

The parties tentatively agree as follows as a comprehensive proposal for all outstanding items. Unless otherwise in a TA or as reflected below, CCL:

Section 23, Drug and Alcohol – Current Contract Language (CCL)

**SECTION 32– SALARY, EXTRACURRICULAR COMPENSATION, AND OTHER
COMPENSATION**

A. Salary Policies

1. Notification

The Board shall give notice no later than the first day of July to each teacher who holds a contract for the succeeding school year as to the salary to be paid such teacher during the said year.

2. Salary Schedules

a. The salary schedules of teachers during this Agreement shall be as set forth at the end of this section.

b. ~~A yearly longevity payment of \$750 shall be paid to teachers beginning with the 25th step of the salary schedule. Another yearly longevity payment of \$750 shall be paid to teachers beginning with the 30th step of the salary schedule.~~

~~Longevity can only be earned if an employee is on Schedule A. However, longevity earned by an employee while on Schedule A will be added to the employee's salary for transition purposes.~~

e. ~~During the term of this Agreement, the attached salary Schedule A shall be in effect.~~

d. ~~Effective July 1, 2011, the PhD column on the salary schedule was deleted. Any teacher on the PhD column in 2010-2011 was grandfathered, as was any teacher who was working toward a PhD on or before June 30, 2012. The Ph.D. grandfathering will extend to Schedule B, if a teacher elects to move to the new schedule.~~

e. For the 2018-19 school year and thereafter, extracurricular contracts and supplemental payments will be based on the BA-1 base of Schedule B.

f. Effective with the start of the 2018-2019 school year, except new teachers per Section 33.A.2.g. below, all members shall have the option to stay on

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Schedule A and continue to receive normal step progression on Schedule A for the 2021-2022, 2022-2023, and 2023-2024 school years, after which point Schedule A will sunset, and all members will be on Schedule B beginning with the 2024-2025 school year. A member can transition at his/her sole discretion to Schedule B at the start of the 2021-2022, 2022-2023, or 2023-2024 school year by giving written notice to the Treasurer/CFO on or before May 31st. For the 2021-2022 school year, however, members must give notice by August 15, 2021. Any member who notified the Treasurer/CFO by May 31, 2021 for transition starting with the 2021-2022 school year shall be subject to the terms of this paragraph. Anyone who has not transitioned to Schedule B by the end of the 2023-2024 school year will automatically transition to Schedule B for the 2024-2025 school year. Prior to transitioning to Schedule B, a member shall receive his/her step movement on Schedule A, if applicable. The member shall then transition to Schedule B at the same educational column and to a higher step that is at least equal to, but in no case less than, the rate of pay for their newly-calculated salary, not including the Educational Stipend. The member shall then receive one additional step on Schedule B.

- g. For the **2024-2025** ~~2021-2022, 2022-2023, or 2023-2024~~ school years, the BA base salary on Schedule B shall be increased by 2.75% ~~in each of the three school years. For the 2025-2026 school year, the BA base salary on Schedule B shall be increased by 2.85%. For the 2026-2027 school year, the BA base salary on Schedule B shall be increased by 3.25%. Within thirty (30) days of ratification of this agreement, all teachers shall receive a onetime only \$600 Educational Stipend for all members.~~
- h. All new teachers will be placed on Schedule B for the 2018-2019 school year and thereafter.

3. Salary Schedule Placement Factors

- a. The following shall be the criteria for which a teacher shall be given salary schedule placement: previous experience in public, private or parochial schools recognized by the State Department of Education, and college or university teaching.
- b. Peace Corps, Vista, or work experience required for certification.
- c. Military Service.
- d. All new hires to the District, including long-term substitutes in the District and excluding retired/rehired teachers, shall be given credit for all years of prior teaching experience up to and including five (5) years, and may be given credit for years of teaching experience after five. For salary placement purposes, new employees shall furnish proof of his/her employment history and salary based upon the employee's STRS statement or other documentation from his/her prior district. A minimum of 120 teaching days are necessary to constitute a year. For retired/rehired teachers, a total of up

to and including five (5) years from the combined list above shall be recognized.

- e. For all long-term substitutes that have previously retired into STRS or a comparable retirement system, the teacher's training level must be recognized upon confirmation of their completed coursework, along with a total of up to five (5) years of experience from the combined list above. For all long-term substitutes that have not retired into STRS or a comparable retirement system, the teacher's training level must be recognized upon confirmation of their completed coursework, along with all their years of experience from the combined list above.

4. Course Credit and (Requirements and Qualifications)

- a. A teacher must complete the following requirements for a new salary class:
 - 1) Submit a written application to the Superintendent's office; and
 - 2) Submit an official transcript reflecting the additional credits or a copy of a letter to the university/college requesting an official transcript. Official transcripts may be received after the required deadlines in paragraph b (below) provided the teacher has submitted documentation of the request to the university/college.
- b. When a teacher meets the requirements for a new salary class on or before September 15th, he/she shall be placed on the salary schedule of his/her new class with full credit for all allowable experience effective the first teacher work day of the school year. When a teacher meets the requirements for a new salary class on or before January 15th, he/she shall be placed on the salary schedule of his/her new class with full credit for all allowable experience effective January 1st.
- c. A teacher with a Baccalaureate degree that qualified him/her to be a teacher shall earn salary increments upon the completion of 9, 18, and 30 semester hours of course work. Nine (9) of these semester hours can be undergraduate hours and the Superintendent may approve more than nine (9) undergraduate hours for salary increment purposes.
- d. A teacher with a Master's Degree shall earn salary increments upon the completion of 9, 18, 30, and 42 semester hours of graduate-level course work.

5. Course Work Qualifications

- a. To receive salary credit beyond the Master's Degree degrees the course work must be directly related to one's teaching assignment or related to education, and prior approval must be secured from the Superintendent of Schools.

- b. Once this credit has been granted, it may not be rescinded even though the teaching assignment changes.

6. Reimbursement of Courses Taken at the Request of the Superintendent

- a. Any teacher who is requested by the Superintendent to attend a workshop (on other than school time) shall be paid an additional 1/186th of his/her current salary for each full day of the workshop.
- b. Any teacher requested by the Superintendent/designee to attend such a workshop shall also receive reimbursement for expenses; provided they are not paid by the state or some other agency.
- c. Upon completion of the workshop and upon the teacher's submission of the appropriate form to the Superintendent/designee, the teacher shall be paid in the next pay period.

B. Compensation for Extracurricular Assignments

- 1. The salary schedules for extracurricular assignments shall be set forth at the end of this section. Extracurricular assignments shall be paid by separate check/deposit and shall be taxed at the IRS amount for supplementals. The date(s) for payment are found on the Extracurricular Salary Schedule.
- 2. Effective July 1, 2011, a new extracurricular salary schedule will be implemented for newly issued contracts. Teachers employed under an extracurricular contract for the 2010-2011 school year and who are continuously reemployed in the same contract or same sport/activity will be grandfathered under the 2010-2011 schedule for that sport/activity. (i.e. 2010-2011 Band Director will continue on 2010-2011 schedule for so long as he/she is continuously employed in that position; Band Director who is also assigned a new supplemental, such as Fall Play Assistant, will be placed on the new schedule for that supplemental. The 2010-2011 Assistant Band Director who is later employed as Band Director for 2011-2012 school year will be grandfathered under the 2010-2011 schedule, using the years of experience formula in effect under the grandfathered schedule). A teacher returning to a supplemental upon returning from a Board approved leave will not be considered to have had a break in continuous service for the purpose of a grandfathered schedule. All extracurricular positions will be posted annually.
- 3. A teacher who moves up within the same activity from Assistant to Head Coach or Director will be given ½ year credit for each year as an Assistant under the grandfathered schedule (i.e. a grandfathered Assistant Baseball Coach with six years experience who moves to Head Baseball Coach will be credited with three years experience.)
- 4. The Board will pick up the cost of in-house CPR and concussion training; the Pupil Activity Supervisor Permit (including the related BCII check and the cost of in-house first aid training); and the required NFHS Coaching Class.

C. Compensation for Summer School

Summer school shall be compensated at the rate of .0010 of the BA base salary per hour. Upon completion of summer school and the teacher's submission of the appropriate form to the Summer School principal/designee, the teacher shall be paid in the next pay period.

D. Compensation for Course of Study Writing

1. Courses of Study – Written courses of study shall be developed by the professional staff in all subject matter areas. Courses of study shall be reviewed periodically. All courses of study shall reflect sound scholarship and shall be submitted in grammatically correct form. Developing written curricula requested and approved by the administration shall also be compensated pursuant to the terms of this section.
2. Teachers shall be paid at the rate of .0015 of the BA base salary per hour for the number of hours set forth in 3 below. The chairperson of the course of study writing team shall be compensated at the rate of .0020 of the BA base salary per hour. Upon completion of the Course of Study and the teacher's submission of the appropriate form to the Director of Curriculum and Instruction, the teacher shall be paid in the next pay period.
3. Prior to the first meeting, each teacher will be informed in writing of the total number of hours for which he/she will be compensated. The teacher, after receiving this information, has the right to decide not to write a course of study.

E. Compensation for Outdoor Experience

1. Participating teachers are to be compensated at a rate of .0035 of the BA base salary per night when the teacher stays overnight.
2. When a teacher does not stay overnight, but participates in the Outdoor Experience beyond his/her normal work day, that teacher shall be compensated at the rate of .00055 of the BA base salary per hour for each hour of participation in the Outdoor Experience.
3. Upon completion of the overnight Outdoor Experience and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

F. Compensation for Bus-Related Supervision

1. For K-5 teachers, upon the completion of the first ten (10) student school days, the supervision of students arriving more than fifteen (15) minutes before the tardy bell or being dismissed more than fifteen (15) minutes after dismissal because of busing schedules shall be compensated at the rate of .0004 of the BA base salary per hour. Upon completion of the bus-related supervision and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

2. The **Elementary School and** Middle School Bus Coordinator(s) shall be compensated at the rate of .0004 of the BA base salary per hour. Upon completion of bus-related supervision and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

G. Extra Pay for Substituting for Other Classroom Teachers

1. In the event a teacher is asked to assume the assigned responsibilities of another teacher by the principal or his/her designee, teacher shall be paid at a rate of 0.000015 of the BA base salary per minute. Upon completion of the substitution and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.
2. The practice of teachers mutually agreeing to cover or substitute for each other in emergency situations shall not be affected by this provision. However, as in the past, such substituting shall be with the knowledge and approval of the building principal or designee.

H. Compensation for Department Chairperson (HS and MS), Team Leader (MS), Coordinator, and Elementary PLC Leaders (PreK-5)

1. Department Chair (High School and Middle School)

For teachers with fewer than two (2) full time equivalent teachers in the department, in the event such teacher attends a Building Leadership Team meeting, he/she shall be compensated at a rate of .0009 of the BA base salary per hour, pro-rated for partial coverage.

Category A (High School and Middle School) [at least two (2) full-time equivalent teachers but fewer than four (4) full-time equivalent teachers in the department] – compensated at a rate of .025 of the BA base salary.

Category B (High School and Middle School) [at least four (4) full-time equivalent teachers but fewer than seven (7) full-time equivalent teachers in the department] – Compensated at a rate of .050 of the BA base salary.

Category C (High School and Middle School) [seven (7) or more full-time equivalent teachers in the department] – Compensated at a rate of .075 of the BA base salary.

2. Grade Level Leaders (Middle School)

Compensated at a rate of .060 of the BA base salary, with one grade level leader per grade level.

3. Elementary PLC Leader (elementary grades PK-5)

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~~Compensated at a rate of .040 of the BA base salary. There shall be one PLC Leaders per grade level at each K-3 building for 2017-2018, 2018-2019, 2019-2020, and 2020-2021 and 2021-2022 school years (12 max), and one for pre-school for the 2021-2022 school year. Upon completion of one Pre-K-5 building, There shall be two Elementary Education PLC Leaders per grade level (K-5), **one Reading Intervention PLC Leader, two Special Education PLC Leaders,** and one ~~for~~ Pre-School **PLC Leader** compensated at a rate of .050 of the BA base salary.~~

4. ~~For the 2022-2023 school year and thereafter, Elementary Coordinators are as follows: [to be paid in essentially equal installments over twenty-six (26) pays (or twenty-four (24) pays where the District moves to that schedule)]~~

- a. Elementary Art Coordinator – Compensated at a rate of .020 of the BA base salary.
- b. Elementary Music Coordinator – Compensated at a rate of .020 of the BA base salary.
- c. Elementary Physical Education Coordinator – Compensated at a rate of .020 of the BA base salary.
- d. District-wide Coordinators (media [one position] and SLP [one position]) – Compensated at a rate of .045 of the BA base salary.
- e. ~~Elementary Coordinator (SPED) – Compensated at a rate of .050 of the BA base salary.~~

I. Merit Incentive for Attendance Payments

- 1. Each teacher who has used no paid leave (excluding professional leave) during the past school year shall receive a merit incentive for attendance payment of \$500. Any merit attendance payment shall be paid with the second payroll in July.
- 2. Donation of sick leave shall be considered not to be use of sick leave for the purpose of merit incentive for attendance purposes.

J. Compensation for Music Concerts

Each music teacher shall be compensated at the rate of .003 of the BA base salary for each evening concert, outside of a supplemental, he/she has yearly in excess of two (2). Upon the completion of evening concerts in excess of two (2) and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

K. Compensation for Solo and Ensemble Contests: Large Group Contests

Each teacher involved in Solo and Ensemble Contests and/or Large Group

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Contests shall be compensated at the hourly rate of .0007 of the BA base salary for each hour at these contests. Upon the completion of any of these contests and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

L. Compensation for Washington, D.C. Trip

Every attempt shall be made to schedule the entire Washington, D.C. trip during the school week. ~~If the trip occurs on a Saturday or Sunday, Each~~ participating teacher shall be paid \$50 for each ~~weekend~~ day. Upon completion of the Washington, D.C. Trip and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

M. Compensation for Saturday Detention Proctor

The Saturday Detention Proctor shall be compensated at a rate of .00075 of the BA base salary per hour. Upon completion of the Saturday Detention and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

N. Extended Time

A teacher who is offered contracted days of extended time (e.g., media specialist, guidance counselor) will be paid on the basis of 1/186th of the teacher's yearly salary for each day of extended time. This payment will be made in essentially equal installments over twenty-six (26) pays ~~(or twenty-four (24) pays where the District moves to that schedule)~~. The determination regarding the need for extended time will be made by the Board on a case-by-case basis for any given school year. Serious consideration will be given to the joint recommendations of the appropriate administrator and department chair/district coordinator.

