

## **ARTICLE 33 TEACHER SALARY**

### **A. REGULAR PAY**

1. Bargaining unit members' regular salaries, attached hereto, shall be paid in twenty-four (24) equal payments, beginning in September and continuing twice a month, on or about the 5<sup>th</sup> and 20<sup>th</sup> of each month. The Treasurer's office, at its determination, may make adjustments to this pay cycle so as to insure that no employee is paid their salary prior to earning such salary. Any planned adjustments to the pay cycle shall be communicated by the Treasurer's office to all bargaining unit members by June 1 with an adjustment to the payroll cycle to be completed the next fiscal year. All bargaining unit members will be paid via direct deposit at no more than two financial institutions.
2. When a pay day falls on a day the Federal Reserve Bank is closed, bargaining unit members shall be paid on the nearest preceding day the Federal Reserve Bank is open. The Board will provide access to pay stubs electronically.

### **B. ADDITIONAL PAY**

1. The Board shall pay for additional duties as follows:
  - a. Pay for extended service duties shall be divided equally and distributed with the bargaining unit member's regular salary throughout the entire year.
  - b. Pay for supplemental duties shall be by direct deposit no later than November 30 for fall supplemental contracts, March 30 for winter supplemental contracts, and May 30 for spring and yearlong supplemental contracts. If an athletic season or wrap-up activities for that season extend beyond the designated pay date, the treasurer will pay that coaching staff as soon as all responsibilities are complete.
  - c. Any bargaining unit member who chooses to participate in Board approved programs designed to enhance the curriculum or teaching facilities shall deposit all money collected from the students with the Board pursuant to Board policy. Limited remunerations from such programs including goods and services shall be awarded to the bargaining unit member as compensation for administering the program after a period of five (5) years of use of the goods and services by the bargaining unit member at school, if prior notification/approval is received by the administration.

### **C. TRANSFER OF YEARS OF EXPERIENCE**

1.
  - a. A bargaining unit member may transfer previous years of teaching experience accumulated in any public or private charter school and will be placed at the appropriate step on the salary schedule upon verification of such accumulation from the proper agency. (This paragraph does not supersede Article 31 Paragraph 1.)
  - b. Verification should be given to the district treasurer on or before September 1 of the initial year of employment.
  - c. All years of experience in Ohio public schools and up to ten (10) years for any other combination of teaching experience may be transferred. (This paragraph does not supersede Article 31 Paragraph 1.)

#### D. BASE SALARY / INDEX / SALARY PLACEMENT

1. Bargaining unit members who were grandfathered above the pay scale contained within this article during the 2020-2021 school year:
  - a. Will move to the current adopted pay scale if it contains a higher salary.
  - b. Will earn \$240.00 more than the grandfathered salary earned during the previous school year unless moving onto the pay scale under paragraph (a.) above.
  - c. No additional salary considerations above a member's 2021-2022 salary will be granted to grandfathered members that have not transitioned to the salary schedule beyond June 30, 2022
2. The index schedule included herein shall be used to calculate the salary schedules for each year of this Agreement.
3.
  - a. Effective July 1, 2020, the base salary (Bachelors Column, Step 0) shall be \$35,200.  
Effective July 1, 2021, the base salary (Bachelors Column, Step 0) shall be \$36,256.  
  
Both parties will meet before April 1, 2022 to negotiate salary for the 2022-2023 school year.
  - b.
    - (1) Bargaining unit members will be placed on the appropriate column as detailed in this paragraph. Bargaining unit members earning placement on a new column of the index/pay scale should give verification to the Assistant Superintendent - HR on or before August 15<sup>th</sup>.
    - (2) A bargaining unit member will be placed on the appropriate step based on the bargaining unit member's years of experience and other appropriate related experience as detailed in section C of this article.
4. The Board and Association have developed an index with an emphasis on pay increases through steps throughout a bargaining unit member's career. The first priority will be to fund the step (and column) increases. A base increase will normally only occur when the realistic long term financial outlook for the school district is healthy enough to support the base increase.
5. No bargaining unit member will make a lower yearly salary than the previous year.

