



**COLONEL CRAWFORD LOCAL SCHOOL DISTRICT
SUPPORT STAFF CONTRACT
(July 1, 2016 through June 30, 2018)**

10-06-16
16-CON-02-0446
0446-02
K34783

d a 2.5% increase in Wages in FY16 and FY18.

1. PAID HOLIDAYS

- Nine and ten month employees shall receive seven (7) paid holidays. They are
 Labor Day
 Thanksgiving Day
 Christmas Day
 New Year’s Day
 Martin Luther King Day
 Good Friday
 Memorial Day

- Twelve-month employees shall receive twelve (12) paid holidays. They are:
 Independence Day
 Labor Day
 Thanksgiving Day
 Friday after Thanksgiving
 Christmas Eve Day
 Christmas Day
 New Year’s Eve Day
 New Year’s Day
 Martin Luther King Day
 President’s Day
 Good Friday
 Memorial Day

2. VACATION SCHEDULE

- Following twelve (12) full months of employment, twelve month employees shall receive vacation according to the following schedule:

<u>One through seven years</u>	<u>12 Days</u>
<u>Eight through sixteen years</u>	<u>17 Days</u>
<u>Seventeen through twenty-four years</u>	<u>22 Days</u>
<u>Twenty-five years plus</u>	<u>27 Days</u>

3. SUBSTITUTE RATES: to be paid on “Step Zero” of each classification.

	FY2017	FY2018
• Secretary	\$11.83 / hour	\$12.13 / hour
• Aid	\$10.64 / hour	\$10.91 / hour
• Cafeteria	\$10.64 / hour	\$10.91 / hour
• Bus Driver	\$14.52 / hour	\$14.88 / hour
• Custodial Adult	\$13.15 / hour	\$13.48 / hour
• Custodial Student	minimum wage	

4. BUS DRIVERS

- Bus routes and times shall be established after the beginning of each school year. Work days shall be all school days in session plus seven (7) paid holidays. Beginning July 1, 2008, drivers will be paid for 15 minutes before and after routes in AM and PM for pre-trip, post-trip inspections, and fueling. (Maximum 1 hour per day). Additional time for parking bus at home will not be added.
- Extracurricular trips shall be paid at the hourly rate of **\$11.85** for FY17 and a rate of **\$12.15** for FY18. The minimum rate for showing up for canceled trips shall be paid at 1 hour at current trip rate. (This includes route cancellations)
- In-service pay rates shall be the same as extra trip rates. Bus driver shall be paid for the established time of the meeting only for required in-service time. In-service time shall be turned in on a substitute time sheet.
- Whenever possible, shuttle routes and extra duty routing pertaining to special education to other schools shall be offered to the driver with the most seniority, unless the driver would be driving more than 40 hours per week. Final decisions on routing will be made by the Superintendent. Consideration will be given to mileage savings.
- Bus drivers do not get paid for volunteer sign-up of extra trips.
- Random drug testing expenses shall be paid by the Board of Education.
- The board will pay instructor fees only for a CPR class for any non-certified staff each year for those interested in taking this class. This class will be voluntary.
- The board shall pay the expenses connected with yearly required physical examinations and hearing screening testing conducted at the school each year for the purposes of required screenings in order to perform the duties of bus driving.
- Bus drivers shall pay for their initial fingerprinting expense. The Board of Education shall pay for all subsequent fingerprinting expenses.
- On board training shall be paid at route rate effective November 1st, 2013.

5. PAY SCHEDULE

- Contract salaries shall be prorated over twenty-six (26) pay periods.

6. UNUSED VACATION

- Unused vacation leave shall be paid in accordance with Board Policy. This is NOT a negotiated item.