O. Professional Development Stipends

1. Each teacher who attends ~~a workshop~~ **Professional Development** which involves release time for his/her regular teaching/conference work day shall receive his/her regular per diem pay for his/her attendance.
2. Each teacher who attends ~~a workshop~~ **Professional Development** that is sponsored or endorsed by the District held outside of the regular teaching/conference/work day, and is ~~two~~ **one** or more hours in length shall be paid a stipend of ~~\$15.00~~ **\$30.00** per hour.
3. Each teacher who leads ~~a workshop~~ **Professional Development** that is sponsored or endorsed by the District and is held outside of the regular teaching/conference/work day shall be paid a stipend of \$30.00 per hour of the ~~workshop~~ **Professional Development** for presentation.
4. Each teacher who leads ~~a workshop~~ **Professional Development** that is sponsored or endorsed by the District and held during the regular

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teaching/conference/work day will be paid a stipend of ~~\$15.00~~ **\$30.00** per hour of the workshop (or equivalent release time) for his/her preparation time. Prior to the teacher accepting the opportunity, the teacher will be informed in writing of the total number of hours of ~~a workshop~~ **Professional Development** and the hours of release time and/or stipend the teacher will receive for preparation time. The teacher may decline to accept this opportunity.

5. Any teacher who attends ~~a workshop~~ **Professional Development or a class/course** for graduate college credit shall not be eligible for a stipend.
6. The District may offer professional development opportunities for which no stipend is offered.
7. Any teacher eligible for a Professional Development Stipend shall submit the appropriate form to his/her principal or appropriate administrator after the work has been done and shall be paid in the next pay period.
8. **If a stipend is paid through another source, the above compensation will not be paid to the extent offset by the other source.**
9. **MBUs attending or presenting will be eligible to submit hours for LPDC credit.**

P. Middle School Athletic Director

In addition to the compensation found on the Extracurricular Salary Schedule, the Middle School Athletic Director shall have one release period per day (i.e., shall be assigned one less period of instruction/duty than other teachers).

Q. Local Professional Development Committee (LPDC) Members

Upon completion of LPDC work and the teacher's submission of the appropriate form to the **Assistant Superintendent** ~~Director of Human Resources~~ /designee, the teacher shall be paid at the end of the school year.

R. Entry-Year/Mentoring Committee Members

Upon completion of Entry-Year/Mentoring Committee work and the teacher's submission of the appropriate form to the **Assistant Superintendent** ~~Director of Human Resources~~ /designee, the teacher shall be paid at the end of the school year.

S. Mentors

A teacher who is a mentor shall receive his/her compensation in a single stipend, the first pay in June.

T. Absence

When a teacher cannot complete every day of his/her supplemental duties (any supplemental or Extracurricular Activity discussed in this section):

1. If the teacher's absence has no detrimental effect on the supplemental and a substitute is not needed, the teacher shall receive his/her full supplemental contract amount.
2. If the teacher is absent for a short period of time, but the essential responsibilities of the supplemental contract must be assumed by someone else, it is the responsibility of the teacher to find his/her substitute if there is no assistant for that supplemental. It is preferred that this substitute be a member of the B.E.A. bargaining unit. This substitute must be approved by the building principal. The teacher and the substitute shall determine the compensation for the substitute.
 1. If a teacher is absent for a long time period and a long-term substitute must be procured for the supplemental, the teacher is deemed to have resigned his/her supplemental contract and shall be paid on a pro rata basis. The pro rata amount shall be determined by time/and or responsibilities by the Assistant Superintendent Director of Human Resources /designee.
 2. Following Board approval, in the event a supplemental contract is canceled by the Superintendent/designee due to lack or student interest and/or unforeseen circumstances, the supplemental contract holder shall be paid on a pro rata basis based on the percentage of work performed, as determined by the District after receiving input from the BEA.

U. Payment and Deferral of Severance Pay

1. Notwithstanding anything in this Agreement or Board policy to the contrary, the Board shall adopt the "Valic National Government Employees Retirement Plan" [the "401(a) Plan"] and the "Valic Tax Deferred 403(b) Annuity Plan for government Employees" [the "403(b) Plan"] with the terms that comply with the requirements of this Paragraph V.

The terms of the 401(a) Plan and 403(b) Plan shall include the following:

- a. Participation in the 401(a) Plan and 403(b) Plan shall be mandatory for any teacher actively employed on or after August 1, 2004, who would be entitled to severance pay under Section 35, and also is or will be age 55 or older in the calendar year in which the teacher retires, or, in the case of a retired/rehired teacher, resigns.
- b. If a retiring teacher is a participant in the 401(a) Plan, in lieu of the retiree receiving a cash payment of Severance Pay, an employer contribution shall be made on his/her behalf under the 401(a) Plan in an amount equal to the lesser of:

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- 1) The total amount of the Participant's Severance Pay, or
- 2) The maximum contribution amount allowable under the terms of the 401(a) Plan.

The required contribution to the 401(a) Plan shall be made within the timeframe described in Section 35.C for the payment of Severance Pay.

- c. The terms of the 403(b) Plan shall include the following:
 - 1) If a retiring employee is a participant in the 403(b) Plan, in lieu of the employee receiving a cash payment of Severance Pay, an employer contribution shall be made on his/her behalf under the 403(b) Plan in an amount equal to the employee's Severance Pay that exceeds the maximum contribution amount allowable under the 401(a) Plan.
 - 2) Payment shall be made to the 401(b) Plan at the same time that payment is made to the 401(a) Plan; provided, however, that if the amount to be paid to the 403(b) Plan for any year exceeds the maximum amount that may be paid into the 403(b) Plan for such year, the excess shall be paid to the employee by check at the teacher's discretion and as permitted by law and applicable Board policies, such balance may be deferred to a tax-sheltered annuity ("TSA").
- d. A teacher who is a participant in the 401(a) Plan and/or 403(b) Plan shall complete a sponsor enrollment package prior to retirement; and unless and until a teacher does so, no contribution of Severance Pay shall be made to the 401(a) Plan or 403(b) Plan on behalf of the teacher.
- e. If a teacher retires, is entitled to have a contribution paid to the 401(a) Plan or 403(b) Plan, and dies prior to such contribution being paid to the Plan, the contribution shall nevertheless be paid to the Plan and shall be paid to a Beneficiary of the teacher in accordance with the terms of the Plan.
- f. The 401(a) Plan year shall be from July 2nd through July 1st with the first 401(a) Plan year being July 2, 2004 through July 1, 2005.
- g. The Board shall attempt to find a reputable company providing a 401(a) Plan and 403(b) Plan that does not charge any administrative fees. However, if no such company can be found, any administrative fees shall be borne by the 401(a) Plan and the 403(b) Plan participants.

2. Any teacher who is entitled to Severance Pay and is not an eligible participant in the 401(a) Plan or 403(b) Plan will continue to be eligible for any and all severance payments payable in accordance with Section 35 of this Agreement. The teacher may elect to defer such payments to a TSA as permitted by law and Board policy.
3. All contributions to the 401(a) Plan and 403(b) Plan, all deferrals to a TSA, and all check payments to teachers, shall be subject to reduction for any tax withholding or other withholding that the Treasurer, in his/her sole discretion, determines is required by law. Neither the Board nor the B.E.A. guarantee any tax results associated with the 401(a) Plan and 403(b) Plan, deferrals to a TSA or check payments made to a teacher.

SCHEDULE A:
BRECKSVILLE-BROADVIEW HEIGHTS CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2021-2022 – 2023-2024

Step	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	39,786 1.0000	40,980 1.0300	42,173 1.0600	43,765 1.1000	44,560 1.1200	45,754 1.1500	46,947 1.1800	48,539 1.2200	50,130 1.2600
2	41,775 1.0500	43,025 1.0814	44,278 1.1129	45,953 1.1550	46,784 1.1759	48,038 1.2074	49,291 1.2389	50,958 1.2808	52,633 1.3229
3	43,856 1.1023	45,173 1.1354	46,490 1.1685	48,245 1.2126	49,120 1.2346	50,437 1.2677	51,754 1.3008	53,512 1.3450	55,263 1.3890
4	46,052 1.1575	47,433 1.1922	48,817 1.2270	50,656 1.2732	51,579 1.2964	52,959 1.3311	54,344 1.3659	56,186 1.4122	58,028 1.4585
5	48,352 1.2153	49,804 1.2518	51,252 1.2882	53,194 1.3370	54,157 1.3612	55,605 1.3976	57,057 1.4341	58,991 1.4827	60,928 1.5314
6	50,775 1.2762	52,295 1.3144	53,819 1.3527	55,852 1.4038	56,866 1.4293	58,390 1.4676	59,914 1.5059	61,939 1.5568	63,972 1.6079
7	53,313 1.3400	54,913 1.3802	56,512 1.4204	58,645 1.4740	59,711 1.5008	61,310 1.5410	62,910 1.5812	65,042 1.6348	67,167 1.6882
8	55,979 1.4070	57,658 1.4492	59,337 1.4914	61,569 1.5475	62,691 1.5757	64,374 1.6180	66,057 1.6603	68,293 1.7165	70,537 1.7729
9	58,772 1.4772	60,534 1.5215	62,305 1.566	64,652 1.625	65,826 1.6545	67,592 1.6989	69,355 1.7432	71,706 1.8023	74,062 1.8615
10	61,716 1.5512	63,566 1.5977	65,416 1.6442	67,883 1.7062	69,116 1.7372	70,970 1.7838	72,824 1.8304	75,295 1.8925	77,762 1.9545
11	64,803 1.6288	66,745 1.6776	68,687 1.7264	71,277 1.7915	72,574 1.8241	74,519 1.8730	76,469 1.9220	79,059 1.9871	81,653 2.0523
12	68,038 1.7101	70,083 1.7615	72,128 1.8129	74,841 1.8811	76,202 1.9153	78,247 1.9667	80,292 2.0181	83,010 2.0864	85,739 2.1550
13	68,038 1.7101	70,083 1.7615	72,128 1.8129	74,841 1.8811	76,202 1.9153	78,247 1.9667	80,292 2.0181	83,010 2.0864	85,739 2.1550
14	68,038 1.7101	70,083 1.7615	72,128 1.8129	74,841 1.8811	76,202 1.9153	78,247 1.9667	80,292 2.0181	83,010 2.0864	85,739 2.1550
15	71,774 1.8040	73,922 1.8580	76,095 1.9126	78,935 1.9840	80,368 2.0200	82,548 2.0748	84,704 2.1290	87,569 2.2010	90,434 2.2730

Any teacher at Step 25 or above shall receive an additional \$750 per school year.
Any teacher at Step 30 or above shall receive an additional \$750 per school year.

Handwritten signature and date:
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SCHEDULE B-1

**BRECKSVILLE-BROADVIEW HEIGHTS CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

**2021-2022-2024-2025 –STEPS 26, 27, AND 28 TO BE ADDED TO THE SCHEDULE AT A 1% FACTOR
INCREASE EACH NEW STEP**

(1% FACTOR IS REFLECTED IN THE SCHEDULES IN GREEN BELOW)

**[TO BE UPDATED IN FINAL TA, AND PROPOSE TO MOVE SCHEDULES TO APPENDCIES AT THE END OF
THE CONTRACT]**

2.75%	2024-2025								
\$48,962	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$48,962	\$50,431	\$51,900	\$53,858	\$54,837	\$56,306	\$57,775	\$59,734	\$61,692
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$50,431	\$51,944	\$53,457	\$55,474	\$56,483	\$57,995	\$59,508	\$61,526	\$63,543
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$51,944	\$53,501	\$55,058	\$57,139	\$58,177	\$59,734	\$61,291	\$63,371	\$65,447
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$53,501	\$55,107	\$56,713	\$58,852	\$59,920	\$61,526	\$63,132	\$65,271	\$67,411
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3331	1.3768
5	\$55,107	\$56,762	\$58,412	\$60,620	\$61,721	\$63,371	\$65,026	\$67,230	\$69,433
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$56,762	\$58,465	\$60,164	\$62,436	\$63,572	\$65,276	\$66,975	\$69,247	\$71,519
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$58,465	\$60,218	\$61,971	\$64,312	\$65,477	\$67,235	\$68,987	\$71,323	\$73,663
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$60,218	\$62,025	\$63,832	\$66,241	\$67,440	\$69,252	\$71,054	\$73,463	\$75,871
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$62,025	\$63,886	\$65,746	\$68,229	\$69,467	\$71,328	\$73,188	\$75,671	\$78,148
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$63,886	\$65,800	\$67,719	\$70,275	\$71,548	\$73,467	\$75,382	\$77,938	\$80,493
	1.3048	1.3439	1.3831	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440
11	\$65,800	\$67,773	\$69,746	\$72,380	\$73,698	\$75,671	\$77,644	\$80,278	\$82,907
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$67,773	\$69,810	\$71,842	\$74,554	\$75,906	\$77,943	\$79,974	\$82,687	\$85,395
	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$69,810	\$71,901	\$73,996	\$76,792	\$78,182	\$80,278	\$82,374	\$85,164	\$87,955
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$71,901	\$74,060	\$76,214	\$79,093	\$80,528	\$82,687	\$84,846	\$87,720	\$90,594
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$74,060	\$76,283	\$78,501	\$81,468	\$82,946	\$85,169	\$87,387	\$90,354	\$93,312
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$75,539	\$77,805	\$80,072	\$83,093	\$84,606	\$86,873	\$89,135	\$92,161	\$95,182
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$77,051	\$79,362	\$81,673	\$84,758	\$86,295	\$88,611	\$90,917	\$94,002	\$97,082
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$78,594	\$80,949	\$83,309	\$86,452	\$88,024	\$90,384	\$92,739	\$95,882	\$99,026

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	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$80,165	\$82,569	\$84,973	\$88,181	\$89,782	\$92,190	\$94,595	\$97,802	\$101,009
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630
20	\$81,766	\$84,219	\$86,672	\$89,943	\$91,578	\$94,031	\$96,484	\$99,755	\$103,026
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042
21	\$83,402	\$85,904	\$88,406	\$91,745	\$93,410	\$95,912	\$98,414	\$101,753	\$105,087
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$85,071	\$87,622	\$90,173	\$93,581	\$95,280	\$97,831	\$100,382	\$103,785	\$107,188
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$86,770	\$89,375	\$91,980	\$95,451	\$97,185	\$99,789	\$102,389	\$105,861	\$109,332
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$88,509	\$91,162	\$93,816	\$97,361	\$99,128	\$101,782	\$104,436	\$107,981	\$111,521
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$90,276	\$92,989	\$95,696	\$99,305	\$101,111	\$103,819	\$106,527	\$110,140	\$113,748
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232
26	\$90,766	\$93,478	\$96,186	\$99,794	\$101,601	\$104,309	\$107,016	\$110,630	\$114,238
	1.8538	1.9092	1.9645	2.0382	2.0751	2.1304	2.1857	2.2595	2.3332
27	\$91,255	\$93,968	\$96,675	\$100,284	\$102,091	\$104,798	\$107,506	\$111,119	\$114,728
	1.8638	1.9192	1.9745	2.0482	2.0851	2.1404	2.1957	2.2695	2.3432
28	\$91,745	\$94,457	\$97,165	\$100,774	\$102,580	\$105,288	\$107,995	\$111,609	\$115,217
	1.8738	1.9292	1.9845	2.0582	2.0951	2.1504	2.2057	2.2795	2.3532

