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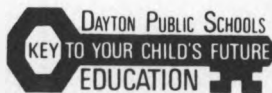


MASTER CONTRACT

Dayton Education Association

Dayton Public Schools

1979-81



x- 12/80

[pt 1]

The Dayton Education Association
1013 N. Main Street
Dayton, Ohio 45405

513
224-7236

1979-80 Officers

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Jeffrey Mims, Vice President
Elaine Schommer, Secretary
Larry Baker, Treasurer
Stuart Miller, DEA Executive
Director, UTP UniServ
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The Board of Education - Dayton Public Schools
348 West First Street
Dayton, Ohio 45402

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224
7236

Superintendent

John B. Maxwell

Negotiations Steering
Committee Chairman

Robert S. Weinman

Treasurer

H. M. Wilson, Jr.

AGREEMENT

This AGREEMENT made and entered into this _____ day of December, 1980, by and between THE BOARD OF EDUCATION OF THE DAYTON CITY SCHOOL DISTRICT, hereinafter referred to as "BOARD" and the DAYTON EDUCATION ASSOCIATION, hereinafter referred to as "ASSOCIATION."

WHEREAS the BOARD and the ASSOCIATION are parties to a Master Contract which was entered into on December 17, 1979, hereinafter referred to as "MASTER CONTRACT", which Agreement by its terms "shall continue in full force and effect until December 31, 1981 and from year to year thereafter, unless either the BOARD or the ASSOCIATION serves written notice on the other of its intention to either terminate, amend or modify this CONTRACT not more than ninety (90) and not less than sixty (60) days prior to the expiration date, December 31, 1981, or the end of the yearly extension period" (Article Forty-two - DURATION AND IMPLEMENTATION), and

WHEREAS the BOARD and the ASSOCIATION have reached agreement to extend the "MASTER CONTRACT" subject to certain understandings set forth in this AGREEMENT,

IT IS HEREBY AGREED AS FOLLOWS:

(1) Article Forty-one - SALARY SCHEDULES FOR CLASSROOM TEACHERS of the "MASTER CONTRACT", Section 41.01, paragraphs (B) and (D) shall be amended and changed as set forth in Addendum #1 attached hereto and incorporated herein.

(2) Article Forty-one - SALARY SCHEDULES FOR CLASSROOM TEACHERS of the "MASTER CONTRACT" shall be further amended by adding the additional paragraphs to Section 41.01, as set forth in Addendum #2 attached hereto and incorporated herein.

(3) Article Forty-one - SALARY SCHEDULES FOR CLASSROOM TEACHERS of the "MASTER CONTRACT", Section 41.02, paragraph (B) shall be amended and changed as set forth in Addendum #3 attached hereto and incorporated herein.

(4) Article Forty-one - SALARY SCHEDULES FOR CLASSROOM TEACHERS of the "MASTER CONTRACT", Section 41.02, shall be further amended by adding the additional paragraphs to Section 41.02, as set forth in Addendum #4 attached hereto and incorporated herein.

(5) Article Forty-one - SALARY SCHEDULES FOR CLASSROOM TEACHERS of the "MASTER CONTRACT", Section 41.03, shall be amended and changed as set forth in Addendum #5 attached hereto and incorporated herein.

[1]

(6) Article Forty-two - DURATION AND IMPLEMENTATION, Section 42.01, of the "MASTER CONTRACT" shall be changed to read as follows:

"42.01 A. This CONTRACT shall be effective from December 17, 1979 and shall continue in full force and effect until December 31, 1982 and from year to year thereafter (subject, however, to the reopening provided for in paragraph B of this Section) unless either the BOARD or the ASSOCIATION serves written notice on the other of its intention to either terminate, amend or modify this CONTRACT not more than ninety (90) and not less than sixty (60) days prior to the expiration date, December 31, 1982, or the end of the yearly extension period.

B. Either the BOARD or the ASSOCIATION shall have the right to reopen this CONTRACT effective December 31, 1981, for the purpose of renegotiating regarding the provisions contained in Articles One through Article Thirty-Nine inclusive (but exclusive of Article Forty - INSURANCE PROGRAMS and Article Forty-One - SALARY SCHEDULES FOR CLASSROOM TEACHERS) by serving written notice on the other of its desire to reopen this CONTRACT for the purposes set forth in this paragraph B not more than ninety (90) and not less than sixty (60) days prior to the reopening date, December 31, 1981.

(7) This AGREEMENT shall become effective as of the date of its approval by both the Executive Committee of the ASSOCIATION and the BOARD, subject to the later ratification by the membership of the ASSOCIATION. In the event such ratification is not secured, this AGREEMENT shall be null and void and of no force and effect and the MASTER CONTRACT shall be in full force and effect, unaffected by any provision in this AGREEMENT.

IN WITNESS WHEREOF, the parties executed this AGREEMENT this
29th day of December, 1980.

