 17 | | \$45,200 | 0.0% | 3.5% | \$1,582 | 80% | \$1,266 | \$46,465 | 20% | \$316 | \$48,108 | 0.0% | 3.5% | \$1,684 | 80% | \$1,347 | \$49,455 | 20% | \$337 | \$51,629 | 0.0% | 3.5% | \$1,807 | 80% | \$1,446 | \$53,075 | 20% | \$361 | \$53,160 | 0.0% | 3.5% | \$1,861 | 80% | \$1,488 | \$54,649 | 20% | \$372 | | | | |
| 18 | | \$46,425 | 0.0% | 3.5% | \$1,625 | 80% | \$1,300 | \$47,724 | 20% | \$325 | \$49,485 | 0.0% | 3.5% | \$1,732 | 80% | \$1,386 | \$50,871 | 20% | \$346 | \$53,160 | 0.0% | 3.5% | \$1,861 | 80% | \$1,488 | \$54,649 | 20% | \$372 | \$54,691 | 0.0% | 3.5% | \$1,914 | 80% | \$1,531 | \$56,222 | 20% | \$383 | | | | |
| 19 | | \$47,648 | 0.0% | 3.5% | \$1,668 | 80% | \$1,334 | \$48,983 | 20% | \$334 | \$50,864 | 0.0% | 3.5% | \$1,780 | 80% | \$1,424 | \$52,288 | 20% | \$356 | \$54,691 | 0.0% | 3.5% | \$1,914 | 80% | \$1,531 | \$56,222 | 20% | \$383 | \$56,222 | 0.0% | 3.5% | \$1,968 | 80% | \$1,574 | \$57,797 | 20% | \$394 | | | | |
| 20 | 40 / 60 | \$48,873 | 0.0% | 3.5% | \$1,711 | 60% | \$1,026 | \$49,900 | 40% | \$684 | \$52,242 | 0.0% | 3.5% | \$1,828 | 60% | \$1,097 | \$53,339 | 40% | \$731 | \$56,222 | 0.0% | 3.5% | \$1,968 | 60% | \$1,181 | \$57,403 | 40% | \$787 | \$57,753 | 0.0% | 3.5% | \$2,021 | 60% | \$1,213 | \$58,966 | 40% | \$809 | | | | |
| 21 | | \$49,582 | 0.0% | 3.5% | \$1,735 | 60% | \$1,041 | \$50,623 | 40% | \$694 | \$53,076 | 0.0% | 3.5% | \$1,858 | 60% | \$1,115 | \$54,191 | 40% | \$743 | \$57,177 | 0.0% | 3.5% | \$2,001 | 60% | \$1,201 | \$58,378 | 40% | \$800 | \$58,696 | 0.0% | 3.5% | \$2,054 | 60% | \$1,233 | \$59,928 | 40% | \$822 | | | | |
| 22 | | \$49,582 | 0.0% | 3.5% | \$1,735 | 60% | \$1,041 | \$50,623 | 40% | \$694 | \$53,076 | 0.0% | 3.5% | \$1,858 | 60% | \$1,115 | \$54,191 | 40% | \$743 | \$57,177 | 0.0% | 3.5% | \$2,001 | 60% | \$1,201 | \$58,378 | 40% | \$800 | \$58,696 | 0.0% | 3.5% | \$2,054 | 60% | \$1,233 | \$59,928 | 40% | \$822 | | | | |
| 23 | | \$49,582 | 0.0% | 3.5% | \$1,735 | 60% | \$1,041 | \$50,623 | 40% | \$694 | \$53,076 | 0.0% | 3.5% | \$1,858 | 60% | \$1,115 | \$54,191 | 40% | \$743 | \$57,177 | 0.0% | 3.5% | \$2,001 | 60% | \$1,201 | \$58,378 | 40% | \$800 | \$58,696 | 0.0% | 3.5% | \$2,054 | 60% | \$1,233 | \$59,928 | 40% | \$822 | | | | |
| 24 | | \$49,582 | 0.0% | 3.5% | \$1,735 | 60% | \$1,041 | \$50,623 | 40% | \$694 | \$53,076 | 0.0% | 3.5% | \$1,858 | 60% | \$1,115 | \$54,191 | 40% | \$743 | \$57,177 | 0.0% | 3.5% | \$2,001 | 60% | \$1,201 | \$58,378 | 40% | \$800 | \$58,696 | 0.0% | 3.5% | \$2,054 | 60% | \$1,233 | \$59,928 | 40% | \$822 | | | | |