2.75%	2021-2022								
\$45,135	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$45,135	\$46,489	\$47,843	\$49,648	\$50,551	\$51,905	\$53,259	\$55,065	\$56,870
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$46,489	\$47,884	\$49,278	\$51,138	\$52,068	\$53,462	\$54,857	\$56,717	\$58,576
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$47,884	\$49,319	\$50,754	\$52,673	\$53,629	\$55,065	\$56,500	\$58,418	\$60,332
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$49,319	\$50,799	\$52,280	\$54,252	\$55,236	\$56,717	\$58,197	\$60,169	\$62,142
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3334	1.3768
5	\$50,799	\$52,325	\$53,846	\$55,882	\$56,897	\$58,418	\$59,944	\$61,975	\$64,006
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$52,325	\$53,896	\$55,462	\$57,556	\$58,603	\$60,174	\$61,740	\$63,834	\$65,929
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$53,896	\$55,512	\$57,127	\$59,285	\$60,359	\$61,979	\$63,595	\$65,748	\$67,906
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$55,512	\$57,177	\$58,842	\$61,063	\$62,169	\$63,839	\$65,500	\$67,721	\$69,941
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$57,177	\$58,892	\$60,607	\$62,896	\$64,038	\$65,753	\$67,468	\$69,756	\$72,040
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$58,892	\$60,657	\$62,426	\$64,782	\$65,956	\$67,725	\$69,490	\$71,846	\$74,202

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	1.3048	1.3439	1.3834	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440
11	\$60,657	\$62,476	\$64,295	\$66,723	\$67,937	\$69,756	\$71,575	\$74,003	\$76,427
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$62,476	\$64,353	\$66,227	\$68,727	\$69,973	\$71,860	\$73,723	\$76,224	\$78,720
	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$64,353	\$66,281	\$68,213	\$70,790	\$72,072	\$74,003	\$75,935	\$78,508	\$81,084
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$66,281	\$68,271	\$70,257	\$72,911	\$74,234	\$76,224	\$78,214	\$80,864	\$83,513
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$68,271	\$70,320	\$72,365	\$75,100	\$76,463	\$78,512	\$80,557	\$83,292	\$86,018
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$69,634	\$71,724	\$73,814	\$76,599	\$77,993	\$80,083	\$82,168	\$84,958	\$87,742
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$71,029	\$73,159	\$75,290	\$78,133	\$79,550	\$81,685	\$83,811	\$86,655	\$89,494
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$72,451	\$74,622	\$76,797	\$79,695	\$81,144	\$83,319	\$85,490	\$88,388	\$91,286
	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$73,900	\$76,116	\$78,332	\$81,288	\$82,764	\$84,985	\$87,201	\$90,157	\$93,113
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630
20	\$75,375	\$77,637	\$79,898	\$82,913	\$84,420	\$86,682	\$88,943	\$91,958	\$94,973
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042
21	\$76,883	\$79,189	\$81,496	\$84,574	\$86,109	\$88,415	\$90,721	\$93,800	\$96,873
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$78,422	\$80,774	\$83,125	\$86,267	\$87,833	\$90,184	\$92,536	\$95,673	\$98,810
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$79,988	\$82,389	\$84,791	\$87,991	\$89,588	\$91,990	\$94,386	\$97,586	\$100,786
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$81,591	\$84,037	\$86,483	\$89,751	\$91,380	\$93,827	\$96,273	\$99,541	\$102,804
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$83,220	\$85,720	\$88,216	\$91,543	\$93,208	\$95,704	\$98,200	\$101,531	\$104,858
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232

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4/29/24
Ben
4/29/24

SCHEDULE B-2
BRECKSVILLE-BROADVIEW HEIGHTS CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
NEW SCHEDULE -2022-2023 2025-2026
[TO BE UPDATED IN FINAL TA]

2.85%	2025-2026								
\$50,357	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$50,357	\$51,868	\$53,379	\$55,393	\$56,400	\$57,911	\$59,422	\$61,436	\$63,450
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$51,868	\$53,424	\$54,980	\$57,055	\$58,092	\$59,648	\$61,204	\$63,279	\$65,354
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$53,424	\$55,026	\$56,627	\$58,767	\$59,835	\$61,436	\$63,037	\$65,178	\$67,313
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$55,026	\$56,677	\$58,329	\$60,530	\$61,627	\$63,279	\$64,931	\$67,131	\$69,332
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3331	1.3768
5	\$56,677	\$58,379	\$60,076	\$62,347	\$63,481	\$65,178	\$66,880	\$69,146	\$71,412
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$58,379	\$60,132	\$61,879	\$64,216	\$65,384	\$67,136	\$68,884	\$71,220	\$73,557
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$60,132	\$61,935	\$63,737	\$66,144	\$67,343	\$69,151	\$70,954	\$73,356	\$75,763
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$61,935	\$63,793	\$65,651	\$68,129	\$69,362	\$71,225	\$73,079	\$75,556	\$78,034
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$63,793	\$65,706	\$67,620	\$70,173	\$71,447	\$73,361	\$75,274	\$77,827	\$80,375
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$65,706	\$67,675	\$69,649	\$72,278	\$73,587	\$75,561	\$77,530	\$80,159	\$82,788
	1.3048	1.3439	1.3831	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440
11	\$67,675	\$69,705	\$71,734	\$74,443	\$75,798	\$77,827	\$79,857	\$82,566	\$85,270
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$69,705	\$71,800	\$73,889	\$76,679	\$78,069	\$80,164	\$82,254	\$85,044	\$87,828
	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$71,800	\$73,950	\$76,105	\$78,981	\$80,411	\$82,566	\$84,721	\$87,592	\$90,462
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$73,950	\$76,171	\$78,386	\$81,347	\$82,823	\$85,044	\$87,264	\$90,220	\$93,176
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$76,171	\$78,457	\$80,738	\$83,790	\$85,310	\$87,597	\$89,878	\$92,930	\$95,971
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$77,691	\$80,023	\$82,354	\$85,462	\$87,018	\$89,349	\$91,676	\$94,788	\$97,895
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$79,247	\$81,624	\$84,001	\$87,174	\$88,755	\$91,137	\$93,509	\$96,681	\$99,849
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$80,834	\$83,256	\$85,683	\$88,916	\$90,533	\$92,960	\$95,382	\$98,615	\$101,848
	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$82,450	\$84,923	\$87,395	\$90,694	\$92,340	\$94,818	\$97,290	\$100,589	\$103,887
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630
20	\$84,097	\$86,620	\$89,143	\$92,507	\$94,188	\$96,711	\$99,234	\$102,598	\$105,962
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042

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21	\$85,779	\$88,352	\$90,925	\$94,360	\$96,072	\$98,645	\$101,218	\$104,653	\$108,082
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$87,496	\$90,120	\$92,743	\$96,248	\$97,995	\$100,619	\$103,243	\$106,743	\$110,242
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$89,243	\$91,922	\$94,601	\$98,172	\$99,954	\$102,633	\$105,307	\$108,878	\$112,448
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$91,031	\$93,760	\$96,490	\$100,136	\$101,954	\$104,683	\$107,412	\$111,058	\$114,699
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$92,849	\$95,639	\$98,424	\$102,135	\$103,993	\$106,778	\$109,563	\$113,279	\$116,990
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232
26	\$93,353	\$96,142	\$98,927	\$102,638	\$104,497	\$107,281	\$110,066	\$113,783	\$117,494
	1.8538	1.9092	1.9645	2.0382	2.0751	2.1304	2.1857	2.2595	2.3332
27	\$93,856	\$96,646	\$99,431	\$103,142	\$105,000	\$107,785	\$110,570	\$114,286	\$117,997
	1.8638	1.9192	1.9745	2.0482	2.0851	2.1404	2.1957	2.2695	2.3432
28	\$94,360	\$97,149	\$99,934	\$103,646	\$105,504	\$108,289	\$111,073	\$114,790	\$118,501
	1.8738	1.9292	1.9845	2.0582	2.0951	2.1504	2.2057	2.2795	2.3532

2.75%	2022-2023								
\$46,376	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$46,376	\$47,767	\$49,159	\$51,014	\$51,941	\$53,333	\$54,724	\$56,579	\$58,434
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$47,767	\$49,201	\$50,634	\$52,544	\$53,500	\$54,933	\$56,366	\$58,276	\$60,187
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$49,201	\$50,675	\$52,150	\$54,121	\$55,104	\$56,579	\$58,054	\$60,025	\$61,991
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$50,675	\$52,196	\$53,718	\$55,744	\$56,755	\$58,276	\$59,797	\$61,824	\$63,851
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3331	1.3768
5	\$52,196	\$53,764	\$55,327	\$57,418	\$58,462	\$60,025	\$61,592	\$63,679	\$65,766
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$53,764	\$55,378	\$56,987	\$59,139	\$60,215	\$61,829	\$63,438	\$65,590	\$67,742
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$55,378	\$57,038	\$58,698	\$60,915	\$62,019	\$63,684	\$65,344	\$67,556	\$69,773
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$57,038	\$58,749	\$60,461	\$62,742	\$63,879	\$65,595	\$67,301	\$69,583	\$71,865
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$58,749	\$60,512	\$62,274	\$64,625	\$65,799	\$67,561	\$69,323	\$71,674	\$74,021
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$60,512	\$62,325	\$64,143	\$66,564	\$67,770	\$69,587	\$71,401	\$73,822	\$76,242
	1.3048	1.3439	1.3834	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440
11	\$62,325	\$64,194	\$66,063	\$68,558	\$69,805	\$71,674	\$73,543	\$76,038	\$78,529
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$64,194	\$66,123	\$68,048	\$70,617	\$71,897	\$73,826	\$75,751	\$78,320	\$80,885

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	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$66,123	\$68,103	\$70,088	\$72,736	\$74,054	\$76,038	\$78,023	\$80,667	\$83,310
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$68,103	\$70,149	\$72,189	\$74,916	\$76,275	\$78,320	\$80,365	\$83,088	\$85,810
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$70,149	\$72,254	\$74,355	\$77,165	\$78,566	\$80,671	\$82,772	\$85,583	\$88,384
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$71,549	\$73,696	\$75,844	\$78,705	\$80,138	\$82,285	\$84,428	\$87,294	\$90,155
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$72,982	\$75,171	\$77,360	\$80,282	\$81,738	\$83,932	\$86,116	\$89,038	\$91,955
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$74,443	\$76,674	\$78,909	\$81,886	\$83,375	\$85,610	\$87,841	\$90,819	\$93,796
	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$75,932	\$78,209	\$80,486	\$83,524	\$85,040	\$87,322	\$89,599	\$92,636	\$95,674
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630
20	\$77,448	\$79,772	\$82,095	\$85,193	\$86,742	\$89,066	\$91,389	\$94,487	\$97,585
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042
21	\$78,997	\$81,367	\$83,737	\$86,900	\$88,477	\$90,846	\$93,216	\$96,379	\$99,537
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$80,579	\$82,995	\$85,411	\$88,639	\$90,248	\$92,664	\$95,080	\$98,304	\$101,527
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$82,188	\$84,655	\$87,122	\$90,410	\$92,052	\$94,519	\$96,982	\$100,270	\$103,558
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$83,834	\$86,348	\$88,861	\$92,219	\$93,893	\$96,407	\$98,920	\$102,278	\$105,631
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$85,508	\$88,078	\$90,642	\$94,060	\$95,772	\$98,336	\$100,901	\$104,323	\$107,741
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232

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ATTACHMENT B
SCHEDULE B-3
BRECKSVILLE-BROADVIEW HEIGHTS CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
NEW SCHEDULE -- 2023-2024 2026-2027
[TO BE UPDATED IN FINAL TA]

3.25%	2026-2027								
\$51,994	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$51,994	\$53,554	\$55,114	\$57,193	\$58,233	\$59,793	\$61,353	\$63,433	\$65,512
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$53,554	\$55,160	\$56,767	\$58,909	\$59,980	\$61,587	\$63,194	\$65,336	\$67,478
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$55,160	\$56,814	\$58,467	\$60,677	\$61,779	\$63,433	\$65,086	\$67,296	\$69,500
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$56,814	\$58,519	\$60,225	\$62,497	\$63,630	\$65,336	\$67,041	\$69,313	\$71,585
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3331	1.3768
5	\$58,519	\$60,277	\$62,029	\$64,374	\$65,544	\$67,296	\$69,053	\$71,393	\$73,733
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$60,277	\$62,086	\$63,890	\$66,303	\$67,509	\$69,318	\$71,123	\$73,535	\$75,948
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$62,086	\$63,947	\$65,809	\$68,294	\$69,532	\$71,398	\$73,260	\$75,740	\$78,225
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$63,947	\$65,866	\$67,785	\$70,343	\$71,617	\$73,540	\$75,454	\$78,012	\$80,570
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$65,866	\$67,842	\$69,818	\$72,454	\$73,769	\$75,745	\$77,721	\$80,357	\$82,988
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$67,842	\$69,875	\$71,913	\$74,627	\$75,979	\$78,017	\$80,050	\$82,764	\$85,478
	1.3048	1.3439	1.3831	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440
11	\$69,875	\$71,970	\$74,065	\$76,863	\$78,261	\$80,357	\$82,452	\$85,249	\$88,041
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$71,970	\$74,133	\$76,291	\$79,171	\$80,606	\$82,769	\$84,927	\$87,807	\$90,683
	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$74,133	\$76,353	\$78,579	\$81,547	\$83,024	\$85,249	\$87,475	\$90,438	\$93,402
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$76,353	\$78,646	\$80,934	\$83,991	\$85,515	\$87,807	\$90,100	\$93,152	\$96,204
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$78,646	\$81,007	\$83,362	\$86,513	\$88,083	\$90,444	\$92,799	\$95,950	\$99,090
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$80,216	\$82,624	\$85,031	\$88,239	\$89,846	\$92,253	\$94,655	\$97,868	\$101,076
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$81,823	\$84,277	\$86,731	\$90,007	\$91,639	\$94,099	\$96,548	\$99,823	\$103,094
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$83,461	\$85,962	\$88,468	\$91,806	\$93,475	\$95,981	\$98,482	\$101,820	\$105,158
	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$85,130	\$87,683	\$90,236	\$93,641	\$95,341	\$97,900	\$100,452	\$103,858	\$107,264
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630

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April 29, 2024 – 8 PM - Board Proposal – All Outstanding Sections