DAYTON CITY SCHOOLS

By John B. Maxwell
John B. Maxwell
Superintendent of Schools

By Robert S. Weinman
Robert S. Weinman
Assistant Superintendent
Fiscal Affairs

THE DAYTON EDUCATION ASSOCIATION

By Ward V. Rountree, III
Ward Rountree III
President

By Joni L. West
Joni L. West
Negotiations Chairperson

By Stuart I. Miller
Stuart I. Miller
DEA Executive Director
UTP UniServ Consultant

BOARD OF EDUCATION OF THE
DAYTON CITY SCHOOL DISTRICT

[Signature]
By Dr. Leo A. Lucas
Dr. Leo A. Lucas
President

By [Signature]
Daniel L. Carozza
Treasurer

ADDENDUM #1

ARTICLE FORTY-ONE - SALARY SCHEDULES FOR CLASSROOM TEACHERS

41.01 B. Effective December 29, 1980, the following Salary Schedules for Classroom Teachers shall be in effect:

	A	B	C	D	E	F	G
Service Step	Less than 3 years	Less than Bachelor's	Bachelor's Degree	Bachelor's Degree + 18 hours	Master's Degree	Master's Degree + 30 hours	Ph.D. Degree
1	\$9,664	\$10,208	\$11,660	\$11,908	\$12,652	\$13,215	\$14,451
2	10,137	10,681	12,242	12,490	13,319	13,882	15,118
3	10,610	11,154	12,824	13,072	13,986	14,549	15,785
4	11,083	11,627	13,406	13,654	14,653	15,216	16,452
5	11,556	12,100	13,988	14,236	15,320	15,883	17,119
6	12,029	12,573	14,570	14,818	15,987	16,550	17,786
7	12,502	13,046	15,152	15,400	16,654	17,217	18,453
8	12,975	13,519	15,734	15,982	17,321	17,884	19,120
9	13,448	13,992	16,316	16,564	17,988	18,551	19,787
10	13,921	14,465	16,898	17,146	18,655	19,218	20,454
11		14,938	17,480	17,728	19,322	19,885	21,121
12		15,411	18,062	18,310	19,989	20,552	21,788
13		15,884	18,644	18,892	20,656	21,219	22,455
14		16,357	19,226	19,474	21,323	21,886	23,122
15		16,830	19,808	20,056	21,990	22,553	23,789
20	14,421	17,330	20,308	20,556	22,490	23,053	24,289

Schedules A through G represent the annual salary paid including holidays and vacation within the school year as established by the School Calendar and as paid bi-weekly as set forth in the Schedule of Pay Dates. The per diem compensation of each professional staff member working under the compensation set forth in Schedules A through G shall be one two-hundredth (1/200th) of such professional staff member's annual compensation, as set forth in such Schedule.

Schedule A - Less than 3 years training and employed between 1-1-54 and 1-1-69 reach their maximum at Step 10. Those employed after 1-1-69 reach their maximum at Step 6.

Schedule B - Less than Bachelor's degree and employed between 1-1-54 and 1-1-69 reach their maximum at Step 14. Non-degree teachers employed prior to 1-1-54 proceed to Step 15. Those employed after 1-1-69 reach their maximum at Step 6.

Schedule C - Teachers with Bachelor's degree.

Schedule D - Teachers with Bachelor's degree plus 18 graduate semester hours or 27 quarter hours' credit. Graduate credits shall be those earned following conferral of the Bachelor's degree and must be part of a graduate program leading to an advanced degree in Teaching/Education as certified by the University.

Schedule E - Teachers with Master's degree.

Schedule F - Teachers with Master's degree plus 30 graduate semester or 45 quarter hours beyond Master's degree, or an Educational Specialist degree. Graduate credits shall be those earned following conferral of the Master's degree under the following provisions: (1) University confirmation of all courses completed in a graduate program leading to a Doctoral degree; (2) completion of the requirements for the Educational Specialist degree, a second Master's degree, or completion of the requirements for a new certificate beyond those already held.

Schedule G - Teachers with an earned Doctorate in an accepted educational or teaching field.

Personnel employed prior to the effective date of the 1969-70 Master Agreement shall be credited with graduate semester hours earned as applicable under Schedules D and F of that Agreement.

Teachers may advance on the schedule from one degree level to another upon the completion of schedule requirements. In order to so advance, a teacher must present satisfactory evidence from the training institution not later than the fifth (5th) day of the first or second semester's commencing, that the necessary

degree has already been granted or that all the work required for the degree or Post Master's Certification has been satisfactorily completed.

a. Each step through Service Step 15 represents one (1) year of service as a full-time teacher, or the equivalent thereof, as recognized by the Superintendent's Office. Service Step 20 represents completion of nineteen (19) or more years of service and is payable with the commencement of the twentieth (20th) year of service as a full-time teacher as recognized by the Superintendent's Office. Teachers may advance a step on the schedule only at the beginning of a school year. In order to so advance, a teacher must have been employed in the Dayton Schools at the preceding step on the schedule for at least six (6) consecutive months (twenty-four (24) weeks or one hundred twenty (120) days) within a single school year. These six (6) months may be interpreted to include the sixty (60) consecutive school days spent in the same position by a substitute teacher before his/her placement on the salary schedule at a regular two (2) weeks' rate. A teacher is considered "employed" on all days for which he/she is paid, but not on any days when he/she is absent without pay. Except for the sixty (60) consecutive school days preceding the placement of a substitute teacher on the regular salary schedule, substitute teaching on an hourly basis shall not be considered in placing a teacher on the schedule.