TRI-VALLEY LOCAL SCHOOLS INDEX SCHEDULE

| <u>STEP</u> | <u>BACHELORS</u> | <u>150 HOURS</u> | <u>MASTERS</u> | <u>MA+15</u> |
|-------------|------------------|------------------|----------------|--------------|
| 0           | 1.00             | 1.04             | 1.10           |              |
| 1           | 1.04             | 1.08             | 1.15           |              |
| 2           | 1.08             | 1.12             | 1.20           |              |
| 3           | 1.12             | 1.16             | 1.25           |              |
| 4           | 1.16             | 1.20             | 1.30           |              |
| 5           | 1.20             | 1.24             | 1.35           |              |
| 6           | 1.24             | 1.28             | 1.40           |              |
| 7           | 1.28             | 1.32             | 1.45           |              |
| 8           | 1.32             | 1.36             | 1.50           |              |
| 9           | 1.36             | 1.40             | 1.55           |              |
| 10          | 1.40             | 1.44             | 1.60           |              |
| 11          | 1.44             | 1.48             | 1.65           |              |
| 12          | 1.48             | 1.52             | 1.68           |              |
| 13          | 1.48             | 1.56             | 1.71           |              |
| 14          | 1.48             | 1.56             | 1.74           |              |
| 15          | 1.48             | 1.56             | 1.77           |              |
| 16          | 1.52             | 1.60             | 1.80           |              |
| 17          | 1.52             | 1.60             | 1.80           |              |
| 18          | 1.52             | 1.60             | 1.80           | 1.84         |
| 19          | 1.52             | 1.64             | 1.84           | 1.88         |
| 20          | 1.56             | 1.64             | 1.84           | 1.88         |
| 21          | 1.56             | 1.64             | 1.84           | 1.88         |
| 22          | 1.56             | 1.68             | 1.88           | 1.92         |
| 23          | 1.56             | 1.68             | 1.88           | 1.92         |
| 24          | 1.60             | 1.68             | 1.88           | 1.92         |
| 25          | 1.60             | 1.72             | 1.92           | 1.97         |
| 26          | 1.60             | 1.72             | 1.92           | 2.02         |
| 27          | 1.60             | 1.72             | 1.92           | 2.02         |
| 28          | 1.64             | 1.76             | 1.92           | 2.07         |
| 29          | 1.68             | 1.80             | 1.97           | 2.12         |
| 30          | 1.72             | 1.85             | 2.02           | 2.17         |
| 31          | 1.76             | 1.90             | 2.07           | 2.22         |
| 32          | 1.78             | 1.92             | 2.10           | 2.25         |
| 32+         | 1.78             | 1.92             | 2.10           | 2.25         |

**2020-2021 TRI-VALLEY LOCAL SCHOOLS PAY SCALE**

| <u>Step</u> | <u>Bachelors</u> | <u>150 Hours</u> | <u>Masters</u> | <u>MA + 15</u> |
|-------------|------------------|------------------|----------------|----------------|
| 0           | \$35,200         | \$36,608         | \$38,720       |                |
| 1           | \$36,608         | \$38,016         | \$40,480       |                |
| 2           | \$38,016         | \$39,424         | \$42,240       |                |
| 3           | \$39,424         | \$40,832         | \$44,000       |                |
| 4           | \$40,832         | \$42,240         | \$45,760       |                |
| 5           | \$42,240         | \$43,648         | \$47,520       |                |
| 6           | \$43,648         | \$45,056         | \$49,280       |                |
| 7           | \$45,056         | \$46,464         | \$51,040       |                |
| 8           | \$46,464         | \$47,872         | \$52,800       |                |
| 9           | \$47,872         | \$49,280         | \$54,560       |                |
| 10          | \$49,280         | \$50,688         | \$56,320       |                |
| 11          | \$50,688         | \$52,096         | \$58,080       |                |
| 12          | \$52,096         | \$53,504         | \$59,136       |                |
| 13          | \$52,096         | \$54,912         | \$60,192       |                |
| 14          | \$52,096         | \$54,912         | \$61,248       |                |
| 15          | \$52,096         | \$54,912         | \$62,304       |                |
| 16          | \$53,504         | \$56,320         | \$63,360       |                |
| 17          | \$53,504         | \$56,320         | \$63,360       |                |
| 18          | \$53,504         | \$56,320         | \$63,360       | \$64,768       |
| 19          | \$53,504         | \$57,728         | \$64,768       | \$66,176       |
| 20          | \$54,912         | \$57,728         | \$64,768       | \$66,176       |
| 21          | \$54,912         | \$57,728         | \$64,768       | \$66,176       |
| 22          | \$54,912         | \$59,136         | \$66,176       | \$67,584       |
| 23          | \$54,912         | \$59,136         | \$66,176       | \$67,584       |
| 24          | \$56,320         | \$59,136         | \$66,176       | \$67,584       |
| 25          | \$56,320         | \$60,544         | \$67,584       | \$69,344       |
| 26          | \$56,320         | \$60,544         | \$67,584       | \$71,104       |
| 27          | \$56,320         | \$60,544         | \$67,584       | \$71,104       |
| 28          | \$57,728         | \$61,952         | \$67,584       | \$72,864       |
| 29          | \$59,136         | \$63,360         | \$69,344       | \$74,624       |
| 30          | \$60,544         | \$65,120         | \$71,104       | \$76,384       |
| 31          | \$61,952         | \$66,880         | \$72,864       | \$78,144       |
| 32+         | \$62,656         | \$67,584         | \$73,920       | \$79,200       |