7. INSURANCE

- Life, health, dental and vision insurance coverage shall be available to full time employees. Effective 7/1/2014 (12 mo employees) and 9/1/14 (9-10 mo employees): Medical Insurance coverage for full time employees shall be paid by the Board of Education at 95% of the cost. Employees will pay 5% of these premium costs. Effective: Effective 7/1/2015 (12 mo employees) and 9/1/15 (9-10 mo employees) Medical Insurance coverage for full time employees shall be paid by the Board of Education at 93% of the cost. Employees will pay 7% of these premium costs.
- **Effective January 1, 2008, Medical insurance will be changed to match certified staff: Medical Mutual Plus Network, or equivalent. Plans A, B, and C offered. Plan C (HSA) Colonel Crawford Local Schools will donate \$1300 towards a single deductible and \$2600 towards a family. Plans subject to change per Crawford-Wyandot Consortium.**
- Dental insurance will match teachers: Med Mutual Plan, or equivalent.
- Effective January 1, 2008, all eligible employees currently paying 20% and any new additions to insurance will pay 15% of the cost of Health and Dental coverage. The Board of Education will pay 85% of the insurance premium cost.
- Effective July 1, 2004: All "NEW FULL TIME HIRES" who have a working spouse who is eligible and has access to other medical and dental insurance coverage MUST be on this other company policy and NOT ELIGIBLE for insurance under Colonel Crawford's health and dental plan. Note: CC employees under fulltime contract are eligible for single plan coverage.
- Effective January 1, 2014, vision insurance will be changed to VSP to match the certified staff coverage.
- Any eligible employee who chooses to waive medical, dental, and vision insurance will receive an additional \$2000 per year paid through payroll.
- Board of Education provided "Term life" insurance coverage shall be 100% board paid to all employees (whether they are either 9 or 12 month employees) at a \$20,000 maximum policy limit for full-time employees, and \$10,000 policy limit for part-time employees.

8. FULL TIME ELIGIBILITY

- Eligibility will comply with the new health care act. Full-time benefits to be offered to those averaging 30 hours per week throughout measurement period.

9. SEVERANCE

- An employee of the Col. Crawford School District who elects to retire from active Service is to be paid for one-quarter (1/4) of the value of 120 days plus thirty percent (30%) of the difference between 120 and all days in excess of 120 to a maximum based upon the following schedule of an individual's accrued but unused sick leave credit:
Maximum severance payment will be 81.5 days paid at current daily rate.
- Such payment shall be based upon the employee rate of pay at the time of retirement. Payment shall be made within sixty (60) days after verification of the first payment from SERS. Payment for sick leave on this basis shall be considered to eliminate all sick leave accumulated by the employee at the time. Such payment shall be made only one time to an employee.
- Death benefit – In the event that a staff member passes away, prior to official retirement, and is eligible to retire, the staff member's spouse (beneficiary) shall be entitled to severance as per non-certified contract.

10. SICK LEAVE

- Support staff may use sick leave for absence due to personal illness, injury, exposure to contagious disease, which could be communicated to other employees, pregnancy and to illness injury or death in the employee's immediate family.
 - Immediate family illness or injury: the employee's spouse, children, parents, siblings, or anyone who has clearly had same relationship to the employee.
 - Immediate family death: the employee's spouse, children, father, mother, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, aunts, uncles, nieces, nephews, grandparents, grandchildren, or other persons who have assumed similar positions, regardless of residence.
- The Board shall require an employee to use Kiosk to justify the use all leave and vacation requests.
- Pursuant to law, all contracted employees shall accrue sick leave at the rate of one and one-quarter (1 ¼) days per month of service. Such sick leave is to accumulate to a maximum of 326 days effective January 1, 2008. No employee shall receive credit for more than fifteen (15) days of sick leave in any one year. Employees shall be notified by the Treasurer of the Board of the total accumulated days of sick leave at the end of each school year.
- New and present employees who have exhausted their accumulated sick leave shall be credited, as needed, with additional sick leave days annually. These employees shall be credited with an additional twelve (12) days. Such credited leave days will be deducted from the final pay of an employee, at his/her per diem rate if the employee leaves the employment of the Board before earning sufficient sick leave to repay the advance. The Board will continue to pay the Board provided insurance premiums of any employee who has exhausted his/her sick leave accumulation and any additional advance of days as specified in the contract and who remains on an active contract status with the Board.
- Except as required otherwise by this provision, sick leave benefits shall be administered in accordance with ORC 3319.141 and ORC 3319.10.

11. PERSONAL LEAVE DAYS

- All support staff employees shall be permitted without loss of pay three (3) personal leave days per year for reasons stated. Absences for one-half day personal leave are allowed.
- **Personal Day Incentive:**
 1. Staff shall be paid at the rate of one hundred dollars (\$100) for any unused personal day(s), up to a maximum of three (3) days, or;
 2. Staff may choose to roll over any unused personal leave days, to a maximum of three (3) days, into their sick leave balance.
All days, either paid or rolled over, must be in whole day increments, and all unused days must be addressed through the same option.
- Beginning with the 2008-09 school year part-time staff will be granted personal leave in the same manner as full-time employees.
- Personal leave shall not be granted on any day immediately preceding or following a vacation or holiday unless special waiver is granted by the Superintendent.
- Personal leave shall be cumulative to a total of four (4) days in any one year. Personal leave usage shall not exceed a total of four (4) days in any given year.
- Employees requesting personal leave days shall submit the appropriate form at least three (3) days prior to the requested leave. This requirement may be waived in emergencies.
- Reasons for personal leave:
 - for important religious responsibilities which cannot normally be conducted outside the regular work day.
 - for weddings where the person is involved in the actual ceremony
 - for personal business which must be conducted during a regular school day
 - obviously, there will be emergencies and unusual circumstances that are impossible to foresee or predict. These will be evaluated on their merit by the Superintendent.

12. JOB DESCRIPTIONS AND PROGRESSIVE DISCIPLINE

- Job descriptions will be developed after joint communication amongst the staff and the administration.
- A progressive discipline plan will also be written and implemented after joint communication amongst the staff and the administration.

13. UNIFORM ALLOWANCE: (MECHANIC AND CUSTODIANS ONLY)

- A uniform allowance of \$300.00 per fiscal school calendar year will now be converted / added to the above referenced salaries effective July 1, 2015. Calculated as $\$300/260 \text{ days} / 8 \text{ hours per day} = .144231$ added to base.

14. MECHANIC'S TRUCK ALLOWANCE

Mechanic will be paid a truck allowance of \$350 per month paid through payroll and spread over 26 pays per year. Mechanic will receive this payment instead of turning in mileage for school use.

CLASSIFIED SALARY SCHEDULE				2017 SCHOOL YEAR							
				2.50% Increase							
						OFFICE		EMIS		SUPT	
Yrs. of Exp.	Index	AIDE	Index	CAFÉ	Index	SEC1	Index	SEC2	Index	SEC3	
	Base	10.64	Base	10.64	Base	11.83	Base	12.58	Base	14.66	
0	1.0000	10.64	1.0000	10.64	1.0000	11.83	1.0000	12.58	1.0000	14.66	
1	1.0200	10.85	1.0200	10.85	1.0180	12.04	1.0171	12.80	1.0147	14.88	
2	1.0400	11.07	1.0400	11.07	1.0360	12.26	1.0342	13.01	1.0294	15.09	
3	1.0610	11.29	1.0610	11.29	1.0550	12.48	1.0514	13.23	1.0441	15.31	
4	1.0810	11.50	1.0810	11.50	1.0730	12.69	1.0685	13.44	1.0588	15.52	
5	1.1010	11.71	1.1010	11.71	1.0910	12.91	1.0856	13.66	1.0735	15.74	
6	1.1210	11.93	1.1210	11.93	1.1090	13.12	1.1027	13.87	1.0882	15.95	
7	1.1420	12.15	1.1420	12.15	1.1275	13.34	1.1199	14.09	1.1029	16.17	
8	1.1620	12.36	1.1620	12.36	1.1460	13.56	1.1370	14.30	1.1176	16.38	
9	1.1820	12.58	1.1820	12.58	1.1640	13.77	1.1541	14.52	1.1323	16.60	
10	1.1820	12.58	1.1820	12.58	1.1640	13.77	1.1541	14.52	1.1323	16.60	
12	1.2230	13.01	1.2230	13.01	1.2000	14.20	1.1798	14.84	1.1544	16.92	
13	1.2230	13.01	1.2230	13.01	1.2000	14.20	1.1798	14.84	1.1543	16.92	
14	1.2230	13.01	1.2230	13.01	1.2000	14.20	1.1798	14.84	1.1543	16.92	
15	1.2630	13.44	1.2630	13.44	1.2360	14.62	1.2055	15.17	1.1763	17.24	
16	1.2630	13.44	1.2630	13.44	1.2360	14.62	1.2055	15.17	1.1763	17.24	
17	1.2630	13.44	1.2630	13.44	1.2360	14.62	1.2055	15.17	1.1763	17.24	
18	1.2821	13.64	1.2821	13.64	1.2540	14.83	1.2300	15.47	1.1900	17.45	
19	1.2821	13.64	1.2821	13.64	1.2540	14.83	1.2300	15.47	1.1900	17.45	
20	1.2821	13.64	1.2821	13.64	1.2540	14.83	1.2300	15.47	1.1900	17.45	
21	1.3012	13.84	1.3012	13.84	1.2720	15.05	1.2460	15.67	1.2041	17.65	
22	1.3012	13.84	1.3012	13.84	1.2720	15.05	1.2460	15.67	1.2041	17.65	
23	1.3012	13.84	1.3012	13.84	1.2720	15.05	1.2460	15.67	1.2041	17.65	
25	1.3211	14.06	1.3211	14.06	1.2919	15.28	1.2659	15.93	1.2240	17.94	

CLASSIFIED SALARY SCHEDULE				2017 SCHOOL YEAR							
				2.50% Increase							
						HEAD MECH		ASST MECH		MAINT	
Yrs. of Exp.	Index	CUST	Index	BUS	Index	HEAD MECH	Index	ASST MECH	Index	MAINT	
	Base	13.15	Base	14.52	Base	15.85	Base	12.72	Base	18.99	
0	1.0000	13.15	1.0000	14.52	1.0000	15.85	1.0000	12.72	1.0000	18.99	
1	1.0207	13.42	1.0035	14.57	1.0171	16.12	1.0161	12.92	1.0120	19.22	
2	1.0414	13.69	1.0070	14.62	1.0343	16.39	1.0423	13.26	1.0240	19.45	
3	1.0621	13.97	1.0105	14.67	1.0514	16.66	1.0584	13.46	1.0360	19.67	
4	1.0828	14.24	1.0140	14.72	1.0686	16.94	1.0745	13.67	1.0480	19.90	
5	1.1035	14.51	1.0175	14.77	1.0857	17.21	1.0957	13.94	1.0590	20.11	
6	1.1242	14.78	1.0175	14.77	1.1029	17.48	1.1211	14.26	1.0710	20.34	
7	1.1449	15.06	1.0350	15.03	1.1200	17.75	1.1372	14.47	1.0830	20.57	
8	1.1656	15.33	1.0350	15.03	1.1372	18.02	1.1541	14.68	1.0950	20.79	
9	1.1863	15.60	1.0530	15.29	1.1543	18.30	1.1693	14.87	1.1070	21.02	
10	1.1863	15.60	1.0530	15.29	1.1543	18.30	1.1693	14.87	1.1190	21.25	
12	1.2276	16.14	1.0705	15.54	1.1886	18.84	1.1820	15.04	1.1430	21.71	
13	1.2276	16.14	1.0705	15.54	1.1886	18.84	1.1820	15.04	1.1540	21.91	
14	1.2276	16.14	1.0705	15.54	1.1886	18.84	1.1820	15.04	1.1660	22.14	
15	1.2649	16.63	1.0880	15.80	1.2229	19.38	1.1948	15.20	1.1780	22.37	
16	1.2649	16.63	1.0880	15.80	1.2229	19.38	1.1948	15.20	1.1780	22.37	
17	1.2649	16.63	1.0880	15.80	1.2229	19.38	1.1948	15.20	1.1780	22.37	
18	1.2805	16.84	1.1060	16.06	1.2423	19.69	1.1948	15.20	1.1900	22.60	
19	1.2805	16.84	1.1060	16.06	1.2423	19.69	1.1948	15.20	1.1900	22.60	
20	1.2805	16.84	1.1060	16.06	1.2423	19.69	1.2110	15.40	1.1900	22.60	
21	1.2960	17.04	1.1235	16.31	1.2553	19.90	1.2110	15.40	1.2001	22.79	
22	1.2960	17.04	1.1235	16.31	1.2553	19.90	1.2110	15.40	1.2001	22.79	
23	1.2960	17.04	1.1235	16.31	1.2553	19.90	1.2110	15.40	1.2001	22.79	
25	1.3159	17.30	1.1434	16.60	1.2752	20.21	1.2270	15.61	1.2200	23.17	

CLASSIFIED SALARY SCHEDULE				2018 SCHOOL YEAR							
				2.50% Increase							
						OFFICE		EMIS		SUPT	
Yrs. of Exp.	Index	AIDE	Index	CAFÉ	Index	SEC1	Index	SEC2	Index	SEC3	
	Base	10.91	Base	10.91	Base	12.13	Base	12.89	Base	15.03	
0	1.0000	10.91	1.0000	10.91	1.0000	12.13	1.0000	12.89	1.0000	15.03	
1	1.0200	11.13	1.0200	11.13	1.0180	12.35	1.0171	13.11	1.0147	15.25	
2	1.0400	11.35	1.0400	11.35	1.0360	12.57	1.0342	13.33	1.0294	15.47	
3	1.0610	11.58	1.0610	11.58	1.0550	12.80	1.0514	13.55	1.0441	15.69	
4	1.0810	11.79	1.0810	11.79	1.0730	13.02	1.0685	13.77	1.0588	15.91	
5	1.1010	12.01	1.1010	12.01	1.0910	13.23	1.0856	13.99	1.0735	16.13	
6	1.1210	12.23	1.1210	12.23	1.1090	13.45	1.1027	14.21	1.0882	16.36	
7	1.1420	12.46	1.1420	12.46	1.1275	13.68	1.1199	14.44	1.1029	16.58	
8	1.1620	12.68	1.1620	12.68	1.1460	13.90	1.1370	14.66	1.1176	16.80	
9	1.1820	12.90	1.1820	12.90	1.1640	14.12	1.1541	14.88	1.1323	17.02	
10	1.1820	12.90	1.1820	12.90	1.1640	14.12	1.1541	14.88	1.1323	17.02	
12	1.2230	13.34	1.2230	13.34	1.2000	14.56	1.1798	15.21	1.1544	17.35	
13	1.2230	13.34	1.2230	13.34	1.2000	14.56	1.1798	15.21	1.1543	17.35	
14	1.2230	13.34	1.2230	13.34	1.2000	14.56	1.1798	15.21	1.1543	17.35	
15	1.2630	13.78	1.2630	13.78	1.2360	14.99	1.2055	15.54	1.1763	17.68	
16	1.2630	13.78	1.2630	13.78	1.2360	14.99	1.2055	15.54	1.1763	17.68	
17	1.2630	13.78	1.2630	13.78	1.2360	14.99	1.2055	15.54	1.1763	17.68	
18	1.2821	13.99	1.2821	13.99	1.2540	15.21	1.2300	15.85	1.1900	17.89	
19	1.2821	13.99	1.2821	13.99	1.2540	15.21	1.2300	15.85	1.1900	17.89	
20	1.2821	13.99	1.2821	13.99	1.2540	15.21	1.2300	15.85	1.1900	17.89	
21	1.3012	14.20	1.3012	14.20	1.2720	15.43	1.2460	16.06	1.2041	18.10	
22	1.3012	14.20	1.3012	14.20	1.2720	15.43	1.2460	16.06	1.2041	18.10	
23	1.3012	14.20	1.3012	14.20	1.2720	15.43	1.2460	16.06	1.2041	18.10	
25	1.3211	14.41	1.3211	14.41	1.2919	15.67	1.2659	16.32	1.2240	18.40	

CLASSIFIED SALARY SCHEDULE				2018 SCHOOL YEAR							
				2.50% Increase							
						HEAD MECH		ASST MECH		MAINT	
Yrs. of Exp.	Index	CUST	Index	BUS	Index	HEAD MECH	Index	ASST MECH	Index	MAINT	
	Base	13.48	Base	14.88	Base	16.25	Base	13.04	Base	19.46	
0	1.0000	13.48	1.0000	14.88	1.0000	16.25	1.0000	13.04	1.0000	19.46	
1	1.0207	13.76	1.0035	14.93	1.0171	16.53	1.0161	13.25	1.0120	19.69	
2	1.0414	14.04	1.0070	14.98	1.0343	16.81	1.0423	13.59	1.0240	19.93	
3	1.0621	14.32	1.0105	15.04	1.0514	17.09	1.0584	13.80	1.0360	20.16	
4	1.0828	14.60	1.0140	15.09	1.0686	17.36	1.0745	14.01	1.0480	20.39	
5	1.1035	14.88	1.0175	15.14	1.0857	17.64	1.0957	14.29	1.0590	20.61	
6	1.1242	15.15	1.0175	15.14	1.1029	17.92	1.1211	14.62	1.0710	20.84	
7	1.1449	15.43	1.0350	15.40	1.1200	18.20	1.1372	14.83	1.0830	21.08	
8	1.1656	15.71	1.0350	15.40	1.1372	18.48	1.1541	15.05	1.0950	21.31	
9	1.1863	15.99	1.0530	15.67	1.1543	18.76	1.1693	15.25	1.1070	21.54	
10	1.1863	15.99	1.0530	15.67	1.1543	18.76	1.1693	15.25	1.1190	21.78	
12	1.2276	16.55	1.0705	15.93	1.1886	19.31	1.1820	15.41	1.1430	22.24	
13	1.2276	16.55	1.0705	15.93	1.1886	19.31	1.1820	15.41	1.1540	22.46	
14	1.2276	16.55	1.0705	15.93	1.1886	19.31	1.1820	15.41	1.1660	22.69	
15	1.2649	17.05	1.0880	16.19	1.2229	19.87	1.1948	15.58	1.1780	22.92	
16	1.2649	17.05	1.0880	16.19	1.2229	19.87	1.1948	15.58	1.1780	22.92	
17	1.2649	17.05	1.0880	16.19	1.2229	19.87	1.1948	15.58	1.1780	22.92	
18	1.2805	17.26	1.1060	16.46	1.2423	20.19	1.1948	15.58	1.1900	23.16	
19	1.2805	17.26	1.1060	16.46	1.2423	20.19	1.1948	15.58	1.1900	23.16	
20	1.2805	17.26	1.1060	16.46	1.2423	20.19	1.2110	15.79	1.1900	23.16	
21	1.2960	17.47	1.1235	16.72	1.2553	20.40	1.2110	15.79	1.2001	23.35	
22	1.2960	17.47	1.1235	16.72	1.2553	20.40	1.2110	15.79	1.2001	23.35	
23	1.2960	17.47	1.1235	16.72	1.2553	20.40	1.2110	15.79	1.2001	23.35	
25	1.3159	17.74	1.1434	17.01	1.2752	20.72	1.2270	16.00	1.2200	23.74	