In placing a teacher on the schedule, one year of service credit shall be given for each year of full-time kindergarten teaching (including both morning and afternoon sessions), and one-half (1/2) year of service credit shall be given for each year of half-time kindergarten teaching. Half-time kindergarten teachers, who teach on a regular or annual contract and meet other requirements of the salary schedule, shall receive regular, full increments prorated in proportion to the time actually worked.

b. A teacher entering the Dayton Schools for the first time or re-entering the Dayton Schools after January 1, 1956, shall not be placed above Step 7 on the salary schedule.

In entering the Dayton Schools, one hundred twenty (120) days in one teaching position in a given year shall count as a year of experience for placement on the salary schedule. For those who have been substitute teachers in the Dayton Schools, sixty (60) consecutive days, preceding placement on the regular salary schedule, shall count as a part of the one hundred twenty (120) days required for determining a year's teaching experience. Credit for teaching service outside the Dayton Schools shall be given at the discretion of the Superintendent, up to a maximum of six (6) years, but, in no case, shall more than one (1) year of credit be given for a year of service.

c. Credit on the schedule shall be given for a bona fide service in the Armed Forces of the United States, if such service occurred between January 1, 1940, and January 1, 1948, and after June 1, 1950, at the rate of one (1) year for each twelve (12) calendar months of such service, except that, when the total number of months of service is divided by twelve (12), any fraction of two-thirds (2/3rds) or more in the answer, shall receive a full year's credit on the schedule. The granting of such credit is limited by the maximum of six (6) years of credit allowed for service outside the Dayton Schools. However, a teacher re-entering the Dayton Schools shall be credited without such limitation for any compulsory service in the Armed Forces which immediately followed a period of prior service in the Dayton Schools. Re-enlistment for military service after the end of a period of compulsory military assignment, except in the case of active warfare, shall cancel a leave of absence from the Dayton Schools, and shall not be counted for credit on the salary schedule.

Credit on the schedule shall be given for leaves of absence for professional study, if certified college credits for such study are submitted by the teacher and upon submission of satisfactory evidence of compliance with the leave policy, at the rate of one (1) year of service credit for each regular school year of professional study.

With respect to Schedules for BA + 18 through Ph.D., such credits and degrees must be in education or in areas offered by the curriculum of the Dayton Public Schools and such credits and degrees must be received from institutions approved, at the time the credits and/or degrees were earned, by the State of Ohio, Department of Education and the North Central Association of Schools.

Service Step 20 shall be applicable to teachers who have completed nineteen (19) or more years of service as recognized by the Superintendent's Office and is payable with the commencement of the twentieth (20th) and subsequent years of service as recognized by the Superintendent's Office. Effective with September 1, 1980, and thereafter, teachers on Service Step 20 shall receive bi-weekly pay at the Service Step 15 bi-weekly rate and shall receive the additional \$500 salary (the difference between the salary applicable to Service Step 15 and Service Step 20) in two (2) equal installments of \$250 each payable on the tenth (10th) and twentieth (20th) pay period payroll distribution.

D. Effective December 29, 1980, the following Salary Schedules for Classroom Teachers shall be in effect:

Service Step	H	I	J	K	L
	Bachelor's Degree	Bachelor's Degree + 18 hours	Master's Degree	Master's Degree + 30 hours	Ph.D. Degree
1	\$13,992.00	\$14,289.60	\$15,182.40	\$15,858.00	\$17,341.20
2	14,690.40	14,988.00	15,982.80	16,658.40	18,141.60
3	15,388.80	15,686.40	16,783.20	17,458.80	18,942.00
4	16,087.20	16,384.80	17,583.60	18,259.20	19,742.40
5	16,785.60	17,083.20	18,384.00	19,059.60	20,542.80
6	17,484.00	17,781.60	19,184.40	19,860.00	21,343.20
7	18,182.40	18,480.00	19,984.80	20,660.40	22,143.60
8	18,880.80	19,178.40	20,785.20	21,460.80	22,944.00
9	19,579.20	19,876.80	21,585.60	22,261.20	23,744.40
10	20,277.60	20,575.20	22,386.00	23,061.60	24,544.80
11	20,976.00	21,273.60	23,186.40	23,862.00	25,345.20
12	21,674.40	21,972.00	23,986.80	24,662.40	26,145.60
13	22,372.80	22,670.40	24,787.20	25,462.80	26,946.00
14	23,071.20	23,368.80	25,587.60	26,263.20	27,746.40
15	23,769.60	24,067.20	26,388.00	27,063.60	28,546.80
20	24,269.60	24,567.20	26,888.00	27,563.60	29,046.80

Schedules H through L represent the annual salary paid including holidays and vacation within the school year as established by the School Calendar and as paid bi-weekly as set forth in the Schedule of Pay Dates. The per diem compensation of each professional staff member working under the compensation set forth in Schedules H through L shall be one two hundred-fortieth (1/240th) of such professional staff member's annual compensation, as set forth in such Schedule. The placement of such teachers on the salary schedule is to be governed by the following rules:

Schedule H - Teachers with Bachelor's degree or equivalent.