**2021-2022 TRI-VALLEY LOCAL SCHOOLS PAY SCALE**

|     |          |          |          |          |
|-----|----------|----------|----------|----------|
| 0   | \$36,256 | \$37,706 | \$39,882 |          |
| 1   | \$37,706 | \$39,156 | \$41,694 |          |
| 2   | \$39,156 | \$40,607 | \$43,507 |          |
| 3   | \$40,607 | \$42,057 | \$45,320 |          |
| 4   | \$42,057 | \$43,507 | \$47,133 |          |
| 5   | \$43,507 | \$44,957 | \$48,946 |          |
| 6   | \$44,957 | \$46,408 | \$50,758 |          |
| 7   | \$46,408 | \$47,858 | \$52,571 |          |
| 8   | \$47,858 | \$49,308 | \$54,384 |          |
| 9   | \$49,308 | \$50,758 | \$56,197 |          |
| 10  | \$50,758 | \$52,209 | \$58,010 |          |
| 11  | \$52,209 | \$53,659 | \$59,822 |          |
| 12  | \$53,659 | \$55,109 | \$60,910 |          |
| 13  | \$53,659 | \$56,559 | \$61,998 |          |
| 14  | \$53,659 | \$56,559 | \$63,085 |          |
| 15  | \$53,659 | \$56,559 | \$64,173 |          |
| 16  | \$55,109 | \$58,010 | \$65,261 |          |
| 17  | \$55,109 | \$58,010 | \$65,261 |          |
| 18  | \$55,109 | \$58,010 | \$65,261 | \$66,711 |
| 19  | \$55,109 | \$59,460 | \$66,711 | \$68,161 |
| 20  | \$56,559 | \$59,460 | \$66,711 | \$68,161 |
| 21  | \$56,559 | \$59,460 | \$66,711 | \$68,161 |
| 22  | \$56,559 | \$60,910 | \$68,161 | \$69,612 |
| 23  | \$56,559 | \$60,910 | \$68,161 | \$69,612 |
| 24  | \$58,010 | \$60,910 | \$68,161 | \$69,612 |
| 25  | \$58,010 | \$62,360 | \$69,612 | \$71,424 |
| 26  | \$58,010 | \$62,360 | \$69,612 | \$73,237 |
| 27  | \$58,010 | \$62,360 | \$69,612 | \$73,237 |
| 28  | \$59,460 | \$63,811 | \$69,612 | \$75,050 |
| 29  | \$60,910 | \$65,261 | \$71,424 | \$76,863 |
| 30  | \$62,360 | \$67,074 | \$73,237 | \$78,676 |
| 31  | \$63,811 | \$68,886 | \$75,050 | \$80,488 |
| 32+ | \$64,536 | \$69,612 | \$76,138 | \$81,576 |

## E. CONTRIBUTION TO STRS

1. The Board shall pay the full statutorily required employer contribution for each member in the bargaining unit to the State Teacher's Retirement System.
2. The Board shall pick up and pay, on behalf of each member in the bargaining unit, the full statutorily required employee contribution to the State Teacher's Retirement System, so long as the total compensation paid by the Board to and on behalf of each bargaining unit member is not thereby increased. The bargaining unit member's gross salary shall be reduced by the amount of the individual's full statutorily required contribution to STRS and shall be restated accordingly.
3. The amount picked up and paid by the Board shall be the current required contribution of the bargaining unit member to the STRS.
4. The amount so paid on behalf of the bargaining unit member to STRS:
  - a. Shall not be treated as income of the bargaining unit member for federal and state income tax purposes.
  - b. Shall be treated as income of the bargaining unit member for municipal income tax purposes.
  - c. Shall be treated as income of the bargaining unit member for purposes of computing the Board's employer contribution to STRS.
5. No bargaining unit member shall have the option to elect a wage increase or other benefit in lieu of this pickup or to decline this pickup. Each bargaining unit member is responsible for taking this pickup into account, along with other tax-sheltering plans, for purposes of complying with tax law requirements.

E. DURATION OF AGREEMENT


1. This Agreement will remain in effect from July 1, 2021 through June 30, 2023.

  
\_\_\_\_\_  
President, Tri-Valley Education Association

8/9/2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
President, Tri-Valley Board of Education

7-29-2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Representative, Tri-Valley Education Association

8-9-2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Representative, Tri-Valley Board of Education

7-19-2021  
\_\_\_\_\_  
Date

