

Amendment to Collective Bargaining Agreement

The Dayton Public School District (BOARD) and the Dayton Education Association (ASSOCIATION) hereby enter into this Amendment to the Collective Bargaining Agreement, effective May 24, 2018. The terms and conditions of this Amendment are as follows:

Article 67.01: Duration

In order to facilitate and accommodate an extension of the Collective Bargaining Agreement through June 30, 2020, all parties have agreed that Article 67.01 of the Collective Bargaining Agreement between the BOARD and ASSOCIATION will be changed as follows:

Current language to be deleted:

This CONTRACT shall be effective from July 1, 2017 through June 30, 2019.

Replacement language to be added:

This CONTRACT shall be effective from July 1, 2017 through June 30, 2020.

Article 50.01.1: Salary

In order to facilitate and accommodate an extension of the Collective Bargaining Agreement through June 30, 2020, all parties have agreed that Article 50.01.1 of the Collective Bargaining Agreement between the BOARD and ASSOCIATION will be amended as follows:

Additional language to be added:

Effective with the 2019-2020 school year, each salary step shall be permanently increased 3%.

The 2019-2020 salary schedules are attached as Appendix A herein.

Article 50.05: Hourly Salaried

In order to facilitate and accommodate an extension of the Collective Bargaining Agreement through June 30, 2020, all parties have agreed that Article 50.05 of the Collective Bargaining Agreement between the BOARD and ASSOCIATION will be amended as follows:

Additional language to be added:

50.05 A: Individual and Small Group Instructors and Professional Staff Members for Out-of-School and Hospitalized Students

Effective 7/1/19: \$31.23

50.05 B: Summer School Professional Staff Members

Effective 7/1/19: \$30.76

New Article 50.01.4: Step Recovery

In order to facilitate and accommodate an extension of the Collective Bargaining Agreement through June 30, 2020, all parties have agreed that Article 50.01.4 of the Collective Bargaining Agreement between the BOARD and ASSOCIATION will be added as follows:

Additional language to be added:

50.01.4 A: Step Recovery

Step Recovery shall occur for all Professional Staff Members employed prior to the 2017-2018 school when and if they were impacted by the Step Freeze in effect July 1, 2013 through June 30, 2017, per the terms of either 50.01.4 A or 50.01.4 B as delineated below. In no case shall both 50.01.4 A and 50.01.4 B apply to any one individual PSM. Step Recovery, as defined in this section, is in addition to the "Step Advancement" language in 50.01.1.

50.01.4 B: Professional Staff Members Impacted By Only One Step Freeze Year

In addition to the "Step Advancement" language in 50.01.1, any Professional Staff Member impacted by at least one (1) Step Freeze in any one (1) of the following school years: 2013-2014, 2014-2015, 2015-2016, or 2016-2017 shall be credited with one (1) additional recovered step for placement on the salary schedule for the 2018-2019 school year.

Example for illustrative purposes only: PSM was first employed in 2015-2016 and was not credited with a step for the 2016-2017 school year. This PSM shall be awarded one additional recovered step in the 2018-2019 school year, as described above.

50.01.4 C: Professional Staff Members Impacted by Two or More Step Freeze Years

In addition to the "Step Advancement" language in 50.01.1, any Professional Staff Member impacted by a Step Freeze in any two (2) or more of the following school years: 2013-2014, 2014-2015, 2015-2016, and/or 2016-2017 shall be credited with one (1) additional recovered step for placement on the salary schedule for the 2018-2019 school year, and one (1) additional recovered step for placement on the salary schedule for the 2019-2020 school year.

Example 1 for illustrative purposes only: PSM was first employed in 2014-2015 and was not credited with a step for the 2015-2016 school year and the 2016-2017 school year. This PSM shall be awarded two (2) additional recovered steps: one (1) in the 2018-2019 school year and one (1) in the 2019-2020 school year, as described above.

Example 2 for illustrative purposes only: PSM was employed at any time prior to the 2013-2014 school year and was not credited with a step in at least two (2) of the school years between July 1, 2013 through June 30, 2017. This PSM shall be awarded two (2) additional recovered steps: one (1) in the 2018-2019 school year and one (1) in the 2019-2020 school year, as described above.

Article 8.02.1: Professional Staff Member's Day

In order to facilitate and accommodate an extension of the Collective Bargaining Agreement through June 30, 2020, all parties have agreed that Article 8.02.1 of the Collective Bargaining Agreement between the BOARD and ASSOCIATION will be amended as follows:

Current language to be deleted:

15 minutes: before or after student day in student supervision time

Replacement language to be added:

15 minutes: For PSMs assigned to grades 7-12: before or after student day in student supervision time


For PSMs assigned to grades PK-6: before student day, after student day, or mid-student day in student supervision time

This Amendment shall be treated as part of the Agreement between the parties dated July 1, 2017 through June 30, 2019 as if written therein. All other provisions of the negotiated agreement between the parties hereto not altered by this Amendment are to remain unchanged and in full force and effect.

In agreement and witness to all of the above, the BOARD and ASSOCIATION respective agents place and date their signatures.