Schedule I - Teachers with Bachelor's degree or equivalent plus 18 graduate semester hours or 27 quarter hours credit. Graduate credits shall be those earned following conferral of the Bachelor's degree and must be part of a graduate program leading to an advanced degree as certified by the University.

Schedule J - Teachers with Master's degree or equivalent.

Schedule K - Teachers with Master's degree plus 30 graduate semester or 45 quarter hours beyond Master's degree, or an Educational Specialist degree. Graduate credits shall be those earned following conferral of the Master's degree under the following provisions: (1) University confirmation of all courses completed in a graduate program leading to a Doctoral degree; (2) completion of the requirements for the Education Specialist degree, a second Master's degree, or completion of the requirements for a new certificate beyond those already held.

Schedule L - Teachers with an earned Doctorate in an accepted educational or teaching field.

Personnel employed prior to the effective date of the 1969-70 Master Agreement shall be credited with graduate semester hours earned as applicable under Schedules I and K of that Agreement.

Teachers may advance on the schedule from one degree level to another upon the completion of schedule requirements. In order to so advance, a teacher must present satisfactory evidence from the training institution not later than the fifth (5th) day of the first or second semester's commencing, that the necessary degree has been granted or that all the work required for the degree or Post Master's Certification has been satisfactorily completed.

a. Each step through Service Step 15 represents one (1) year of service as a full-time teacher, or the equivalent thereof, as recognized by the Superintendent's Office. Service Step 20 represents completion of nineteen (19) or more years of service

and is payable with the commencement of the twentieth (20th) year of service as recognized by the Superintendent's Office. Teachers may advance a step on the schedule only at the beginning of a school year. In order to so advance, a teacher must have been employed in the Dayton Schools at the preceding step on the schedule for at least six (6) consecutive months (twenty-four (24) weeks or one hundred twenty (120) days) within a single school year.

These six (6) months may be interpreted to include the sixty (60) consecutive school days spent in the same position by a substitute teacher before his/her placement on the salary schedule at a regular two (2) week rate. A teacher is considered "employed" on all days for which he/she is paid, but not on any days when he/she is absent without pay. Except for the sixty (60) consecutive school days preceding the placement of a substitute teacher on the regular salary schedule, substitute teaching on an hourly basis shall not be considered in placing a teacher on the schedule.

b. A teacher entering the Dayton Schools for the first time or re-entering the Dayton Schools after January 1, 1956, shall not be placed above Step 7 on the salary schedule.

In entering the Dayton Schools, one hundred twenty (120) days in one teaching position in a given year shall count as a year of experience for placement on the salary schedule. For those who have been substitute teachers in the Dayton Schools, the sixty (60) consecutive days preceding placement on the regular salary schedule shall count as a part of the one hundred twenty (120) days required for determining a year's teaching experience. Credit for teaching service outside the Dayton Schools shall be given at the discretion of the Superintendent, up to a maximum of six (6) years, but, in no case shall more than one (1) year of credit be given for a year of service.

c. Credit on the schedule shall be given for bona fide service in the Armed Forces of the United States, if such service occurred between January 1, 1940, and January 1, 1948, and after June 1, 1950, at the rate of one (1) year for each twelve (12) calendar months of such service, except that, when the total number of months of service is divided by twelve (12), any fraction of two-thirds (2/3rds) or more in the answer shall receive a full year's credit on the schedule. The granting of such credit is limited by the maximum of six (6) years of credit allowed for service outside the Dayton Schools. However, a teacher re-entering the Dayton Schools shall be credited without such limitation for any compulsory service in the Armed Forces which immediately followed a period of prior service in the Dayton Schools. Re-enlistment for military service after the end of a period of compulsory military assignment, except in the case of active warfare, shall cancel

a leave of absence from the Dayton Schools, and shall not be counted for credit on the salary schedule.

Credit on the schedule shall be given for leaves of absence for professional study, if certified college credits for such study are submitted by the teacher and accepted by the Superintendent, at the rate of one (1) year of service credit for each regular school year of professional study.

d. One (1) year of approved trade or business experience (approved by the Superintendent's Office) shall be considered equivalent to eighteen (18) semester hours of undergraduate college credit. To be approved for this purpose, the experience must have been in the trade or business to be taught or in the trade to which the subjects to be taught are related.

e. Not more than seven (7) years of trade or business experience shall be counted as equivalent to college credit.

f. A vocational shop teacher, having seven (7) years of approved trade experience (four (4) years of apprenticeship experience and three (3) years of journeyman experience), shall be placed on the Bachelor's degree salary level and may advance to the maximum salary for that level without further training except that required for continuous certification as a vocational teacher.

g. For advancement beyond the Bachelor's degree salary level, actual college credits must be presented in addition to any that have been counted toward the Bachelor's level itself. For this purpose, two (2) semester hours of approved undergraduate college credit shall be considered equivalent to one (1) semester hour of graduate college credit.

h. A vocational shop or related-subject teacher having thirty-six (36) semester hours of approved undergraduate college credit beyond the requirements for attaining the Bachelor's degree salary level, shall be placed on the Bachelor's degree plus eighteen (18) graduate semester hours or equivalent salary level and may advance to the maximum salary for that level.

i. A vocational shop or related-subject teacher having sixty (60) semester hours of approved undergraduate college credit beyond the requirements for attaining the Bachelor's degree salary level, shall be placed on the Master's degree salary level and may advance to the maximum salary for that level.

j. Although not more than seven (7) years of trade or business experience may be counted as equivalent to college training, each year of such experience beyond the number counted as

equivalent to college training shall be considered equivalent to one (1) year of successful teaching service for placement on the salary schedule.

k. In giving credit for trade and business experience either as the equivalent of college training or as the equivalent of teaching experience, ten (10) calendar months of trade or business experience shall be considered as one (1) full year of such experience. However, in the case of teachers newly appointed after January 1, 1947, no credit shall be given for any trade or business experience of less than five (5) consecutive months (one-half year).

*Teachers employed specifically to teach vocational shop or related subjects in trades or industries and properly certificated for such teaching by the Ohio State Department of Education.

With respect to Schedules for BA + 18 through Ph.D., such credits and degrees must be in education or in areas offered by the curriculum of the Dayton Public Schools and such credits and degrees must be received from institutions approved, at the time the credits and/or degrees were earned, by the State of Ohio, Department of Education, and the North Central Association of Schools.

Service Step 20 shall be applicable to teachers who have completed nineteen (19) or more years of service as recognized by the Superintendent's Office and is payable with the commencement of the twentieth (20th) and subsequent years of service as recognized by the Superintendent's Office. Effective September 1, 1980, and thereafter, teachers on Service Step 20 shall receive bi-weekly pay at the Service Step 15 bi-weekly rate and shall receive the additional \$500 salary (the difference between the salary applicable to Service Step 15 and Service Step 20) in two (2) equal installments of \$250 each payable on the tenth (10th) and the twentieth (20th) pay period payroll distribution.

ADDENDUM #2

ARTICLE FORTY-ONE - SALARY SCHEDULES FOR CLASSROOM TEACHERS

41.01 E. Effective August 24, 1981, the following Salary Schedules for Classroom Teachers shall be in effect:

Service Step	A	B	C	D	E	F	G
	Less than 3 years	Less than Bachelor's	Bachelor's Degree	Bachelor's Degree + 18 hours	Master's Degree	Master's Degree + 30 hours	Ph.D. Degree
1	\$ 9,867	\$10,422	\$11,900	\$12,148	\$12,913	\$13,476	\$14,712
2	10,350	10,905	12,494	12,742	13,596	14,159	15,395
3	10,833	11,388	13,088	13,336	14,279	14,842	16,078
4	11,316	11,871	13,682	13,930	14,962	15,525	16,761
5	11,799	12,354	14,276	14,524	15,645	16,208	17,444
6	12,282	12,837	14,870	15,118	16,328	16,891	18,127
7	12,765	13,320	15,464	15,712	17,011	17,574	18,810
8	13,248	13,803	16,058	16,306	17,694	18,257	19,493
9	13,731	14,286	16,652	16,900	18,377	18,940	20,176
10	14,214	14,769	17,246	17,494	19,060	19,623	20,859
11		15,252	17,840	18,088	19,743	20,306	21,542
12		15,735	18,434	18,682	20,426	20,989	22,225
13		16,218	19,028	19,276	21,109	21,672	22,908
14		16,701	19,622	19,870	21,792	22,355	23,591
15		17,184	20,216	20,464	22,475	23,038	24,274
20	14,714	17,684	20,716	20,964	22,975	23,538	24,774

F. Effective August 24, 1981, the following Salary Schedule for Classroom Teachers shall be in effect:

	H	I	J	K	L
Service Step	Bachelor's Degree	Bachelor's Degree + 18 hours	Master's Degree	Master's Degree + 30 hours	Ph.D. Degree
1	\$14,280.00	\$14,577.60	\$15,495.60	\$16,171.20	\$17,654.40
2	14,992.80	15,290.40	16,315.20	16,990.80	18,474.00
3	15,705.60	16,003.20	17,134.80	17,810.40	19,293.60
4	16,418.40	16,716.00	17,954.40	18,630.00	20,113.20
5	17,131.20	17,428.80	18,774.00	19,449.60	20,932.80
6	17,844.00	18,141.60	19,593.60	20,269.20	21,752.40
7	18,556.80	18,854.40	20,413.20	21,088.80	22,572.00
8	19,269.60	19,567.20	21,232.80	21,908.40	23,391.60
9	19,982.40	20,280.00	22,052.40	22,728.00	24,211.20
10	20,695.20	20,992.80	22,872.00	23,547.60	25,030.80
11	21,408.00	21,705.60	23,691.60	24,367.20	25,850.40
12	22,120.80	22,418.40	24,511.20	25,186.80	26,670.00
13	22,833.60	23,131.20	25,330.80	26,006.40	27,489.60
14	23,546.40	23,844.00	26,150.40	26,826.00	28,309.20
15	24,259.20	24,556.80	26,970.00	27,645.60	29,128.80
20	24,759.20	25,056.80	27,470.00	28,145.60	29,628.80

41.01 G. Effective December 28, 1981, the following Salary Schedules for Classroom Teachers shall be in effect:

	A	B	C	D	E	F	G
Service Step	Less than 3 years	Less than Bachelor's	Bachelor's Degree	Bachelor's Degree + 18 hours	Master's Degree	Master's Degree + 30 hours	Ph.D. Degree
1	\$10,654	\$11,254	\$12,850	\$13,098	\$13,957	\$14,520	\$15,756
2	11,176	11,776	13,492	13,740	14,694	15,257	16,493
3	11,698	12,298	14,134	14,382	15,431	15,994	17,230
4	12,220	12,820	14,776	15,024	16,168	16,731	17,967
5	12,742	13,342	15,418	15,666	16,905	17,468	18,704
6	13,264	13,864	16,060	16,308	17,642	18,205	19,441
7	13,786	14,386	16,702	16,950	18,379	18,942	20,178
8	14,308	14,908	17,344	17,592	19,116	19,679	20,915
9	14,830	15,430	17,986	18,234	19,853	20,416	21,652
10	15,352	15,952	18,628	18,876	20,590	21,153	22,389
11		16,474	19,270	19,518	21,327	21,890	23,126
12		16,996	19,912	20,160	22,064	22,627	23,863
13		17,518	20,554	20,802	22,801	23,364	24,600
14		18,040	21,196	21,444	23,538	24,101	25,337
15		18,562	21,838	22,086	24,275	24,838	26,074
20	15,852	19,062	22,338	22,586	24,775	25,338	26,574
20*	15,952	19,162	22,438	22,686	24,875	25,438	26,674

*Effective with the 1982-83 school year, there will be an increase from \$500 to \$600 for the 20th Step.

H. Effective December 29, 1981, the following Salary Schedules for Classroom Teachers shall be in effect:

Service Step	H Bachelors Degree	I Bachelor's Degree + 18 hours	J Master's Degree	K Master's Degree + 30 hours	L Ph.D. Degree
1	\$15,420.00	\$15,717.60	\$16,748.40	\$17,424.00	\$18,907.20
2	16,190.40	16,488.00	17,632.80	18,308.40	19,791.60
3	16,960.80	17,258.40	18,517.20	19,192.80	20,676.00
4	17,731.20	18,028.80	19,401.60	20,077.20	21,560.40
5	18,501.60	18,799.20	20,286.00	20,961.60	22,444.80
6	19,272.00	19,569.60	21,170.40	21,846.00	23,329.20
7	20,042.40	20,340.00	22,054.80	22,730.40	24,213.60
8	20,812.80	21,110.40	22,939.20	23,614.80	25,098.00
9	21,583.20	21,880.80	23,823.60	24,499.20	25,982.40
10	22,353.60	22,651.20	24,708.00	25,383.60	26,866.80
11	23,124.00	23,421.60	25,592.40	26,268.00	27,751.20
12	23,894.40	24,192.00	26,476.80	27,152.40	28,635.60
13	24,664.80	24,962.40	27,361.20	28,036.80	29,520.00
14	25,435.20	25,732.80	28,245.60	28,921.20	30,404.40
15	26,205.60	26,503.20	29,130.00	29,805.60	31,288.80
20	26,705.60	27,003.20	29,630.00	30,305.60	31,788.80
*20	26,805.60	27,103.20	29,730.00	30,405.60	31,888.80

* Effective with the 1982-83 school year, there will be an increase from \$500 to \$600 for the 20th step.

ADDENDUM #3

41.02 B. Effective December 29, 1980, the following Salary Schedule shall be in effect for Adult Vocational Skill Instructors -- Day:

<u>Steps</u>	<u>Non-Degree</u>	<u>Bachelor's</u>	<u>Master's</u>
1	\$10.33/hr.	\$10.46/hr.	\$10.59/hr.
2	10.46/hr.	10.59/hr.	10.72/hr.
3	10.59/hr.	10.72/hr.	10.85/hr.
4	10.72/hr.	10.85/hr.	10.98/hr.
5	10.85/hr.	10.98/hr.	11.11/hr.

ADDENDUM #4

41.02 C. Effective August 24, 1981, the following Salary Schedule shall be in effect for Adult Vocational Skill Instructors -- Day:

<u>Steps</u>	<u>Non-Degree</u>	<u>Bachelor's</u>	<u>Master's</u>
1	\$10.55/hr.	\$10.68/hr.	\$10.81/hr.
2	10.68/hr.	10.81/hr.	10.94/hr.
3	10.81/hr.	10.94/hr.	11.07/hr.
4	10.94/hr.	11.07/hr.	11.20/hr.
5	11.07/hr.	11.20/hr.	11.33/hr.

D. Effective December 28, 1981, the following Salary Schedule shall be in effect for Adult Vocational Skill Instructors -- Day:

<u>Steps</u>	<u>Non-Degree</u>	<u>Bachelor's</u>	<u>Master's</u>
1	\$11.39/hr.	11.53/hr.	11.67/hr.
2	11.53/hr.	11.67/hr.	11.81/hr.
3	11.67/hr.	11.81/hr.	11.95/hr.
4	11.81/hr.	11.95/hr.	12.09/hr.
5	11.95/hr.	12.09/hr.	12.23/hr.

ADDENDUM #5

41.03 Effective December 29, 1980, August 24, 1981 and December 28, 1981, as indicated, the following extra duty compensation plan shall be in effect:

A. Position and Degree (Part-time and Special Assignments)

1. L. D., Home and Hospital Teachers - Teachers who regularly teach handicapped children individually in the home or in hospital are to be paid as follows for each clock hour worked:

	Effective <u>12/29/80</u>	Effective <u>8/24/81</u>	Effective <u>12/28/81</u>
With 4-year College Degree	\$10.74	\$10.96	\$11.84
Without 4-year College Degree	10.46	10.68	11.53

2. Night School Teachers

The rate for teaching in all night school classes at the Dayton Night School shall be payable per hour of actual service. The same rate shall be paid to teachers serving as high school registrars:

	Effective <u>12/29/80</u>	Effective <u>8/24/81</u>	Effective <u>12/28/81</u>
College Degreed teaching credit courses	\$10.74	\$10.96	\$11.84
College Degreed teaching non-credit courses	8.34	8.56	9.24

3. Summer School Teachers

	Effective <u>12/29/80</u>	Effective <u>8/24/81</u>	Effective <u>12/28/81</u>
Elementary (17.5 hours weekly)	\$204.40/weekly	\$204.40/weekly	\$224.40/weekly
High School (20 hours weekly)	233.60/weekly	233.60/weekly	257.60/weekly
H.S. Lab (21.25 hours weekly)	248.20/weekly	248.20/weekly	273.70/weekly

Regular teachers shall be paid at the same rate for the legal holiday, July 4th, unless it falls on a Saturday.

4. Substitute Summer School Teachers - The rate for substitute summer school teachers will be the same as regular summer school teachers.

5. Nurses - School nurses with a baccalaureate or higher degree will be paid for 200 days' employment according to the schedule for regular day school teachers in grades K-12.
6. Counselors - School counselors will be paid according to the schedule for regular school teachers for the following days of employment:

Secondary counselors	205 days
Lead secondary counselors	210 days
Secondary voc. counselors -- Patt. Bldg.	240 days
7. Librarians - School librarians will be employed at the base pay of teachers for 200 days. In addition, they will be employed one week before the teacher's school year and one week after the close of schools at their regular base pay.
8. Resource Teachers - Special resource teachers will be employed for 210 days (one week before, one week after regular school year) at the base rate for teachers plus \$50 bi-weekly.
9. Job Coordinators - Co-op High School - Job coordinators at Stivers-Patterson Cooperative High School in addition to their appropriate position on the teacher's salary schedule shall be paid \$150 per school year.
10. Travel
 - a. Any employee required in the course of his/her work to drive a personal automobile will be reimbursed at the rate of seventeen (17) cents per mile for mileage as approved by the Superintendent.
 - b. Employees shall not be required to use their personal automobiles for the purpose of transporting students on field trips, transporting athletic teams or other business of the Dayton Public Schools.
11. In-Service Training Compensation - Certificated staff attending in-service training workshops on time outside the regular school day will be compensated at the rate of \$5.00 per hour.

12. Curriculum Committees - For BOARD-initiated committees that utilize professional staff member time beyond the regularly accepted work day and are scheduled to meet for two or more meetings, those professional staff members selected to participate shall be compensated at the rate of \$5.00 per hour.

13. Extra-Curricular Activities

- a. Extra-curricular activities are an important part of the educational program. Responsibility for these activities rests with the entire teaching staff of each school. It is reasonable to expect that an equitable division of the responsibilities in this area should be made. To the extent possible, teacher preferences shall be observed in such assignments.
- b. In view of the extra involvement the following assignments will carry additional pay in the amounts indicated, payable, unless otherwise specified, with the last pay check in each semester:

B. Provisions Applicable to Pay for Extra-Curricular Activities

Additional Compensation

Effective 8/17/81 and 8/16/82
(figures represent a percent
of the BA Degree 1st Step)

[No change of rate paid during school year as a result of changes in teaching staff salary schedule during school year]

Assignment

1. High School Band Director

17.5%* of BA Minimum

Minimum Requirements:

Summer Rehearsals and Band Camp.....50 hours
Rehearsals and Performances during
the school year for 10 football
shows or soccer games.....80 hours
All other special performances,
concerts, competitions, audi-
tions, basketball-pep band
performances, etc.....80 hours

* To be allotted as a pre-season pay of 4% plus 13.5% in equal amounts during the regular 20-pay contracted period.