20	\$86,830	\$89,435	\$92,040	\$95,513	\$97,250	\$99,854	\$102,459	\$105,933	\$109,406
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042
21	\$88,567	\$91,223	\$93,880	\$97,426	\$99,194	\$101,851	\$104,508	\$108,054	\$111,595
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$90,340	\$93,048	\$95,757	\$99,376	\$101,180	\$103,889	\$106,598	\$110,212	\$113,825
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$92,144	\$94,910	\$97,676	\$101,362	\$103,203	\$105,969	\$108,730	\$112,416	\$116,103
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$93,990	\$96,808	\$99,626	\$103,390	\$105,267	\$108,085	\$110,903	\$114,668	\$118,427
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$95,867	\$98,747	\$101,622	\$105,454	\$107,373	\$110,248	\$113,123	\$116,961	\$120,792
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232
26	\$96,386	\$99,267	\$102,142	\$105,974	\$107,893	\$110,768	\$113,643	\$117,480	\$121,312
	1.8538	1.9092	1.9645	2.0382	2.0751	2.1304	2.1857	2.2595	2.3332
27	\$96,906	\$99,787	\$102,662	\$106,494	\$108,413	\$111,288	\$114,163	\$118,000	\$121,832
	1.8638	1.9192	1.9745	2.0482	2.0851	2.1404	2.1957	2.2695	2.3432
28	\$97,426	\$100,307	\$103,182	\$107,014	\$108,933	\$111,808	\$114,683	\$118,520	\$122,352
	1.8738	1.9292	1.9845	2.0582	2.0951	2.1504	2.2057	2.2795	2.3532

2.75%	2023-2024								
\$47,652	1	2	3	4	5	6	7	8	9
	BA	BA+9	BA+18	BA+30	MA	MA+9	MA+18	MA+30	MA+42
1	\$47,652	\$49,081	\$50,511	\$52,417	\$53,370	\$54,799	\$56,229	\$58,135	\$60,041
	1.0000	1.0300	1.0600	1.1000	1.1200	1.1500	1.1800	1.2200	1.2600
2	\$49,081	\$50,554	\$52,026	\$53,989	\$54,971	\$56,443	\$57,916	\$59,879	\$61,842
	1.0300	1.0609	1.0918	1.1330	1.1536	1.1845	1.2154	1.2566	1.2978
3	\$50,554	\$52,069	\$53,584	\$55,609	\$56,620	\$58,135	\$59,650	\$61,675	\$63,696
	1.0609	1.0927	1.1245	1.1670	1.1882	1.2200	1.2518	1.2943	1.3367
4	\$52,069	\$53,632	\$55,195	\$57,277	\$58,316	\$59,879	\$61,442	\$63,524	\$65,607
	1.0927	1.1255	1.1583	1.2020	1.2238	1.2566	1.2894	1.3331	1.3768
5	\$53,632	\$55,242	\$56,848	\$58,997	\$60,070	\$61,675	\$63,286	\$65,430	\$67,575
	1.1255	1.1593	1.1930	1.2381	1.2606	1.2943	1.3281	1.3731	1.4181
6	\$55,242	\$56,901	\$58,554	\$60,765	\$61,871	\$63,529	\$65,183	\$67,394	\$69,605
	1.1593	1.1941	1.2288	1.2752	1.2984	1.3332	1.3679	1.4143	1.4607
7	\$56,901	\$58,607	\$60,313	\$62,590	\$63,724	\$65,435	\$67,141	\$69,414	\$71,692
	1.1941	1.2299	1.2657	1.3135	1.3373	1.3732	1.4090	1.4567	1.5045
8	\$58,607	\$60,365	\$62,123	\$64,468	\$65,635	\$67,398	\$69,152	\$71,496	\$73,841
	1.2299	1.2668	1.3037	1.3529	1.3774	1.4144	1.4512	1.5004	1.5496
9	\$60,365	\$62,176	\$63,987	\$66,402	\$67,608	\$69,419	\$71,230	\$73,645	\$76,057
	1.2668	1.3048	1.3428	1.3935	1.4188	1.4568	1.4948	1.5455	1.5961
10	\$62,176	\$64,039	\$65,907	\$68,394	\$69,633	\$71,501	\$73,364	\$75,852	\$78,339
	1.3048	1.3439	1.3831	1.4353	1.4613	1.5005	1.5396	1.5918	1.6440

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April 29, 2024 – 8 PM - Board Proposal – All Outstanding Sections

11	\$64,039	\$65,959	\$67,880	\$70,443	\$71,725	\$73,645	\$75,566	\$78,129	\$80,688
	1.3439	1.3842	1.4245	1.4783	1.5052	1.5455	1.5858	1.6396	1.6933
12	\$65,959	\$67,942	\$69,919	\$72,559	\$73,874	\$75,857	\$77,834	\$80,474	\$83,109
	1.3842	1.4258	1.4673	1.5227	1.5503	1.5919	1.6334	1.6888	1.7441
13	\$67,942	\$69,976	\$72,016	\$74,737	\$76,090	\$78,129	\$80,169	\$82,885	\$85,601
	1.4258	1.4685	1.5113	1.5684	1.5968	1.6396	1.6824	1.7394	1.7964
14	\$69,976	\$72,078	\$74,174	\$76,976	\$78,373	\$80,474	\$82,575	\$85,373	\$88,170
	1.4685	1.5126	1.5566	1.6154	1.6447	1.6888	1.7329	1.7916	1.8503
15	\$72,078	\$74,241	\$76,400	\$79,287	\$80,726	\$82,890	\$85,048	\$87,936	\$90,814
	1.5126	1.5580	1.6033	1.6639	1.6941	1.7395	1.7848	1.8454	1.9058
16	\$73,517	\$75,723	\$77,929	\$80,869	\$82,342	\$84,548	\$86,750	\$89,695	\$92,635
	1.5428	1.5891	1.6354	1.6971	1.7280	1.7743	1.8205	1.8823	1.9440
17	\$74,989	\$77,238	\$79,488	\$82,490	\$83,986	\$86,240	\$88,484	\$91,486	\$94,483
	1.5737	1.6209	1.6681	1.7311	1.7625	1.8098	1.8569	1.9199	1.9828
18	\$76,490	\$78,782	\$81,079	\$84,138	\$85,668	\$87,965	\$90,257	\$93,316	\$96,375
	1.6052	1.6533	1.7015	1.7657	1.7978	1.8460	1.8941	1.9583	2.0225
19	\$78,020	\$80,360	\$82,699	\$85,820	\$87,379	\$89,723	\$92,063	\$95,184	\$98,305
	1.6373	1.6864	1.7355	1.8010	1.8337	1.8829	1.9320	1.9975	2.0630
20	\$79,578	\$81,965	\$84,353	\$87,536	\$89,127	\$91,515	\$93,902	\$97,085	\$100,268
	1.6700	1.7201	1.7702	1.8370	1.8704	1.9205	1.9706	2.0374	2.1042
21	\$81,170	\$83,605	\$86,040	\$89,289	\$90,910	\$93,345	\$95,780	\$99,029	\$102,275
	1.7034	1.7545	1.8056	1.8738	1.9078	1.9589	2.0100	2.0782	2.1463
22	\$82,795	\$85,277	\$87,760	\$91,076	\$92,730	\$95,213	\$97,695	\$101,007	\$104,319
	1.7375	1.7896	1.8417	1.9113	1.9460	1.9981	2.0502	2.1197	2.1892
23	\$84,448	\$86,983	\$89,518	\$92,897	\$94,584	\$97,119	\$99,649	\$103,027	\$106,406
	1.7722	1.8254	1.8786	1.9495	1.9849	2.0381	2.0912	2.1621	2.2330
24	\$86,140	\$88,722	\$91,305	\$94,755	\$96,475	\$99,058	\$101,641	\$105,091	\$108,536
	1.8077	1.8619	1.9161	1.9885	2.0246	2.0788	2.1330	2.2054	2.2777
25	\$87,860	\$90,500	\$93,135	\$96,647	\$98,405	\$101,040	\$103,675	\$107,192	\$110,704
	1.8438	1.8992	1.9545	2.0282	2.0651	2.1204	2.1757	2.2495	2.3232

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SECTION 33– FRINGE BENEFITS

A. Hospitalization and Medical

~~The Board shall provide hospitalization and medical insurance coverage in the Consortium Plan 1(A) (see attached) for all teachers working thirty (30) hours or more per week. [Teachers working less than thirty (30) hours per week but more than fifteen (15) hours per week shall have their hospitalization and major medical coverage paid on a pro rata basis should they elect to enroll.] The lifetime maximum shall be unlimited. Each teacher enrolled in the hospital and medical plan shall have, on a monthly basis, fifteen percent (15%) of the monthly insurance premium deducted from his/her paychecks (using the Section 125 Plan). The insurance changes shall be effective on November 1, 2012.~~

Effective January 1, 2022, the Board shall provide hospitalization and medical insurance coverage in the Consortium Modified Ideal Plan (see attached) for all teachers working thirty (30) hours or more per week. [Teachers working less than thirty (30) hours per week but more than fifteen (15) hours per week shall have, their hospitalization and major medical coverage, including prescription coverage, paid on a pro rata basis should they elect to enroll.] The lifetime maximum shall be unlimited. Each teacher enrolled in the hospital and medical plan, including prescription coverage, shall have, on a monthly basis, **fifteen percent (15%)** of the monthly insurance premium deducted from his/her paychecks (using the Section 125 Plan). **Effective October 1, 2025, each teacher enrolled in the hospital and medical plan, including prescription coverage, shall have, on a monthly basis, sixteen percent (16%) of the monthly insurance premium deducted from his/her paychecks (using the Section 125 Plan).** **Effective October 1, 2026, each teacher enrolled in the hospital and medical plan, including prescription coverage, shall have, on a monthly basis, sixteen and a half percent (16.5%) of the monthly insurance premium deducted from his/her paychecks (using the Section 125 Plan).**

B. Life Insurance and AD&D Coverage

The Board shall pay for life insurance and AD&D coverage of \$50,000 for each teacher working thirty (30) or more hours per week. Teachers working less than thirty (30) hours per week but more than fifteen (15) hours per week shall be provided life insurance and AD&D coverage in the amount of \$20,000.

C. Dental Plan

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The Board shall provide a Dental Plan comparable to Oasis Trust Dental Plan #B2897 with ~~\$1,500~~ **\$2,500** annual maximum, \$1,000 lifetime maximum for orthodontics per person, individual deductibility - \$25, and family deductibility - \$50 for all teachers working thirty (30) or more hours per week. [Teachers working less than thirty (30) hours per week but more than fifteen (15) hours per week shall have dental and prescription coverage paid on a pro rata basis if they elect to enroll.] The Board will pay up to ~~eighty-five percent (85%)~~ of the dental premium. **Effective October 1, 2025, the Board will pay up to eighty-four percent (84%) of the dental premium. Effective October 1, 2026, the Board will pay up to eighty-three and a half percent (83.5%) of the dental premium.**

D. Prescription Drug Plan

~~The Board shall provide a prescription drug plan comparable to Medical Mutual of Ohio Prescription Drug Plan with a \$5 (generic) / \$10 (name brand formulary drug) / \$18 (name brand non-formulary drug) co-pay or \$10/\$20/\$36 mail order co-pay. The Board will pay up to 85% of the prescription drug premium.~~

Effective January 1, 2022, the Board shall provide a prescription drug plan comparable to Medical Mutual of Ohio Prescription Drug Plan – with a \$10 (generic) / \$15 (name brand formulary drug) / \$25 (name brand non-formulary drug) co-pay or \$20/\$30/\$50 mail order co-pay. The Board will pay up to **85%** of the prescription drug premium. **Effective October 1, 2025, the Board will pay up to 84% of the prescription drug premium. Effective October 1, 2026, the Board will pay up to 83.5% of the prescription drug premium.** Employees electing coverage under Section A above must likewise elect to take coverage under Section D.

E. Statement Verification

Each teacher, upon receipt of any statement from a health care provider which is submitted for payment under any insurance provided by the Board under this Agreement, shall have the obligation to review such statement for accuracy and to satisfy him/herself that all services charged were actually received. If a teacher identifies an overcharge and/or inappropriate charge, which is subsequently rebated or deleted by the health care provider, that teacher shall receive a reward equal to one-half (1/2) the dollar amount recovered, up to a maximum of \$500 per line error.

F. Spousal Enrollment

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1. If an employee's spouse is eligible to participate, as a current employee or retiree in group health insurance and/or prescription drug insurance sponsored by his/her employer or any public retirement plan, the spouse must enroll in such employer (or public retirement plan) sponsored group insurance coverage(s).
2. This requirement does not apply to any spouse who works less than thirty (30) hours per week AND is required to pay more than fifty percent (50%) of the single premium to participate in his/her employer's group health insurance coverage and/or prescription drug insurance coverage. This requirement also does not apply to any spouse who is a retiree under a public retirement plan and enrolled in Medicare coverage.
3. Upon the spouse's enrollment in any such employer (or public retirement plan) sponsored group insurance coverage, that coverage will become the primary payor of benefits, and the coverage sponsored by the Board of Education will become the secondary payor of benefits.
4. Any spouse who fails to enroll in any group insurance coverage sponsored by his/her employer or any public retirement plan, as required by this Section, shall be ineligible for benefits under such group insurance coverage sponsored by the Board of Education.
5. Every employee whose spouse participates in the Board of Education's group health insurance coverage and prescription drug insurance coverage shall complete and submit to the Board of Education, upon request, a written certification verifying whether his/her spouse is eligible to participate in group health insurance coverage and prescription drug insurance coverage sponsored by the spouse's employer or any public retirement plan. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all health and prescription drug insurance coverages sponsored by the Board of Education. Additional documentation may be required.
6. If the employee submits false information or fails to timely advise the Plan of a change in his/her spouse's eligibility for employer (or public retirement plan) sponsored group health insurance and/or prescription drug insurance, and such false information or such failure by the employee results in the Plan

providing benefits to which the employee's spouse is not entitled, the employee will be personally liable to the Plan for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the Plan. Any amount to be reimbursed by the employee may be deducted from the benefits to which the employee would otherwise be entitled. In addition, the employee's spouse will be terminated immediately from group health insurance and/or prescription drug insurance coverage under the Plan. If the employee submits false information, the employee may be subject to disciplinary action by the Board, up to and including termination of employment.

G. Other Insurance

It is agreed and understood that in any case where a teacher is covered by another non- contributory hospitalization or welfare plan comparable or better than that provided herein, said teacher must choose coverage under such plan. All teachers in the bargaining unit shall cooperate in the implementation of this understanding.

H. Insurance Study Committee

The Insurance Study Committee, which is advisory to the B.E.A. and the administration, shall continue. The purpose of this committee is to "troubleshoot" concerns with present insurance coverages along with developing cost-saving alternatives to the present insurance plan. This committee shall be comprised of two (2) administrative representatives (appointed by the Superintendent) and six (6) B.E.A. representatives (1 per building appointed by the B.E.A. President) and shall meet on a quarterly basis.