Dayton Public School District


Dayton Education Association/OEA/NEA


Elizabeth J. Loh, Ph.D.
Superintendent

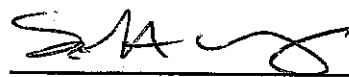
5/24/18
Date

Dr. William Harris, Jr
School Board President

Date


David Romick
DEA President

5/24/18
Date


Scott Maney
OEA Consultant

5/24/18
Date

2019-2020 DEA Teacher Salary Schedule

Step	C	D	E	F	G
	BA	BA+18	MA	MA+30	Ph.D.
1	\$41,891	\$42,493	\$45,249	\$46,614	\$49,606
2	\$43,042	\$43,661	\$46,502	\$47,909	\$50,994
3	\$43,042	\$43,661	\$46,502	\$47,909	\$50,994
4	\$44,775	\$45,393	\$48,492	\$49,900	\$52,986
5	\$46,506	\$47,127	\$50,483	\$51,890	\$57,976
6	\$48,622	\$49,245	\$52,888	\$54,310	\$57,424
7	\$50,367	\$50,994	\$54,896	\$56,315	\$59,430
8	\$52,117	\$52,740	\$56,904	\$58,324	\$61,436
9	\$53,867	\$54,491	\$58,913	\$60,332	\$63,445
10	\$55,614	\$56,238	\$60,920	\$62,339	\$65,452
11	\$57,236	\$57,857	\$62,791	\$64,205	\$67,309
12	\$58,979	\$59,603	\$64,792	\$66,205	\$69,313
13	\$61,846	\$62,483	\$68,040	\$69,487	\$72,651
14	\$63,624	\$64,262	\$70,082	\$71,528	\$74,694
15	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740
16	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740
17	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740
18	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740
19	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740
20	\$65,407	\$66,042	\$72,127	\$73,571	\$76,740

^ PSMs with 15 to 19 years of service will receive \$750 annual longevity paid in two payments of \$375 on the 10th and 20th pays of the school year.

* PSMs with 20 or more years of service will receive \$1250 annual longevity paid in two payments of \$625 on the 10th and 20th pays of the school year.

2019-2020 DEA Resource Teachers, Curriculum Specialists, Literacy Coaches

Step	C	D	E	F	G
	BA	BA+18	MA	MA+30	Ph.D.
1	\$43,006	\$43,606	\$46,363	\$47,728	\$50,720
2	\$44,156	\$44,774	\$47,617	\$49,024	\$52,109
3	\$44,156	\$44,774	\$47,617	\$49,024	\$52,109
4	\$45,891	\$46,508	\$49,608	\$51,015	\$54,101
5	\$47,620	\$48,241	\$51,598	\$53,005	\$56,091
6	\$49,737	\$50,360	\$54,003	\$55,424	\$58,537
7	\$51,481	\$52,109	\$56,011	\$57,431	\$60,543
8	\$53,231	\$53,855	\$58,020	\$59,439	\$62,551
9	\$54,981	\$55,606	\$60,027	\$61,448	\$64,559
10	\$56,728	\$57,352	\$62,034	\$63,453	\$66,567
11	\$58,351	\$58,973	\$63,905	\$65,318	\$68,424
12	\$60,093	\$61,811	\$65,907	\$67,320	\$70,427
13	\$62,961	\$63,597	\$69,154	\$70,601	\$73,766
14	\$64,739	\$65,377	\$71,197	\$72,643	\$75,808
15	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855
16	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855
17	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855
18	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855
19	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855
20	\$66,520	\$67,156	\$73,241	\$74,685	\$77,855

^ PSMs with 15 to 19 years of service will receive \$750 annual longevity paid in two payments of \$375 on the 10th and 20th pays of the school year.

* PSMs with 20 or more years of service will receive \$1250 annual longevity paid in two payments of \$625 on the 10th and 20th pays of the school year.

2019-2020 DEA Occupational & Physical Therapists

Step	C	E	F
	BA	MA	MA+30
1	\$49,032	\$55,709	\$57,745
2	\$52,443	\$59,327	\$61,426
3	\$54,483	\$61,366	\$63,466
4	\$56,523	\$63,409	\$65,507
5	\$58,563	\$65,445	\$67,548
6	\$61,089	\$68,036	\$70,151
7	\$63,147	\$70,093	\$72,210
8	\$65,2015	\$72,150	\$74,268
9	\$67,263	\$74,209	\$76,327
10	\$69,321	\$76,267	\$78,383
11	\$71,219	\$78,148	\$80,259
12	\$73,273	\$80,201	\$82,315
13	\$76,742	\$83,810	\$85,967
14	\$76,742	\$83,810	\$85,967
15	\$76,742	\$83,810	\$85,967
16	\$76,742	\$83,810	\$85,967
17	\$76,742	\$83,810	\$85,967
18	\$76,742	\$83,810	\$85,967
19	\$76,742	\$83,810	\$85,967
20	\$76,742	\$83,810	\$85,967

^ PSMs with 15 to 19 years of service will receive \$750 annual longevity paid in two payments of \$375 on the 10th and 20th pays of the school year.

* PSMs with 20 or more years of service will receive \$1250 annual longevity paid in two payments of \$625 on the 10th and 20th pays of the school year.