| 25 | \$49,582 | 0.0% | 3.5% | \$1,735 | 60% | \$1,041 | \$50,623 | 40% | \$694 | \$53,076 | 0.0% | 3.5% | \$1,858 | 60% | \$1,115 | \$54,191 | 40% | \$743 | \$57,177 | 0.0% | 3.5% | \$2,001 | 60% | \$1,201 | \$58,378 | 40% | \$800 | \$58,696 | 0.0% | 3.5% | \$2,054 | 60% | \$1,233 | \$59,928 | 40% | \$822 | | | | | |
| 26 | 60 / 40 | \$50,274 | 0.0% | 3.5% | \$1,760 | 40% | \$704 | \$50,978 | 60% | \$1,056 | \$53,891 | 0.0% | 3.5% | \$1,886 | 40% | \$754 | \$54,645 | 60% | \$1,132 | \$58,110 | 0.0% | 3.5% | \$2,034 | 40% | \$814 | \$58,924 | 60% | \$1,220 | \$59,618 | 0.0% | 3.5% | \$2,087 | 40% | \$835 | \$60,453 | 60% | \$1,252 | | | | |
| 27 | | \$50,274 | 0.0% | 3.5% | \$1,760 | 40% | \$704 | \$50,978 | 60% | \$1,056 | \$53,891 | 0.0% | 3.5% | \$1,886 | 40% | \$754 | \$54,645 | 60% | \$1,132 | \$58,110 | 0.0% | 3.5% | \$2,034 | 40% | \$814 | \$58,924 | 60% | \$1,220 | \$59,618 | 0.0% | 3.5% | \$2,087 | 40% | \$835 | \$60,453 | 60% | \$1,252 | | | | |
| 28 | | \$50,274 | 0.0% | 3.5% | \$1,760 | 40% | \$704 | \$50,978 | 60% | \$1,056 | \$53,891 | 0.0% | 3.5% | \$1,886 | 40% | \$754 | \$54,645 | 60% | \$1,132 | \$58,110 | 0.0% | 3.5% | \$2,034 | 40% | \$814 | \$58,924 | 60% | \$1,220 | \$59,618 | 0.0% | 3.5% | \$2,087 | 40% | \$835 | \$60,453 | 60% | \$1,252 | | | | |
| 29 | | \$50,274 | 0.0% | 3.5% | \$1,760 | 40% | \$704 | \$50,978 | 60% | \$1,056 | \$53,891 | 0.0% | 3.5% | \$1,886 | 40% | \$754 | \$54,645 | 60% | \$1,132 | \$58,110 | 0.0% | 3.5% | \$2,034 | 40% | \$814 | \$58,924 | 60% | \$1,220 | \$59,618 | 0.0% | 3.5% | \$2,087 | 40% | \$835 | \$60,453 | 60% | \$1,252 | | | | |
| 30 | | \$50,274 | 0.0% | 3.5% | \$1,760 | 40% | \$704 | \$50,978 | 60% | \$1,056 | \$53,891 | 0.0% | 3.5% | \$1,886 | 40% | \$754 | \$54,645 | 60% | \$1,132 | \$58,110 | 0.0% | 3.5% | \$2,034 | 40% | \$814 | \$58,924 | 60% | \$1,220 | \$59,618 | 0.0% | 3.5% | \$2,087 | 40% | \$835 | \$60,453 | 60% | \$1,252 | | | | |
| 31 | 80 / 20 | \$50,947 | 0.0% | 3.5% | \$1,783 | 20% | \$357 | \$51,304 | 80% | \$1,427 | \$54,686 | 0.0% | 3.5% | \$1,914 | 20% | \$383 | \$55,069 | 80% | \$1,531 | \$59,022 | 0.0% | 3.5% | \$2,066 | 20% | \$413 | \$59,436 | 80% | \$1,653 | \$60,517 | 0.0% | 3.5% | \$2,118 | 20% | \$424 | \$60,941 | 80% | \$1,694 | | | | |
| 32 | | \$50,947 | 0.0% | 3.5% | \$1,783 | 20% | \$357 | \$51,304 | 80% | \$1,427 | \$54,686 | 0.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |