



NEGOTIATED AGREEMENT BETWEEN:

10-05-16
16-CON-02-1507
1507-02
K34769

The Springfield Local Classified Employees' Association
and
The Springfield Local School District Board of Education

I. Salary

July 1, 2016 Salary Schedule

Effective July 1, 2016, the Base salary shall be \$34,667 for the salary schedule.
(2% increase, with steps)

July 1, 2017 Salary Schedule

Effective July 1, 2017, the Base salary shall be \$35,360 for the salary schedule.
(2% increase, with steps)

July 1, 2018 Salary Schedule

Effective July 1, 2018, the Base salary shall be \$36,067 for the salary schedule.
(2% increase, with steps)

II. Fringe Benefits

The Board shall provide all employees with insurance coverage pursuant to Mahoning County Insurance Consortium ONE Plan. The plan booklet is hereinto incorporated by reference. The Board shall provide 90% of the total cost of the following: Comprehensive Hospitalization and Surgical; Medical; Major Medical; Outpatient; Surgery; Diagnostic; Laboratory; Emergency Care; Dental; and Prescription coverage. The Board shall provide 100% of the total cost of the following: Term Life.

The plan will have four premium levels:

- Employee
- Employee plus child(ren)
- Employee plus spouse
- Employee plus spouse plus child(ren)

III. Vision Care Reimbursement

During the term of this Agreement, September 1, 2016 through August 31, 2019, the district shall reimburse an employee up to a maximum of Four Hundred Dollars (\$400.00) for eye examinations or corrective lenses purchased either for the employee, spouse or dependent child. The employee shall submit a completed purchase order with original receipts attached to the treasurer's office for reimbursement. Employees hired after July 1, 2017 shall be reimbursed up to a maximum of Three Hundred Dollars (\$300.00). Employees hired July 1, 2018 shall be reimbursed up to a maximum of Two Hundred Dollars (\$200.00).

IV. Custodial: Custodial department personnel are scheduled for eight hour shifts which include one (1) thirty (30) minute lunch period with no paid breaks.

V. Instructional Aides

Instructional aides are paid for 186 days which includes the following days: 178 student days, two teacher in-service days before classes begin which are to be worked and six paid holidays (Labor Day, Thanksgiving, Christmas Day, New Year's Day, Martin Luther King Day, and Memorial Day). Aides report to work on approved waiver days.

VI. Duration

The Master Agreement between the Springfield Local School District Board of Education and the Springfield Local Classified Employees Association will be in effect from July 1, 2016, through midnight June 30, 2019, or until a successor agreement is ratified, whichever is sooner.

VII. Miscellaneous

Secretaries: The Board shall increase the stipend for calling out substitute employees from \$650.00 to \$800.00 per year which may include calling custodial substitutes if requested by the superintendent or immediate supervisor.

Bus Drivers: The Board shall increase the stipend for electric reimbursement for charging the buses from \$65.00 to \$80.00 per year.

The parties to this Agreement, signed this date, MAY 3RD, 2016, as witnessed below.

FOR THE CLASSIFIED EMPLOYEES



TRICIA WITHERS
Bus Driver Negotiator



JANICE MALDONADO
Custodian Negotiator



BRENDA JACOBSEN
Cook Negotiator



DIANE DAVIS
Secretary Negotiator



REBECCA MARTIN
Instructional Assistant Negotiator

FOR THE BOARD OF EDUCATION



LEONARD FAGNANO
President



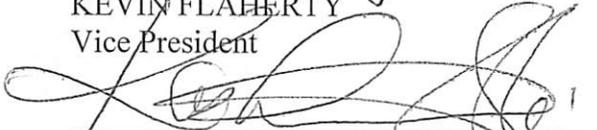
THOMAS S. YAZVAC
Superintendent



EDWARD N. SOBNOSKY
Treasurer



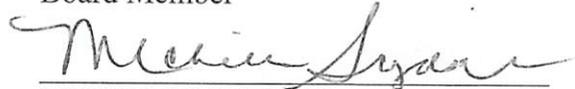
KEVIN FLAHERTY
Vice President



KATHY LIPP
Board Member



ZONDA HAASE
Board Member



MICHELLE SNYDER
Board Member

CERTIFICATE
(O.R.C. 5705.412)