High School Assistant to the Band Director

13.5%*
of BA Minimum

Minimum Requirements:

Summer Rehearsals and Band Camp.... 50 hours
Rehearsals and Performances during
the school year for 10 football
shows or soccer games..... 80 hours
All other special performances,
concerts, competitions, aud-
itions, basketball-pep band
performances, etc..... 80 hours

* To be allotted as a pre-season pay of 4% plus 9.5% in equal amounts during the regular 20-pay contracted period.

Note: Guidelines concerning Band Director and Assistant Band Director pay have been approved by a majority of Band Directors. Any changes, deletions, or additions to these guidelines will be approved by a majority of the Band Directors.

2. Vocal Director
Orchestra Director

Concerts, contests, special events; NTE 10,
per event

.35%

3. High School Music-Theater Production

NTE 1 per school per year (e.g. Voc. Director;
Drama Director; Orchestra Director; Producer;
Ind. Art Instructor)

11.50%
(to be divided by
participating staff
with concurrence of
the Supervisor of
Music and the Principal)

4. Play Director (if more than one director involved in presenting a play, above extra duty pay should be divided) NTE 2 major stage productions per school year 4.00%

Note: Guidelines are on file in office of Supervisor of Music, Division of Music Education, Department of Instruction.

5. Newspaper Advisor Not to exceed per school year 3.30%
or
1/2 the amount per school year plus staff or journalism period (optional to teacher; nine or more issues)

6. Yearbook Advisor Not to exceed per school year 3.30%
or
1/2 the amount per school year plus staff or journalism period (optional to teacher; hardback publication)

7. Pep Club Advisor (per year) 1.50%

8. Class Advisor

One advisor per class except senior class exceeding 350 students and junior class exceeding 400 students. When there are two advisors appointed, each will be paid the stipulated amount. When there are over two advisors, only two will be compensated.

Senior: 3.30%
Junior: 2.60%
Sophomore: .80%
Freshman: .80%

9.	<u>Forensics Sponsor</u> (NTE 8 contests per school year)	1.34%
10.	<u>Cheerleader, Drill Team</u> (NTE 2 sessions per school year)	1.60%
11.	<u>Student Council Advisor</u> (per school year)	3.30%
12.	<u>Audio-Visual Chairperson</u> (per school year)	2.60%
		or one unassigned period (optional to teacher)
13.	<u>Subject Area Chairperson</u> (per school year)	3.20%
14.	<u>Head Coach:</u> Football, Basketball	17.00%
15.	<u>Head Coach:</u> Baseball, Gymnastics, Track, Wrestling, and Soccer	10.00%
16.	<u>Assistant Coaches:</u> Football, Basketball	10.00%
17.	<u>Coach:</u> Volleyball	10.00%
18.	<u>Coach:</u> Tennis, Golf, Cross Country, Fencing	5.00%
19.	<u>Assistant Coach:</u> Baseball, Other Assistants; Elementary Head Coach	5.00%
20.	<u>Faculty Managers</u> (Guidelines are on file in the Division of Athletics)	24.50%
21.	<u>Assistant Faculty Managers</u> (Guidelines are on file in the Division of Athletics)	13.75%
22.	<u>Elementary Athletic Center Heads</u> -- Elementary Football, Elementary Basketball Program (NTE 2 sports)	1.10%

Substitute teachers will be provided for coaches whose teams are competing at Sectional, District, Regional or State level when absence for the school day is required.

23.	<u>Intramural Leader</u> (per school year)	3.90%
24.	<u>Intramural Assistant</u> (per school year)	2.00%
25.	<u>Special Education Liaison</u> (per semester)	\$75.00
26)	<u>Career Exploration</u>	
	Chairpersons (per school year)	\$600.00
	Patterson Building (per school year)	\$300.00
	Chair Leaders (per school year)	\$200.00

ELEMENTARY

27.	<u>Unit/House Leader IGE</u> (per school year)	3.20%
28.	<u>School Treasurer</u> (per school year)	1.40%
29.	<u>Safety Patrol</u> (per school year)	2.10%
30.	<u>Student Council Advisor</u> (per school year)	.90%
31.	<u>Cheerleader Advisor</u> (NTE 4 approved sports per school year)	.50% (per sport)
32.	<u>Music: Instrumental Director, String Specialist, Vocal Director</u> (NTE 3 contests, concerts, or special events per school year approved by the Supervisor of Music and Principal)	.35%
33.	<u>Intramural Activities</u>	
	Class I School	4.60%
	Class II School	3.50%
	Class III School	2.40%
	Class IV School	1.30%

34.	<u>Bookroom</u> (per school year)	1.00%
35.	<u>Audio-Visual Chairperson</u>	1.00%
36.	<u>Special Education Liaison</u> (per semester)	\$75.00
37.	<u>Career Motivation and Career Orientation</u> Chairpersons (per school year)*	\$350.00 - \$650.00

* Coordinator has data on file as to distribution.

If the Central Administration requests participation of any of the above persons for special performances, compensation will be provided. Remuneration will be consistent with that provided in the appropriate category.



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