I. Payment in Lieu of Insurance Coverage

1. A teacher may elect not to receive all of the Medical/Hospitalization/prescription insurance coverage provided above and instead elect to receive additional compensation of \$2000 per year (the year being October 1st through September 30th), less applicable payroll deductions, to be issued during the first week of October of the following year. In order to elect this option and receive this additional compensation, the teacher must, during the enrollment period (September 1st through September 21st) in a given year, complete, sign and file with the Board Treasurer a form indicating his/her election. Once this election is made, it shall remain in effect and the teacher shall not be entitled to receive the coverage provided above for the duration of the one-year

period. In the event of a change in the teacher's circumstances (e.g., **any recognized qualifying event such as** divorce, death of spouse, spouse loses insurance coverage) after this election has been made, the teacher may elect to receive the insurance coverage ~~after a three (3) month waiting period.~~ **Coverage will begin on the date following the termination of the member's previous insurance plan.** There shall be no pre-existing condition exclusion for any teacher who re-enters the insurance program provided above after originally electing not to participate in said program. Effective with the 2005-06 school year, if sixty-five (65) or more teachers participate in the waiver of insurance, the lump sum payment will be \$2,000 for such year. In the event seventy-five (75) or more teachers participate in the waiver of insurance, the lump sum payment will be \$2,500 for each such year. The actual amounts in any given year will be determined based upon the number of teachers seeking payment in lieu of insurance coverage during the enrollment period.

2. Any teacher who is newly-employed after the start of the school year and who wishes to receive payment in lieu of insurance coverage under this subsection **¶ I** will have thirty (30) days in which to make an election and will receive a pro-rated payment based upon the total months waived over the course of the plan year.
3. **(Note: moved to a new paragraph)** Likewise, a teacher who elects payment in lieu of insurance coverage and who separates from employment during the plan year will receive a pro-rated payment based upon the actual number of months waived during the plan year prior to the teacher's separation.

J. Minimum Value Plan

A minimum value insurance plan is offered in compliance with the Affordable Care Act.

SECTION 35 – PAYROLL PRACTICES

A. Payroll Deductions

Teachers shall have payroll deductions for credit union deposits; hospitalization and major medical insurance; federal, state, and city income tax; United Way contributions; tax sheltered annuity savings;

retirement funds; Ohio Tuition Authority; and other items mutually agreed upon by the B.E.A. and the Board. Annuity contributions shall be remitted by the Board to the appropriate annuity company within two (2) days from the date of the paycheck.

B. S.T.R.S. Pick-up of Retirement Contribution

To the extent permitted by S.T.R.S. and the Internal Revenue Service, the Board will adopt a policy for the automatic pick up. With the implementation of these procedures and the acceptance of said procedures by the S.T.R.S., the Board will not deduct state or federal taxes on the amount of the teacher's total required contribution to the S.T.R.S. with appropriate notations made on the individual teacher's W-2 forms.

C. Payroll Deductions for B.E.A./U.E.P. Dues

The B.E.A. shall have the sole and exclusive privilege of payroll deductions for its UEP dues: (OEA, NEOEA, NEA, B.E.A. and UniServ).

1. On or before October 15th of each school year, the B.E.A. Treasurer shall provide the Board Treasurer with a list of all B.E.A. members and the total amount of dues to be deducted.
2. Dues deductions shall be on a continuing basis and without cost to the teacher or
B.E.A. All members shall submit a written dues deduction authorization form. Thereafter, only new members shall submit a written dues deduction authorization form. For all school years following the submission of the dues deduction authorization, dues shall continue without the need to resubmit additional authorization forms, unless between August 15th and **August 31st** ~~September 15th~~ the member discontinues membership by providing written notice to the B.E.A. Treasurer, **B.E.A. President**, and the Board Treasurer.
3. Dues deductions shall be for eight (8) months, beginning with the first pay in November and continuing through June. Deductions will occur bi-monthly.
4. Members employed after October 15th of any school year who elect payroll deduction shall have their dues deducted in even installments from the remaining paychecks through the last paycheck in June. The B.E.A. Treasurer shall inform the Board Treasurer of the total amount to be deducted for each member

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employed after October 15th.

5. The Board Treasurer shall submit a check or electronic funds transfer in the total amount of member deductions per month to the B.E.A. Treasurer no later than three (3) days following the issuance of payroll checks. Such check or electronic funds transfer will be made payable to the Brecksville-Broadview Heights Education Association. The Board Treasurer shall also submit a bi-monthly listing of the names and amounts deducted for each member to the B.E.A. Treasurer.

D. Payroll Deductions for the OEA Fund for Children and Public Education (formerly EPAC)

1. Members may elect to contribute through payroll deductions to political organizations and parties and non-partisan issues in accordance with Ohio Revised Code.
2. **FCPE OEA Fund** deductions shall be in twelve (12) essentially equal installments and shall begin with the first pay in March. The B.E.A. shall provide to the Board Treasurer by February 10th the authorization forms.
3. Any member may opt to have continuing deductions for the ~~Fund for Children and Public Education~~ **OEA Fund**. The continuing deduction authorization shall be given to the Board Treasurer through the B.E.A. by February 10th and the member shall have essentially equal installments deducted the first pay of every month until the member either rescinds his/her continuing **FCPE OEA Fund** deduction authorization or is no longer employed by the school district. The amount of the essentially equal installments may be changed annually by the member through the B.E.A. and said change shall be given to the Board Treasurer by February 10th.

E. Payday

1. Teachers, shall be paid in twenty-six (26) essentially equal installments payments being made on alternate Fridays. Beginning with the 2026-2027 school year, teachers may be paid in twenty-six (26) essentially equal installments; or in twenty-four (24) essentially equal installments on the 5th and 20th of each month. If the 5th or the 20th occurs on a weekend or holiday, MBUs will receive payroll within one business day of the established pay date. MBUs will receive a payroll calendar annually.

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2. ~~If a payday occurs when schools are not in session, the Board may either submit such pay to the teacher the last day in session or mail the check so that the teacher receives said pay on the due date.~~
3. ~~The Board shall make electronic transfers for a teacher who so notifies the Board Treasurer. A teacher's salary shall be paid by electronic transfer to an institution of the teacher's choosing on the electronic transfer system on each pay day. Any teacher hired on or after January 1, 2005 will receive his/her pay via electronic transfer.~~
4. Teachers desiring to have their summer pay in one check must notify the Board Treasurer by September 15th. The Treasurer shall send each teacher a written reminder of the lump-sum payment deadline by September 1st. The summer paycheck will be issued with the second paycheck in June where the Treasurer determines funds are available (i.e.; the Board Treasurer does not have to borrow funds). If the obligation to issue lump-sum summer paychecks by the second paycheck in June would require the District to borrow money, the lump-sum summer paycheck will be issued with the first paycheck in July.
5. ~~If a paycheck must be re-issued for any reason (e.g., the teacher never received the paycheck, the paycheck is lost or stolen, the paycheck is damaged and not negotiable, etc.) the teacher must pay a fifty dollar (\$50) fee prior to re-issuance of the paycheck.~~

F. Resignation

When a teacher resigns due to retirement or for any other reason either during a school year or at the end of a school year, the teacher shall receive any compensation owed to him/her in a lump-sum payment the first pay period following his/her resignation date. Health insurance benefit and life insurance will be discontinued on the resignation date.

For MBU who provide an irrevocable resignation/retirement letter for the following school year by February 1 and for MBU subject to a reduction in force, the MBU will continue to receive summer compensation ("stretch pay") and summer medical/prescription/dental insurance through the last paycheck of the current school year.

G. Ohio Deferred Compensation Plan

Teachers may contribute to the Ohio Deferred Compensation Plan (an Internal Revenue Code Section 457 Plan) via payroll deductions. In

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addition, the Board and the B.E.A. shall explore and consider implementation of at least one other Section 457 Plan.

H. Section 125 Plan (“Cafeteria Plan”)

1. The Board shall establish, a “Cafeteria Plan” that is designed to (a) allow teachers who must make employee contributions for health care coverage to elect to do so on a pre-tax basis, (b) allow teachers to elect to receive additional cash in lieu of Board paid health care coverage (as agreed to by the Board and the B.E.A.), and (c) allow teachers to elect to participate in the dependent care and medical care flexible spending accounts (“FSAs”) described in paragraph 3 below. In accordance with the foregoing, the Payment in Lieu of Insurance Coverage (Section 34 J) provisions of this Agreement shall be made through the Cafeteria Plan.
2. The Cafeteria Plan will be designed to meet the requirements of Internal Revenue Code (“IRC”) Section 125 and applicable regulations. Accordingly, each teacher will have an opportunity on an annual basis to enroll in the Cafeteria Plan. The election to participate must be submitted during the enrollment period which must be completed at least ten (10) business days before the beginning of the plan year (October 1st through September 30th). Any teacher employed after September 15th may enroll in the Section 125 Plan using the same timelines as enrolling for insurance coverage and, for the first year of employment, the Section 125 Plan year shall be from the first (1st) of the month after enrollment through September 30th. The enrollment in the Section 125 Plan may not be revoked during the current plan year unless there is a change in the teacher’s circumstances that, in accordance with IRC Section 125, permits the teacher to change his/her election under the plan (e.g., divorce, death of spouse, change in employment status including employment status affecting a spouse or dependent, birth or adoption of a child, a child losing eligibility for coverage, a court order requiring coverage, or other enrollment rights consistent with federal law). If revoked, any account balance will be governed by paragraph 3.c. Details of the Cafeteria Plan will be provided on an annual basis at the time of enrollment and will also be available through the Board Treasurer’s office.
3. Dependent Care FSA
 - a. Under the Cafeteria Plan, each teacher will be allowed

to make a pre-tax “salary reduction” election up to the maximum amount allowable under IRC Section 129 (currently \$5000 per year), and receive a corresponding credit under a dependent care FSA. Under the dependent care FSA, reimbursement may be received for dependent care expenses described in IRC Section 129.

- b. The salary reduction and corresponding credits will be made and issued in eighteen (18) equal installments, beginning with the last pay in October.
- c. No teacher may be entitled to reimbursement from the dependent care account in excess of the amount credited to the account.

4. Health Care FSA

- a. Under the Cafeteria Plan, each teacher will be allowed to make a separate pre-tax “salary reduction” election up to a maximum amount of \$4,000 (exclusive of teacher contributions for health coverage) per year, and receive a corresponding credit under a health care FSA. Under the health care FSA, reimbursement may be received for medical expenses (under IRC Section 213) that are not otherwise reimbursable by the health care plans of the Board or of another employer.
- b. The salary reduction shall be made in eighteen (18) equal installments beginning with the last pay in October.

5. Forfeiture of Unused Allocations

To comply with the requirement of IRC Section 125, amounts remaining in either the dependent care or health care FSA at the end of each plan year will be forfeited **if they are not used by March 15th of the following calendar year or such other dates as established by the federal government.** In the event a teacher separates from employment during a plan year with a remaining balance in the FSA account(s), the teacher may continue to receive reimbursements from the account(s) through the end of that plan year.

6. Administrative Fees

The Board shall be the administrator of the Cafeteria Plan, but

may delegate administration to the Board Treasurer's office and/or a third party administrator. Any administrative costs associated with a third party administrator will be offset by a service fee of \$1 per pay per participating teacher.

I. Additional Time

Unless stated elsewhere in the negotiated agreement, employees who are eligible for additional compensation for time worked must submit a completed timesheet to the building administrator or administrator responsible for the event/meeting within two weeks of the time worked to receive payment.

J. Teacher Professional Organization Stipends

The following BEA officers, not to exceed five (5) in number, shall be compensated per the BEA Constitution and Bylaws. The amount of BEA compensation will be communicated in writing to the Board by BEA and the Board will perform all administration within applicable laws and regulations (including STRS regulations and reporting) related to the BEA compensation: including payment no later than one month after such communication of the amount of compensation due to BEA officers. BEA will comply with completing all applicable forms and documents requested of the Board. The BEA shall reimburse the Board for BEA compensation no later than two weeks prior to the pay date of the BEA compensation. The BEA reimbursement shall include salary and all applicable benefits of such officers, retirement contributions paid on their behalf and any other expenses related to salary and fringe benefits.

1. President (Co-Presidents)
2. Vice President
3. Treasurer
4. Secretary

SECTION 41 – TERM OF AGREEMENT

Unless otherwise specified herein, this Agreement shall be effective from July 1, 2024, and remain in full force and effect through June 30, 2027.

This Agreement by and between the parties shall bind the B.E.A. and the Board as agreed.

Forms, found as Attachments, may be amended by mutual agreement of the B.E.A.'s Negotiations Chairperson and the **Assistant Superintendent Director of Human Resources**.

SECTION 42

For the conclusion for the 2021-2022 school year, and for August 29, 2022:

- ~~Packing stipend of \$200 for any teacher who needs to relocate and/or unpack their classroom due to the opening of the new elementary school (PreK-5); and for any teacher who is displaced or relocated within the Middle School building due to the opening of the new elementary school (i.e., is required to move their classroom by the District)~~
- ~~August 29, 2022 may be used at the teacher's discretion for unpacking for any teacher who needs to relocate and/or unpack their classroom due to the opening of the new elementary school (PreK-5); and for any teacher who is displaced or relocated within the Middle School building due to the opening of the new elementary school (i.e., is required to move their classroom by the District)~~

SLPs assigned to the elementary school shall be provided with a half-day per month for the purpose of testing, report writing, Medicaid billing, and make-up therapy sessions.

SLPs assigned to the elementary school shall be provided with **a minimum of six (6) hours per month, which can be used in half-day or hourly increments, half-day per month** for the purpose of testing, report writing, Medicaid billing, **AAC evaluations and programming, management paperwork, teacher/staff collaboration, and SLP PLC meetings,** and make-up therapy sessions.

~~Thirty (30) hours of administratively-called meetings per year (exclusive of PLC meetings scheduled during the student day, student disciplinary meetings, IEP meetings, and emergency meetings called by the Superintendent) scheduled during the seven hours and fifty minutes workday.~~

Up to eighteen (18) hours of administratively called meetings of no more than forty minutes in length per school year that may be inside and/or outside of the teacher workday. When the schedule permits, the forty minutes will occur within the teacher workday. A meeting that will extend beyond the teacher workday will begin or end within the teacher workday. These meetings will be exclusive of PLC meetings, student disciplinary meetings, IEP/ETR/504 meetings, parent meetings, and emergency meetings called by the Superintendent. Time outside the teacher workday for such meeting(s) shall not exceed twenty (20) minutes total in a month, and no more than one (1) meeting outside the teacher day may be called in a single month. The meeting schedule for meetings outside the teacher day will be provided at the start of the school year.

The administratively called meetings include a staff meeting(s) and, if needed, other meetings dedicated to curriculum and/or instruction; gifted education; special education; state initiatives/mandates; district initiatives, including for example new adoptions and programs; building initiatives; and/or state testing requirements. MBUs will be notified of their required attendance for meetings, other than the staff meeting(s), at least one week in advance.

The agenda for any scheduled meeting will be provided to affected staff members in advance of the meeting. Every effort will be made to provide an agenda at least 24 hours in advance so that MBUs have adequate time to prepare/gather necessary data for meetings they attend.

The tracking system will be created by the Superintendent and the Association President prior to the start of the 2024-2025 school year.

A. Meetings *(Note: Moved From Section Below and Renumbered)*

1. Whenever possible under all existing circumstances, building meetings will be on an “as required” basis with an advanced agenda and scheduled at convenient times. For purposes of this section, teachers teaching in more than one (1) building shall be assigned to only one (1) building’s meetings.
2. When any teacher attends a meeting during his/her guaranteed thirty (30) minute lunch, he/she shall be compensated for this time at his/her pro-rated per diem rate if the meeting was requested by the building administrator.
3. Staff meetings shall be scheduled at convenient times and an agenda shall be provided at least twenty-four (24) hours in advance of the meeting. ~~There can be a maximum of thirty (30)~~

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~~hours of administratively called meetings per year (exclusive of PLC meetings scheduled during the student day, student disciplinary meetings, IEP meetings, and emergency meetings called by the Superintendent).~~

Up to eighteen (18) hours of administratively called meetings of no more than forty minutes in length per school year that may be inside and/or outside of the teacher workday. When the schedule permits, the forty minutes will occur within the teacher workday. A meeting that will extend beyond the teacher workday will begin or end within the teacher workday. These meetings will be exclusive of PLC meetings, student disciplinary meetings, IEP/ETR/504 meetings, parent meetings, and emergency meetings called by the Superintendent. Time outside the teacher workday for such meeting(s) shall not exceed twenty (20) minutes total in a month, and no more than one (1) meeting outside the teacher day may be called in a single month. The meeting schedule for meetings outside the teacher day will be provided at the start of the school year.

The administratively called meetings include a staff meeting(s) and, if needed, other meetings dedicated to curriculum and/or instruction; gifted education; special education; state initiatives/mandates; district initiatives, including for example new adoptions and programs; building initiatives; and/or state testing requirements. MBUs will be notified of their required attendance for meetings, other than the staff meeting(s), at least one week in advance.

The agenda for any scheduled meeting will be provided to affected staff members in advance of the meeting. Every effort will be made to provide an agenda at least 24 hours in advance so that MBUs have adequate time to prepare/gather necessary data for meetings they attend.

The tracking system will be created by the Superintendent and the Association President prior to the start of the 2024-2025 school year.

4. The Administration will notify teachers in advance of any meetings that will be recorded or broadcast in part or in full.

- ~~5. The Administration may utilize up to ten (10) minutes of~~

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~~additional flex time twice a month to schedule forty (40) minute administratively called staff meetings. Staff meetings utilizing flex time must be scheduled a minimum of two (2) weeks in advance. The meeting schedule provided at the beginning of the school year may be adjusted due to extenuating circumstances (e.g., a calamity day). or staff attendance will not be required for any additional time beyond the contractual day. Minutes utilized under this section are part of the thirty (30) hours of administratively called meetings.~~

Relocation Stipend

Moved and Revised from Section 42:

- ~~• Packing stipend of \$200 for any teacher who needs to relocate and/or unpack their classroom due to the opening of the new elementary school (PreK-5); and for any teacher who is displaced or relocated within the Middle School building due to the opening of the new elementary school (i.e., is required to move their classroom by the District)~~
- ~~• August 29, 2022 may be used at the teacher's discretion for unpacking for any teacher who needs to relocate and/or unpack their classroom due to the opening of the new elementary school (PreK-5); and for any teacher who is displaced or relocated within the Middle School building due to the opening of the new elementary school (i.e., is required to move their classroom by the District).~~
- Elementary: If notified during or after the last ten (10) workdays of the school year for a move the following school year, a packing stipend of \$200 will be paid to any teacher who needs to pack and/or unpack his or her classroom due to a classroom reassignment directed by the administration (i.e., is required to move his/her classroom by the District). Packing and/or unpacking shall be done inside/outside the teacher workday.**
- A packing stipend of \$200 will be paid to any teacher who needs to pack and/or unpack his or her classroom due to a building reassignment directed by the administration (i.e., is required to move his/her classroom by the District).**
- These provisions do not apply to members whose transfer of assignment and/or classrooms are a result of a member's**

request.

B. Meetings

6. Whenever possible under all existing circumstances, building meetings will be on an “as required” basis with an advanced agenda and scheduled at convenient times. For purposes of this section, teachers teaching in more than one (1) building shall be assigned to only one (1) building’s meetings.
7. When any teacher attends a meeting during his/her guaranteed thirty (30) minute lunch, he/she shall be compensated for this time at his/her pro-rated per diem rate if the meeting was requested by the building administrator.
8. Staff meetings shall be scheduled at convenient times and an agenda shall be provided at least twenty four (24) hours in advance of the meeting. There can be a maximum of thirty (30) hours of administratively called meetings per year (exclusive of PLC meetings scheduled during the student day, student disciplinary meetings, IEP meetings, and emergency meetings called by the Superintendent).
9. The Administration will notify teachers in advance of any meetings that will be recorded or broadcast in part or in full.
10. The Administration may utilize up to ten (10) minutes of additional flex time twice a month to schedule forty (40) minute administratively called staff meetings. Staff meetings utilizing flex time must be scheduled a minimum of two (2) weeks in advance or staff attendance will not be required for any additional time beyond the contractual day. Minutes utilized under this section are part of the thirty (30) hours of administratively called meetings.

1. **Sick Leave Pool Bank**

- a. If a teacher is currently incapacitated for thirty (30) consecutive calendar days or more due to an accident, catastrophic illness, or long-term illness [defined as an illness where it is anticipated that the teacher will be absent at least ten (10) additional working days] of the teacher, his/her spouse or minor child, and has exhausted all of

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his/her accumulated sick leave, the teacher may apply to use the sick leave pool (Attachment 3) and another teacher may donate up to five (5) days (Attachment 4) of his/her accumulated sick leave to the absent teacher. The requirement of thirty (30) consecutive days absence may be waived in extraordinary circumstances at the discretion of the Superintendent.

- b. No teacher may receive more than an aggregate of thirty (30) donated sick leave days in any one school year. This thirty (30) day limit may be waived in extraordinary circumstances at the discretion of the Superintendent.
- c. Donation of sick days shall be initiated by a teacher on Attachment 4, no later than the pay period within which the sick leave of the absent teacher is exhausted.
- d. Donated sick leave shall be added to the accumulated sick leave of the absent teacher and deducted from the donating teacher (Attachment 5).
- e. Donated sick leave shall not be considered as sick leave used for purposes of merit incentive for attendance payments.
- f. Upon request for sick days donation, the Superintendent/designee shall discuss with the B.E.A. President the eligibility of the claim. A teacher who meets the criteria set forth in paragraph (a) above, but who has been approved for other paid benefits such as workers compensation benefits or STRS retirement (disability or regular), will generally not be eligible to use the Sick Leave Pool. Exceptions may be made if the use of the Sick Leave Pool will enable the teacher to complete 120 work days for purposes of STRS benefits or in the event of a unique and extreme financial hardship.
- g. The Superintendent may require a doctor's certificate verifying eligibility. The decision to grant use of the Sick Leave Pool is made by the Superintendent. If the Superintendent and B.E.A. President are not in agreement as to whether use of the Sick Leave Pool shall be granted, either the Superintendent or B.E.A. President may decide that the specific situation will be decided by the Sick Leave Pool Committee. The Sick Leave Pool Committee is comprised of two (2) administrators appointed by the Superintendent, two (2) teachers appointed by the B.E.A. President, and one (1) Board member appointed by the Board. The decision of this Committee is made by majority vote and cannot be appealed.

2. Sick Leave Pool Bank

- a. ~~If a teacher is currently incapacitated for thirty (30) consecutive calendar days or more due to an accident, catastrophic illness, or long-term illness [defined as an illness where it is anticipated that the teacher will be absent at least ten (10) additional working days] of the teacher, his/her spouse or minor child, and has exhausted all of his/her accumulated sick leave, the teacher may apply to use the sick leave pool (Attachment 3) and another teacher may donate up to five (5) days (Attachment 4) of his/her accumulated sick leave to the absent teacher. The requirement of thirty (30) consecutive days absence may be waived in extraordinary circumstances at the discretion of the Superintendent.~~
- b. ~~No teacher may receive more than an aggregate of thirty (30) donated sick leave days in any one school year. This thirty (30) day limit may be waived in extraordinary circumstances at the discretion of the Superintendent.~~
- c. ~~Donation of sick days shall be initiated by a teacher on Attachment 4, no later than the pay period within which the sick leave of the absent teacher is exhausted.~~
- d. ~~Donated sick leave shall be added to the accumulated sick leave of the absent teacher and deducted from the donating teacher (Attachment 5).~~
- e. ~~Donated sick leave shall not be considered as sick leave used for purposes of merit incentive for attendance payments.~~
- f. ~~Upon request for sick days donation, the Superintendent/designee shall discuss with the B.E.A. President the eligibility of the claim. A teacher who meets the criteria set forth in paragraph (a) above, but who has been approved for other paid benefits such as workers compensation benefits or STRS retirement (disability or regular), will generally not be eligible to use the Sick Leave Pool. Exceptions may be made if the use of the Sick Leave Pool will enable the teacher to complete 120 work days for purposes of STRS benefits or in the event of a unique and extreme financial hardship.~~
- g. ~~The Superintendent may require a doctor's certificate verifying eligibility. The decision to grant use of the Sick~~

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Leave Pool is made by the Superintendent. If the Superintendent and B.E.A. President are not in agreement as to whether use of the Sick Leave Pool shall be granted, either the Superintendent or B.E.A. President may decide that the specific situation will be decided by the Sick Leave Pool Committee. The Sick Leave Pool Committee is comprised of two (2) administrators appointed by the Superintendent, two (2) teachers appointed by the B.E.A. President, and one (1) Board member appointed by the Board. The decision of this Committee is made by majority vote and cannot be appealed.

A Sick Leave Bank will be established to provide paid sick leave for absences that exceed the amount of sick leave days accumulated by an active employee.

The following MBU shall be eligible to participate in the Sick Leave Bank:

1. For the 2024-2025 school year, any MBU who is in their third year or beyond may voluntarily donate one (1) accumulated, unused sick day to the Sick Leave Bank during the first nine weeks of the school year.
2. Bargaining unit members in their first or second year of employment with the district will be eligible to utilize the sick leave bank even though they are not yet required to donate a day.
3. Any member of the bargaining unit who is in his/her third year of employment, may voluntarily donate one (1) accumulated, unused sick day to the Sick Leave Bank during the first nine weeks of his or her third year.
4. If a new bargaining unit member is hired and transfers ten (10) sick days or more from a previous district, he/she may donate one (1) accumulated, unused sick day, with the decision to participate in the Bank made during the first nine weeks of his or her employment; such sick day shall be moved to the Sick Leave Bank once the transfer has been received by the district.
5. For MBU who are in unpaid status during his/her year of eligibility to donate to the Sick Leave Bank, he/she may donate within the first nine (9) weeks after returning to paid status.

Bargaining unit members who seek to join or continue to participate in the Sick Leave Bank will be required to

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donate one (1) additional accumulated unused sick day each calendar year that ends in a zero (0).

~~In calendar years that end in five (5), members with more than 100 accumulated sick days may, but are not required, to donate an additional two (2) days to the sick leave pool.~~

Each MBU who chooses to donate shall notify the Board Treasurer by utilizing the employee “available forms” in the District’s online portal. The Treasurer is then authorized to reduce by one day ~~for two days for volunteers for calendar years that end in five (5)~~ that employee’s accumulated unused sick leave total.

A member must have contributed to the sick leave bank every year a contribution is required to be able to utilize this benefit. Exceptions can be made through collaboration of the Superintendent and BEA President.

If MBU is absent due to: (1) catastrophic personal illness/injury, or (2) catastrophic illness/injury in the immediate family who are members of the same home, or (3) a situation where the BEA President and the Superintendent agree that the employee is the primary health care giver of any immediate family member or person who stands in legal standing as such, who is suffering from a catastrophic personal illness/injury, and the member has exhausted all of his/her accumulated sick leave and personal days, the member could request to draw up to thirty (30) days per school year from the Sick Leave Bank. No certified staff member will be entitled to more than sixty (60) days of leave from the sick leave bank during their employment with BBHCSd unless the sick leave bank committee allows an exception by a majority vote of 75% or higher.

Maternity Leave is not a valid reason to utilize the sick leave bank unless medical issues covered by this Section arise from a recent birth.

All Sick Leave Bank days awarded to a requesting member must be approved by the Sick Leave Bank Committee, which consists of two Administrators, two Association Members appointed by the B.E.A president, the Superintendent and the BEA President. The decision will be final and binding and will not be grievable, and is not based on past decisions and/or will not become a precedent for future requests. Approval for a certified staff member’s request to utilize the sick

leave bank must be by a majority vote. A 3-3 tie will be considered a yes vote, and the member will be granted access to the sick leave bank.

When the Sick Leave Bank is reduced to 30 days or less due to utilization by members, a new cycle of donating one (1) accumulated, unused sick day to the Sick Leave Bank Committee may be approved by the sick leave bank committee. If the majority of the sick leave bank Committee votes to ask for additional donated days, the new cycle request for donated days will be enacted. The Treasurer will send out a staff notification via email that in order to remain as a member of the Sick Leave Bank, certified employees have thirty (30) days to submit a donation of no more than two days using form through the District's online portal. This paragraph only applies to bargaining unit members who are currently participating due to previously donating a day during the regular donation cycle.

All members must contribute one (1) day in the "new cycle" in order to be able to utilize this benefit. If the member has less than 30 days accumulated at the beginning of the school year and has previously donated a day in BBHCSD, then that member will be exempt from donating into the "new cycle," but will still be eligible to participate in the Sick Leave Bank if they contribute in the next open enrollment window.

The Treasurer will notify the Superintendent and BEA President when they must issue a request for MBUs to submit an additional day to remain active in the Sick Leave Bank.

- a. ~~A Sick Leave Bank will be established to provide paid sick leave for absences that exceed the amount of sick leave days accumulated by an active employee. Any member of the certified staff may voluntarily donate one (1) accumulated, unused sick day to the Sick Leave Bank during the first nine weeks or 45 days from their hire date. Then members will donate one additional one, accumulated unused sick day each calendar year that ends in a zero (0). Each certified employee who chooses to donate shall notify the Board Treasurer by utilizing the employee "available forms" in the district's online portal by the end of the first nine weeks. The Treasurer is then authorized to reduce by one day that employee's accumulated unused sick leave total. A member must have contributed to the sick leave bank each year of eligibility to be able to utilize this benefit. Exceptions can~~

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~~be made through collaboration of the Superintendent and BEA President.~~

b. ~~If a member is absent due to: (1) catastrophic personal illness/injury, or (2) catastrophic illness in the immediate family who are members of the same home, or (3) a situation where the BEA President and the Superintendent agree that the employee is the primary health care giver of an immediate family member who is suffering from a catastrophic personal illness/injury, and the member has exhausted all of his/her accumulated sick leave and personal days, the member could request to draw up to thirty days per school year from the Sick Leave Bank. No certified staff member will be entitled to more than 60 days of leave from the sick leave bank during their tenure with BBHCSD unless the sick leave bank committee allows an exception by a majority vote of 75% or higher.~~

c. ~~All Sick Leave Bank days must be approved by the Sick Leave Bank Committee, which consists of two Administrators, two Teachers, the Superintendent and the BEA President; their decision will be final and binding and will not be grievable, and is not based on past decisions or will not become a precedent for future requests. Approval for a certified staff members request to utilize the sick leave bank must be by a majority vote. A 3-3 tie will be considered a “no” vote and the member will not be granted access to the sick leave bank.~~

d. ~~When the Sick Leave Bank is reduced to 30 days or less due to utilization by members, a “new cycle” of donating one (1) accumulated, unused sick day to the Sick Leave Bank may be approved by the sick leave bank committee. If the majority of the sick leave bank votes to ask for additional donated days, the “new cycle” request for donated days will be enacted. The Treasurer will send out a staff notification via email that in order to remain as a member of the “Sick Leave Bank,” certified employees have thirty (30) days to submit a donation form through the the district’s online portal.~~

e. ~~All members must contribute a day in the “new cycle” in order to be able to utilize this benefit. If the member has less than 30 days accumulated and has less than 3 years of total experience (in or out of district) and has previously donated a day in BBHCSSD, then that member will be exempt from donating into the “new cycle.” The Treasurer will notify the Superintendent and BEA President when they must issue a request for~~

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additional days.