TECHNOLOGY COORDINATOR		FOOD SERVICE COORDINATOR	
FY17	FY18	FY17	FY18
55,182.00	55,561.00	17,334.00	17,762.00

CLASSIFIED SALARY SCHEDULE			
	2017 SCHOOL YEAR		
	2.50%	Increase	
Yrs. of Exp.	Index	Asst Treas	
	Base	30,105	
0	1.1980	36,066	
1	1.2390	37,300	
2	1.2810	38,565	
3	1.2950	38,986	
4	1.3010	39,167	
5	1.3230	39,829	
6	1.3370	40,251	
7	1.3510	40,672	
8	1.3640	41,064	
9	1.3780	41,485	
10	1.3920	41,907	
12	1.4320	43,111	
13	1.4320	43,111	
14	1.4320	43,111	
15	1.4720	44,315	
16	1.4720	44,315	
17	1.4720	44,315	
18	1.5120	45,519	
19	1.5120	45,519	
20	1.5120	45,519	
21	1.5520	46,723	
22	1.5520	46,723	
23	1.5520	46,723	
25	1.5719	47,322	

CLASSIFIED SALARY SCHEDULE			
	2018 SCHOOL YEAR		
	2.50%	Increase	
Yrs. of Exp.	Index	Asst Treas	
	Base	30,858	
0	1.1980	36,968	
1	1.2390	38,233	
2	1.2810	39,529	
3	1.2950	39,961	
4	1.3010	40,146	
5	1.3230	40,825	
6	1.3370	41,257	
7	1.3510	41,689	
8	1.3640	42,090	
9	1.3780	42,522	
10	1.3920	42,954	
12	1.4320	44,189	
13	1.4320	44,189	
14	1.4320	44,189	
15	1.4720	45,423	
16	1.4720	45,423	
17	1.4720	45,423	
18	1.5120	46,657	
19	1.5120	46,657	
20	1.5120	46,657	
21	1.5520	47,891	
22	1.5520	47,891	
23	1.5520	47,891	
25	1.5719	48,506	

The articles of the Contract shall become effective July 1, 2016. This agreement is made and entered into at North Robinson, Ohio on this 28th day of June, 2016 by the Board and the Colonel Crawford Support Staff.

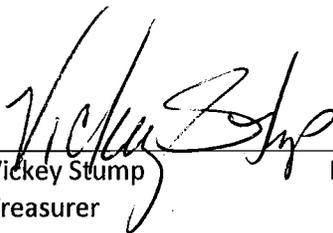
This Contract between the parties is attested to by the representatives whose signatures appear below.

Colonel Crawford Support Staff

Signed

 6.28.16

Lisa Hoover Date
Non-Certified President

 6/28/16

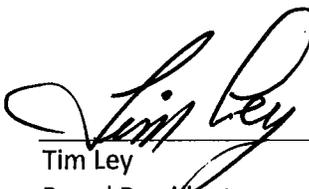
Vickey Stump Date
Treasurer

Colonel Crawford Board of Education

Signed

 6/28/16

W. Todd Martin Date
Superintendent

 6-28-16

Tim Ley Date
Board President