It is hereby certified that the Springfield local School District has sufficient funds to meet the contract, obligation, payment, or expenditure for the attached, and has in effect for the remainder of the fiscal year and the succeeding fiscal year the authorization to levy taxes which, when combined with the estimated revenue from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the district to maintain all personnel, programs, and services essential to the provision of an adequate educational program on all the days set forth in its adopted school calendar for the current fiscal year and for a number of days in the succeeding fiscal year equal to the number of days instruction was held or is scheduled for the current fiscal year, except that if the above expenditure is for a contract, this certification shall cover the term of the contract or the current fiscal year plus the two immediately succeeding fiscal years, whichever period of years is greater.

Custodians

Steps	7/1/2016 Base	Years Service	Index	Hourly Rate	Annual Salary
	34,667				
1		0	0.90	15.00	31200
2		1	0.95	15.83	32934
3		2	1.00	16.67	34667
4		5	1.04	17.33	36054
5		7	1.06	17.67	36747
6		10	1.08	18.00	37440
7		13	1.10	18.33	38134
8		15	1.13	18.83	39174
9		20	1.15	19.17	39867

Custodians

	7/1/2017	Base	35,360		
Steps	Years	Service	Index	Hourly Rate	Annual Salary
	1	0	0.90	15.30	31824
	2	1	0.95	16.15	33592
	3	2	1.00	17.00	35360
	4	5	1.04	17.68	36774
	5	7	1.06	18.02	37482
	6	10	1.08	18.36	38189
	7	13	1.10	18.70	38896
	8	15	1.13	19.21	39957
	9	20	1.15	19.55	40664

Custodians

Steps	7/1/2018 Base Years Service	Index	Hourly Rate	Annual Salary
1	0	0.90	15.61	32460
2	1	0.95	16.47	34264
3	2	1.00	17.34	36067
4	5	1.04	18.03	37510
5	7	1.06	18.38	38231
6	10	1.08	18.73	38952
7	13	1.10	19.07	39674
8	15	1.13	19.59	40756
9	20	1.15	19.94	41477

Cleaning Tech

7/1/2016 Base 34,667

Steps	Years Service	Index	Hourly Rate	Annual Salary
1	0	0.72	12.00	24960
2	1	0.77	12.83	26694
3	2	0.82	13.67	28427
4	5	0.86	14.33	29814
5	7	0.88	14.67	30507
6	10	0.90	15.00	31200

Cleaning Tech					
7/1/2017 Base 35,360					
Steps	Years Service	Index	Hourly Rate	Annual Salary	
1	0	0.72	12.24	25459	
2	1	0.77	13.09	27227	
3	2	0.82	13.94	28995	
4	5	0.86	14.62	30410	
5	7	0.88	14.96	31117	
6	10	0.90	15.30	31824	

Cleaning Tech

7/1/2018 Base 36,067

Steps	Years Service	Index	Hourly Rate	Annual Salary
1	0	0.72	12.48	25968
2	1	0.77	13.35	27772
3	2	0.82	14.22	29575
4	5	0.86	14.91	31018
5	7	0.88	15.26	31739
6	10	0.90	15.61	32460

Bus Drivers

Steps	7/1/2016 Base Years Service	34,667 Index	Hourly Rate	Annual Salary
1	0	0.43	20.04	14,907
2	1	0.45	20.97	15,600
3	2	0.47	21.90	16,293
4	5	0.49	22.83	16,987
5	7	0.51	23.76	17,680
6	10	0.53	24.70	18,374
7	13	0.55	25.63	19,067
8	15	0.57	26.56	19,760
9	20	0.59	27.49	20,454

Bus Drivers

	7/1/2017	Base	35,360		
Steps	Years	Index	Hourly	Annual	
	Service		Rate	Salary	
1	0	0.43	20.44	15,205	
2	1	0.45	21.39	15,912	
3	2	0.47	22.34	16,619	
4	5	0.49	23.29	17,326	
5	7	0.51	24.24	18,034	
6	10	0.53	25.19	18,741	
7	13	0.55	26.14	19,448	
8	15	0.57	27.09	20,155	
9	20	0.59	28.04	20,862	