SECTION 29 – STAFF REDUCTION - CCL

A. Reasons

If the Board determines it is necessary to reduce the number of teachers it may elect to suspend the contracts of teachers to accomplish the reduction but only in the manner and pursuant to the provisions contained herein. A reasonable reduction shall occur only for one or more of the following reasons consistent with ORC 3319.17:

1. Decrease in pupil enrollment in the District.
2. Suspension of schools or territorial changes affecting the District.
3. Return to duty of teachers after leaves of absence.
4. Financial reasons.

The number of teachers reduced will be kept to a minimum by not hiring replacements, if practical, for teachers who retire, resign, or are terminated or non-renewed. However, it may be necessary to hire some replacements if teachers in the system do not possess the certification/licensure for the position to be filled.

B. Order of Reduction

Within each area of certification/licensure, the Superintendent's recommendation will be as follows:

1. Teachers holding limited contracts shall be suspended in accordance with their seniority. The least senior teacher in the area of certification/licensure by comparable evaluation group shall be suspended first starting with the lowest comparable evaluation group as described herein.
2. Continuing teacher contracts shall be suspended only after all limited contracts in the area of certification/licensure. The least senior teacher in the area of certification/licensure by comparable evaluation group will be suspended first starting with the lowest comparable evaluation group as described herein.

In determining "comparable evaluations" for the purposes of reduction in force, there shall be four (4) categories:

- (1) Ineffective
- (2) Developing for three (3) or more consecutive years
- (3) Developing for fewer than three (3) consecutive years
- (4) Skilled and Accomplished

Bargaining unit members shall be “comparable” to each other only if they are in the same category. The evaluation ratings specified in this section refer to the final summative evaluation ratings assigned to a teacher. If, for whatever reason, the employee does not possess a final summative rating for the year in which the reduction in force will occur, the employees’ last rating will be utilized for the purposes of considering whether employees are “comparable.” In the event the teacher does not have any prior rating, at the discretion of the District, the most recent evidence (e.g., observations, formal walkthroughs and items uploaded to OhioES) will be considered to assign a rating to the individual.

Any reduction in force shall begin with the lowest comparable evaluation group within each area of certification/licensure affected by the reduction in force in the following order:

- (1) Ineffective
- (2) Developing for three (3) or more consecutive years
- (3) Developing for fewer than three (3) consecutive years
- (4) Skilled and Accomplished

C. Seniority

1. Seniority is defined as the total consecutive years of employment in the District. One hundred twenty (120) days or more in any one school year of at least three and one-half (3-1/2) hours per day shall give a teacher one (1) full year of seniority credit; one hundred twenty (120) days or more in any one school year of fewer than three and one-half (3-1/2) hours per day shall give a teacher one-half (1/2) year of seniority credit. Any teacher with fewer than one hundred twenty (120) days in any one school year shall receive no seniority credit for that year.
2. Seniority shall not be interrupted or affected by authorized leaves of absence approved by the Board and/or the Superintendent. However, a certificated/licensed employee on an unpaid authorized leave as provided in this Agreement shall not accrue seniority when on such leave with the exception of sabbatical leave. Persons on sabbatical leave shall accrue seniority while they are on sabbatical leave. A teacher, upon return from an unpaid leave, shall hold the seniority he/she possessed at the commencement of leave except for those who were on sabbatical leave. Those teachers on sabbatical leave increase their seniority by the year(s) they were on sabbatical leave.

3. If two or more teachers have the same length of consecutive years of service, seniority shall be determined using the criteria below in the order listed.
 - a. Total years plus or minus the day by day calculation of partial years. Any part of a day worked constitutes a full day.
 - b. Board hiring dates.
 - c. Date on the teacher's first job application that led to employment.
 - d. Where applications have been submitted electronically, the electronic time stamp shall be used as a tiebreaker.

D. Recall

Teachers whose contracts have been suspended shall be placed on a recall list by the Board and recalled in order of seniority when a teaching position in their area of certification/licensure becomes vacant or is created for which any of such teachers are or become certificated/licensed, as set forth below.

1. Subject to paragraph 3, below, teachers on limited contracts that have been suspended shall be placed on the recall list for three (3) years after the beginning of the school year immediately following the reduction in force after which time their contracts shall automatically expire without recourse through Section 29 of the Agreement.
2. Subject to paragraph 3 below, teachers on continuing contracts that have been suspended shall have the right of restoration to continuing service status without limitation.
3. Refusal of an offered full-time position (or to the status the teacher held prior to the reduction in force if less than full-time) in the Brecksville-Broadview Heights City School District shall result in removal from the recall list.
4. Refusal or acceptance of a long-term substitute position or a regular teaching position that is fewer hours than the teacher's previous position in the District while the teacher is on the recall list does not remove the teacher from the recall list.
5. Any teacher whose contract was suspended because of a reduction in force who is again hired by the District shall, upon his/her return, be increased one (1) step on the salary schedule from the salary step placement he/she held prior to the suspension. Additionally, he/she shall be given appropriate salary step credit for each full-time teaching year (a year being defined as at least 120 days) in another

school district after the Board suspended his/her contract, up to three (3) additional years. The rehired teacher shall also be placed on the salary schedule column commensurate with his/her educational training.

E. Notice of Job Offering

Notice of vacancy shall be sent to the teacher by registered or certified letter addressed to the teacher's last known address. It shall be the responsibility of each teacher to notify the Board of any change in address, whether temporary or permanent. A teacher shall have two (2) days, excluding Saturdays, Sundays, and holidays, from the date of receipt of notification of the opening to indicate his/her intent to accept or reject reemployment, but not to exceed a total of ten (10) days from the mailing date excluding Sundays and holidays; otherwise, such teacher shall lose all rights to be reemployed and shall have no recourse through Sections 28 or 29 of the Agreement.

F. Recall vs. Hiring

No new teachers shall be hired in an area of certification/licensure while there are teachers on the recall list in that area of certification/licensure.

G. Contract Suspension

A teacher whose contract will be suspended because of reduction in force means that a teacher will be placed in an inactive state of employment from an active state of employment. A teacher whose contract will be suspended shall be notified of such suspension by April 30th but in no event fewer than thirty (30) calendar days prior to the suspension. A copy of the reduction list (name, seniority, and current teaching field) shall be provided to B.E.A. at the same time. After the Board action, the B.E.A. will be promptly provided with an updated recall list.

1. A teacher whose contract is suspended because of reduction in force who has completed the school year but whose reduction in force begins with the next school year shall receive all fringe benefits outlined in Section 34 of the Agreement through August and shall receive his/her paychecks through the summer unless he/she opted for lump sum payment.
2. A teacher whose contract is suspended because of reduction in force during any school year shall receive all fringe benefits outlined in Section 34 of the Agreement until the date he/she is no longer in active pay status because of the reduction in force. Any compensation

owed to the teacher shall be paid as a lump sum payment.

H. Dispute Resolution Process

Any dispute regarding alleged noncompliance with the provisions of the statute or the procedures set forth in this Article shall not be subject to the grievance procedure in Section 10, but rather shall be resolved through the judicial process.

**BRECKSVILLE-BROADVIEW HEIGHTS
CITY SCHOOL DISTRICT
EXTRACURRICULAR
“GRANDFATHERED” SALARY SCHEDULE
FOR THE DURATION OF THE
AGREEMENT
2023-2024**

[RATES TO BE UPDATED IN FINAL TA]

2023-2024 BASE SALARY	\$47,651.56							
SUPPLEMENTAL JOB	% OF BASE	% OF HEAD	1ST PAY OF MONTH	FIXED RATE	3-5 YRS	6-8YRS	9-11YRS	12+ YRS
ACADEMIC CHALLENGE	3.000%		MAR	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
	4.500% if co-curricular							
	6.500% if extracurricular							
ANNUAL ADVISOR - HS	6.500%		NMJ	\$ 3,097	\$ 3,330	\$ 3,579	\$ 3,848	\$ 4,136
ANNUAL ADVISOR - MS	4.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
	2.000%							
ART CLUB - 1 HS/1MS	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
ATHLETIC DIRECTOR - MS	13.000%		NMJ	\$ 6,195	\$ 6,659	\$ 7,159	\$ 7,696	\$ 8,273
BAND - DIRECTOR	16.000%		NOV	\$ 7,624	\$ 8,196	\$ 8,811	\$ 9,472	\$ 10,182
BAND - ASSOC DIRECTOR (2)	12.000%	75%	NOV	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
BAND - ASSOC DIRECTOR (FALL) (2)	7.0%		NOV					
BASEBALL - HEAD COACH	12.000%		JUN	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
BASEBALL - ASST. COACH	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
BASEBALL - JV	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
BASEBALL - 9TH HEAD COACH	8.400%	70%	JUN	\$ 4,003	\$ 4,303	\$ 4,626	\$ 4,973	\$ 5,346
BASKETBALL - BOYS - HEAD COACH	13.500%		MAR	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591

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April 29, 2024 – 8 PM - Board Proposal – All Outstanding Sections

BASKETBALL - BOYS - ASST. COACH	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
BASKETBALL - BOYS - JV	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
BASKETBALL - BOYS 9TH GR HEAD COACH	9.450%	70%	MAR	\$ 4,503	\$ 4,841	\$ 5,204	\$ 5,594	\$ 6,014
BASKETBALL - BOYS 8TH GR HEAD COACH (2) (1)	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
BASKETBALL - BOYS 7TH GR HEAD COACH (2) (1)	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
BASKETBALL - GIRLS HEAD COACH	13.500%		MAR	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591
BASKETBALL - GIRLS - ASST. COACH	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
BASKETBALL - GIRLS - JV	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
BASKETBALL - GIRLS - 9TH GR HEAD COACH	9.450%	70%	MAR	\$ 4,503	\$ 4,841	\$ 5,204	\$ 5,594	\$ 6,014
BASKETBALL - GIRLS - 8TH GR HEAD COACH (2) (1)	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
BASKETBALL - GIRLS - 7TH GR HEAD COACH (2) (1)	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
BIOLOGY CLUB	3.000%		NMJ	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
BOWLING - 1 GIRLS/1 BOYS	2.000%	-	MAR	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
BOWLING COACH	5.5%		MAR	\$2,621				
ASSISTANT BOWLING COACH (2)	3%		MAR	\$1,430				
BUILDERS CLUB MS	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
CHEERLEADER COACH 1 FALL/1 WINTER	9.000%		NOV/MAR	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
CHEERLEADER COACH 9TH 1 FALL/1 WINTER	4.500%		NOV/MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
CHEERLEADER COACH 7/8TH 1 FALL/1 WINTER	4.500%		NOV/MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
CHEERLEADER COMPETITION COORDINATOR	2.000%		MAR	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
CHINESE FRENCH CLUB	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
CHORAL DIRECTOR	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
CHORAL DIRECTOR - 5TH GRADE	4.500%	-	NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
COMMENCEMENT COORDINATOR	2.000%		JUN	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
COMMUNICATIONS CLUB	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273

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CROSS COUNTRY – HEAD COACH BOYS/GIRLS	11.500%		NOV	\$ 5,480	\$ 5,891	\$ 6,333	\$ 6,808	\$ 7,318
CROSS COUNTRY - ASST. COACH	8.625%	75%	NOV	\$ 4,110	\$ 4,418	\$ 4,750	\$ 5,106	\$ 5,489
CROSS COUNTRY - HEAD - 7TH (4) /8TH (1)	7.475%	65%	NOV	\$ 3,562	\$ 3,829	\$ 4,116	\$ 4,425	\$ 4,757
CROSS COUNTRY - ASST. - 7TH (1)/8TH (1)	7.200%		NOV	\$ 3,431	\$ 3,688	\$ 3,965	\$ 4,262	\$ 4,582
DRAMA CLUB	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
FACULTY MANAGER - 1 BOYS/1 GIRLS	16.000%		NMJ	\$ 7,624	\$ 8,196	\$ 8,811	\$ 9,472	\$ 10,182
FACULTY MANAGER - MS	9.000%		NMJ	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
FALL PLAY - ASST	4.125%	75%	NOV	\$ 1,966	\$ 2,113	\$ 2,272	\$ 2,442	\$ 2,625
FALL PLAY DIRECTOR	5.500%		NOV	\$ 2,621	\$ 2,817	\$ 3,029	\$ 3,256	\$ 3,500
FLAG LINE ADVISOR	5.500%		NOV	\$ 2,621	\$ 2,817	\$ 3,029	\$ 3,256	\$ 3,500
FOOTBALL - HEAD COACH	15.500%		NOV	\$ 7,386	\$ 7,940	\$ 8,535	\$ 9,176	\$ 9,864
FOOTBALL - ASST (6)	11.625%	75%	NOV	\$ 5,539	\$ 5,955	\$ 6,402	\$ 6,882	\$ 7,398
FOOTBALL - 9TH HEAD COACH	10.850%	70%	NOV	\$ 5,170	\$ 5,558	\$ 5,975	\$ 6,423	\$ 6,905
FOOTBALL - 9TH ASST COACH (2)	10.075%	65%	NOV	\$ 4,801	\$ 5,161	\$ 5,548	\$ 5,964	\$ 6,411
FOOTBALL - 8TH HEAD COACH	10.075%	65%	NOV	\$ 4,801	\$ 5,161	\$ 5,548	\$ 5,964	\$ 6,411
FOOTBALL - 8TH ASST COACH (2)	9.300%	60%	NOV	\$ 4,432	\$ 4,764	\$ 5,121	\$ 5,505	\$ 5,918
FOOTBALL - 7TH HEAD COACH	10.075%	65%	NOV	\$ 4,801	\$ 5,161	\$ 5,548	\$ 5,964	\$ 6,411
FOOTBALL - 7TH ASST COACH (1)	9.300%	60%	NOV	\$ 4,432	\$ 4,764	\$ 5,121	\$ 5,505	\$ 5,918
GERMAN CLUB	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
GOLF - HEAD COACH 1 BOYS/1 GIRLS	9.500%		NOV	\$ 4,527	\$ 4,866	\$ 5,231	\$ 5,624	\$ 6,046
GOLF - JV COACH 1 BOYS/1 GIRLS	7.125%	75%	NOV	\$ 3,395	\$ 3,650	\$ 3,924	\$ 4,218	\$ 4,534
GYMNASTICS - GIRLS HEAD COACH	12.000%		MAR	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
GYMNASTICS - GIRLS ASST COACH	9.000%	75%	MAR	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
HOCKEY - HEAD COACH	12.000%		MAR	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
HOCKEY - VARSITY ASST	6.000%	50%	MAR	\$ 2,859	\$ 3,074	\$ 3,304	\$ 3,552	\$ 3,818
HOCKEY - JV	6.000%	50%	MAR	\$ 2,859	\$ 3,074	\$ 3,304	\$ 3,552	\$ 3,818
HONEYBEES (POM POM) ADVISOR	5.000%		NMJ	\$ 2,383	\$ 2,561	\$ 2,753	\$ 2,960	\$ 3,182

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Ben Hapke

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HONEYCOMB ADVISOR	3.500%		NMJ	\$ 1,668	\$ 1,793	\$ 1,927	\$ 2,072	\$ 2,227
HUDDLE JR - MS	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
HY-BREEZE ADVISOR	3.500% if co-curricular 6.500% if extracurricular		NMJ	\$ 3,097	\$ 3,330	\$ 3,579	\$ 3,848	\$ 4,136
INTERNATIONAL CLUB - HS	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
JAZZ BAND - MS	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
JUNIOR CLASS ADVISOR	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
KEY CLUB	6.500% 4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
LACROSSE HEAD COACH 1 BOYS/1 GIRLS	12.000%		JUN	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
LACROSSE JV COACH 1 BOYS/1 GIRLS	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
LACROSSE 9TH GRADE 1 BOYS/1 GIRLS	8.400%	70%	JUN	\$ 4,003	\$ 4,303	\$ 4,626	\$ 4,973	\$ 5,346
LITERARY MAGAZINE HS	3.000%		JUN	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
LITERARY MAGAZINE MS	2.000%		JUN	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
MATH CLUB HS	4.500%		MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
MATH COUNTS	4.500%		MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
MOCK TRIAL	3.000%		MAR	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
MODEL UN - HS	3.000%		NMJ	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
MODEL UN - MS	3.000%		MAR	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
NATIONAL HONOR SOCIETY	6.500%		NMJ	\$ 3,097	\$ 3,330	\$ 3,579	\$ 3,848	\$ 4,136
PEP BAND - HS	3.000%		MAR	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
PERCUSSION (DRUM LINE)	10.400% 6.0%	65%	NMJ	\$ 4,956	\$ 5,327	\$ 5,727	\$ 6,157	\$ 6,618
PLAY SET DESIGN/CONSTRUCTION FALL(1)/WINTER(1)	3.250%		MAR	\$ 1,549	\$ 1,665	\$ 1,790	\$ 1,924	\$ 2,068
POWER OF THE PEN	4.500%		MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
PROM ADVISOR	2.000%		JUN	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
ROBOTICS - HS LEAD ADVISOR (1)/MS LEAD ADVISOR (1)	10.000% (HS) 7.000% (MS) 6.000%		NMJ	\$ 2,859	\$ 3,074	\$ 3,304	\$ 3,552	\$ 3,818
ROBOTICS - MS LEAD ADVISOR (1)	7.000% (MS)							
ROBOTICS - HS ASST (1)/MS ASST (1)	6.000% 5.000%		NMJ	\$ 2,383	\$ 2,561	\$ 2,753	\$ 2,960	\$ 3,182
SADD	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
SAFE CLUB HS	3.000%		NMJ	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
SAFETY PATROL ELEMENTARY (UP TO 3)	3.000%		NMJ	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909

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SCIENCE OLYMPIAD - HS (1)/ MS(1)	4.500%		MAR	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
SENIOR CLASS ADVISOR	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
SHOW CHOIR DIRECTOR	6.500%		NMJ	\$ 3,097	\$ 3,330	\$ 3,579	\$ 3,848	\$ 4,136
SHOW CHOIR CHOREOGRAPHER	4.875%		NMJ	\$ 2,323	\$ 2,497	\$ 2,685	\$ 2,886	\$ 3,102
SKI CLUB	2.000%		MAR	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
SOCCER HEAD COACH 1 BOYS/1 GIRLS	13.500%		NOV	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591
SOCCER ASST COACH 1 BOYS/ 1 GIRLS	10.125%	75%	NOV	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
SOCCER JV COACH 1 BOYS/ 1 GIRLS	10.125%	75%	NOV	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
SOCCER 9TH GRADE 1 BOYS/ 1 GIRLS	9.450%	70%	NOV	\$ 4,503	\$ 4,841	\$ 5,204	\$ 5,594	\$ 6,014
SOFTBALL HEAD COACH	12.000%		JUN	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
SOFTBALL ASST COACH	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
SOFTBALL JV COACH	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
SOFTBALL 9TH GRADE	8.400%	70%	JUN	\$ 4,003	\$ 4,303	\$ 4,626	\$ 4,973	\$ 5,346
SPANISH CLUB	2.000%		NMJ	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
SPRING PLAY DIRECTOR	7.000%		JUN	\$ 3,336	\$ 3,586	\$ 3,855	\$ 4,144	\$ 4,455
SPRING PLAY ASST DIRECTOR	5.250%	75%	JUN	\$ 2,502	\$ 2,689	\$ 2,891	\$ 3,108	\$ 3,341
SPRING PLAY ASST CHORAL DIRECTOR	4.200%	60%	JUN	\$ 2,001	\$ 2,151	\$ 2,313	\$ 2,486	\$ 2,673
SPRING PLAY ASST CHOREOGRAPHER	4.200%	60%	JUN	\$ 2,001	\$ 2,151	\$ 2,313	\$ 2,486	\$ 2,673
SPRING PLAY ASST MUSIC DIRECTOR	4.200%	60%	JUN	\$ 2,001	\$ 2,151	\$ 2,313	\$ 2,486	\$ 2,673
STAGE MANAGER*	7.000%		NMJ	\$ 3,336	\$ 3,586	\$ 3,855	\$ 4,144	\$ 4,455
STAGE MANAGER - MS*	4.000%		NMJ	\$ 1,906	\$ 2,049	\$ 2,203	\$ 2,368	\$ 2,545
STRENGTH COACH 1 FALL/1 WINTER/1 SPRING/1 SUMMER	3.000%		NOV/MAR/JUN/NOV NMJ	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909
STUDENT COUNCIL - HS	5.500%		NMJ	\$ 2,621	\$ 2,817	\$ 3,029	\$ 3,256	\$ 3,500
STUDENT COUNCIL - MS ES	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
SWIM TEAM HEAD COACH	13.500%		MAR	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591
SWIM TEAM ASSISTANTS (2)	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
TECHNOLOGY COORDINATOR HS	5.000%		NMJ	\$ 2,383	\$ 2,561	\$ 2,753	\$ 2,960	\$ 3,182
TECHNOLOGY COORDINATOR MS	5.000%		NMJ	\$ 2,383	\$ 2,561	\$ 2,753	\$ 2,960	\$ 3,182

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TECHNOLOGY COORDINATORS ES (UP TO-3) (1)	5.000%		NMJ	\$ 2,383	\$ 2,561	\$ 2,753	\$ 2,960	\$ 3,182
TENNIS HEAD COACH 1 BOYS/ 1 GIRLS	9.500%		JUN (B)/NOV (G)	\$ 4,527	\$ 4,866	\$ 5,231	\$ 5,624	\$ 6,046
TENNIS ASST COACH 1 BOYS/ 1 GIRLS	7.125%	75%	JUN (B)/NOV (G)	\$ 3,395	\$ 3,650	\$ 3,924	\$ 4,218	\$ 4,534
TRACK HEAD COACH 1 BOYS/ 1 GIRLS (HS)	12.000%		JUN	\$ 5,718	\$ 6,147	\$ 6,608	\$ 7,104	\$ 7,636
TRACK ASST COACH 3 BOYS/ 3 GIRLS (HS)	9.000%	75%	JUN	\$ 4,289	\$ 4,610	\$ 4,956	\$ 5,328	\$ 5,727
TRACK 8TH GRADE HEAD COACH 1 BOYS/ 1 GIRLS	7.800%	65%	JUN	\$ 3,717	\$ 3,996	\$ 4,295	\$ 4,617	\$ 4,964
TRACK 7TH/ 8TH GRADE ASST COACH 1 BOYS/ 1 GIRLS	7.200%	60%	JUN	\$ 3,431	\$ 3,688	\$ 3,965	\$ 4,262	\$ 4,582
TRACK 7TH GRADE HEAD COACH 1 BOYS/ 1 GIRLS	7.800%	65%	JUN	\$ 3,717	\$ 3,996	\$ 4,295	\$ 4,617	\$ 4,964
TRACK 7TH GRADE ASST COACH 1 BOYS/ 1 GIRLS	7.200%	60%	JUN	\$ 3,431	\$ 3,688	\$ 3,965	\$ 4,262	\$ 4,582
VARIETY SHOW DIRECTOR	2.000%		JUN	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
VIDEO ANNOUNCEMENTS (ES (1), MS (1), HS (1))	4.500%		NMJ	\$ 2,144	\$ 2,305	\$ 2,478	\$ 2,664	\$ 2,864
VOLLEYBALL BOYS CLUB	8.775%		JUN	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
VOLLEYBALL GIRLS - HEAD COACH 1 BOYS/ 1 GIRLS	13.500%		NOV	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591
VOLLEYBALL GIRLS - ASST COACH 1 BOYS/ 1 GIRLS	10.125%	75%	NOV	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
VOLLEYBALL GIRLS - JV 1 BOYS/ 1 GIRLS	10.125%	75%	NOV	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
VOLLEYBALL GIRLS - 9TH GRADE HEAD COACH 1 BOYS/ 1 GIRLS	9.450%	70%	NOV	\$ 4,503	\$ 4,841	\$ 5,204	\$ 5,594	\$ 6,014
VOLLEYBALL GIRLS 8TH GRADE HEAD COACH 1 BOYS/ 1 GIRLS	8.775%	65%	NOV	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
VOLLEYBALL GIRLS - 7TH GRADE HEAD COACH 1 BOYS/ 1 GIRLS	(MOU) 8.775 2.000%		NOV	\$ 953	\$ 1,025	\$ 1,101	\$ 1,184	\$ 1,273
WASHINGTON DC COORDINATOR	5.500%		MAR	\$ 2,621	\$ 2,817	\$ 3,029	\$ 3,256	\$ 3,500
WRESTLING HEAD COACH DIRECTOR OF WRESTLING	13.500%		MAR	\$ 6,433	\$ 6,915	\$ 7,434	\$ 7,992	\$ 8,591
WRESTLING BOYS - HEAD/ASST COACH	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443
WRESTLING GIRLS - HEAD/ASSISTANT COACH	10.125%	75%	MAR	\$ 4,825	\$ 5,187	\$ 5,576	\$ 5,994	\$ 6,443

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WRESTLING BOYS VARSITY B-COACH	8.775%		MAR					
WRESTLING BOYS VARSITY JV COACH	8.100%		MAR					
WRESTLING MIDDLE SCHOOL HEAD COACH	10.125%		MAR					
WRESTLING MIDDLE SCHOOL HEAD/ASSISTANT BOYS COACH	8.100%		MAR					
WRESTLING MIDDLE SCHOOL HEAD/ASSISTANT GIRLS COACH	8.100%		MAR					
WRESTLING 9TH GRADE HEAD COACH	9.450%	70%	MAR	\$ 4,503	\$ 4,841	\$ 5,204	\$ 5,594	\$ 6,014
WRESTLING 8TH GRADE HEAD COACH	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
WRESTLING 8TH GRADE ASST COACH	8.100%	60%	MAR	\$ 3,860	\$ 4,149	\$ 4,460	\$ 4,795	\$ 5,155
WRESTLING 7TH GRADE HEAD COACH	8.775%	65%	MAR	\$ 4,181	\$ 4,495	\$ 4,832	\$ 5,195	\$ 5,584
WRESTLING 7TH GRADE ASST COACH	8.100%	60%	MAR	\$ 3,860	\$ 4,149	\$ 4,460	\$ 4,795	\$ 5,155
WRESTLING TOURNAMENT DIRECTOR	5.500%		MAR	\$ 2,621	\$ 2,817	\$ 3,029	\$ 3,256	\$ 3,500
YOUTH AND GOVERNMENT	3.000%		MAR	\$ 1,430	\$ 1,537	\$ 1,652	\$ 1,776	\$ 1,909

§If maintaining supplemental contract for current classification.

*Paid .0006 of the BA base salary

Section 32.J:

J. Compensation for Music Concerts and PEP Band performances

Each music teacher shall be compensated at the rate of .003 of the BA base salary for each evening concert **and/or PEP Band performance**, outside of a supplemental, he/she has yearly in excess of two (2). Upon the completion of evening concerts in excess of two (2) and the teacher's submission of the appropriate form to his/her principal, the teacher shall be paid in the next pay period.

Consensus statement:

The Board and BEA have jointly developed this consensus statement. In support of re-evaluating the best use of time at the Elementary Building, the District and BEA intend to

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jointly review, implement, and evaluate new dismissal procedures for the 2023-2024 school year, including dismissal procedures that are more similar to a neighboring district that include the use of fewer certified staff members.

The District and BEA also discussed the use of committees at the Elementary Building (e.g., social committee), and that MBU are encouraged to participate but where these committees are voluntary and meant for MBU with a passion and desire for the specific work. Attendance will not be taken at committee meetings.

District also intends to pilot for the last nine weeks of the 2023-2024 school year, moving the teacher day at the elementary building to 8:00 AM to 3:50 PM to allow for more time at the start of the day to support MBU and building needs around the best use of time. Given the limited notice of this change, for MBU with a scheduling conflict as a result of this change, they may work with their building principal to find an alternative arrangement, so long as that does not impact the ability to hold meetings (e.g., IEP Team meetings) that begin at 8:00 AM.

The Board and BEA have jointly developed this consensus statement. In accordance with OAC 3301-51-15, WEPs/WAPs shall be developed in collaboration with an educator who holds licensure or endorsement in gifted education. To the extent permissible by law, the parties agree a properly licensed administrator will draft the WEPs/WAPs. The teachers providing the gifted services will draft the students' goal(s) and review WEPs/WAPs prior to them being sent to families.

The Board and BEA have jointly developed this consensus statement. The parties agree that MTSS and voluntary meetings are not part of the administratively called meetings in the negotiated agreement. There is also a mutual interest in addressing during the 2023-2024 school year the MTSS process and best practices to ensure a process that best supports students while valuing efficient use of staff time. The review will be completed by the MTSS Support team via the ESC, if the Support team is available. If the ESC is not available, the District will seek an alternative support provider. Every effort will be made to complete the review and restructuring process prior to the start of the 2024-2025 school year.

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