7/1/2018 Base		36,067		
Steps	Years Service	Index	Hourly Rate	Annual Salary
1	0	0.43	20.85	15,509
2	1	0.45	21.81	16,230
3	2	0.47	22.78	16,951
4	5	0.49	23.75	17,673
5	7	0.51	24.72	18,394
6	10	0.53	25.69	19,116
7	13	0.55	26.66	19,837
8	15	0.57	27.63	20,558
9	20	0.59	28.60	21,280

Secretaries 260

7/1/2016 Base		34,667			
Steps	Years Service	Index	Hourly Rate	Annual Salary	
1	0	0.792	13.20	27456	
2	1	0.828	13.80	28704	
3	2	0.863	14.38	29918	
4	5	0.899	14.98	31166	
5	7	0.935	15.58	32414	
6	10	0.971	16.18	33662	
7	13	1.006	16.77	34875	
8	15	1.043	17.38	36158	
9	20	1.090	18.17	37787	

Secretaries 260

Steps	7/1/2017 Base	35,360	Years Service	Index	Hourly Rate	Annual Salary
1			0	0.792	13.46	28005
2			1	0.828	14.08	29278
3			2	0.863	14.67	30516
4			5	0.899	15.28	31789
5			7	0.935	15.90	33062
6			10	0.971	16.51	34335
7			13	1.006	17.10	35572
8			15	1.043	17.73	36880
9			20	1.090	18.53	38542

Secretaries 260

Steps	Years Service	Index	Hourly Rate	Annual Salary
1	0	0.792	13.73	28565
2	1	0.828	14.36	29863
3	2	0.863	14.96	31126
4	5	0.899	15.59	32424
5	7	0.935	16.21	33723
6	10	0.971	16.84	35021
7	13	1.006	17.44	36283
8	15	1.043	18.09	37618
9	20	1.090	18.90	39313

36,067

Cooks	7.00 Hours				
7/1/2016	Base		34667		
Cooks	Years		Hourly	Annual	
Steps	Service	Index	Rate	Salary	
1	0	0.47	12.43	16178	
2	1	0.49	13.05	16987	
3	2	0.51	13.67	17796	
4	5	0.54	14.29	18605	
5	7	0.55	14.60	19009	
6	10	0.56	14.91	19414	
7	13	0.57	15.22	19818	
8	15	0.58	15.53	20222	
9	20	0.61	16.15	21031	

Cooks	7.00 Hours				
7/1/2017	Base		35360		
Cooks	Years		Hourly	Annual	
Steps	Service	Index	Rate	Salary	
	1	0	0.47	12.67	16501
	2	1	0.49	13.31	17326
	3	2	0.51	13.94	18151
	4	5	0.54	14.57	18977
	5	7	0.55	14.89	19389
	6	10	0.56	15.21	19802
	7	13	0.57	15.53	20214
	8	15	0.58	15.84	20627
	9	20	0.61	16.48	21452

Cooks	7.00 Hours				
7/1/2018	Base		36067		
Cooks	Years		Hourly	Annual	
Steps	Service	Index	Rate	Salary	
	1	0	0.47	12.93	16831
	2	1	0.49	13.57	17673
	3	2	0.51	14.22	18514
	4	5	0.54	14.87	19356
	5	7	0.55	15.19	19777
	6	10	0.56	15.51	20198
	7	13	0.57	15.84	20618
	8	15	0.58	16.16	21039
	9	20	0.61	16.81	21881

7/1/2016 Aides		34,667	
	Years	Hourly	Annual
	Service	Rate	Salary
1	0	10.23	13796
2	2	10.76	14511
3	5	11.30	15240
4	7	11.84	15969
5	10	12.38	16698
6	13	12.92	17427
7	15	13.45	18142

7/1/2017 Aides		35,360	
	Years	Hourly	Annual
	Service	Rate	Salary
1	0	10.44	14072
2	2	10.98	14801
3	5	11.53	15545
4	7	12.08	16289
5	10	12.63	17032
6	13	13.18	17776
7	15	13.72	18505

7/1/2018 Aides	36,067	
Years	Hourly	Annual
Service	Rate	Salary
1	0	10.64 14353
2	2	11.20 15097
3	5	11.76 15856
4	7	12.32 16614
5	10	12.88 17373
6	13	13.45 18131
7	15	14.00 18875