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AMENDMENT TO MASTER CONTRACT

Between

The

Dayton Education Association

and

The

Dayton City School District

EFFECTIVE

January 5, 1987

THROUGH

December 31, 1987

## AMENDMENT TO MASTER CONTRACT

In consideration of the respective rights, obligations and liabilities of the parties, the sufficiency of which is hereby acknowledged, 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," upon adoption by the Board hereby agree as follows:

I. The Master Contract between the parties, effective March 19, 1985 through December 31, 1987, is hereby considered to be in full force and effect, except as otherwise set forth herein.

II. Section 41.01(D) Salary Reopener in the Master Contract is hereby deleted.

III. Sections 41.01(C), 41.02 and 41.03 (A)(1), (2) and (3) of said Contract are hereby amended to reflect the agreement of the parties to increase the Salary Schedules set forth in those sections by a 3% across-the-board increase, and by a 3% salary equity adjustment, both of which are effective as of January 5, 1987. A copy of the amended sections are attached hereto and made a part hereof.

IV. Section 39.05, Early Retirement Severance Allowance for 1984-85 School Year in the Master Contract is hereby amended as follows:

### 39.05 Early Retirement Severance Allowance for 1986-87 School Year


Notwithstanding and in lieu of the provisions of 39.03 above, professional staff members shall be eligible for a severance/early retirement incentive on the following basis. They must meet the criteria set forth in 39.02, be on active working status or on approved paid or unpaid leave of absence, and submit a letter of notification of retirement between January 1 and June 30, 1987, and retire between January 1 and September 1, 1987. The severance/early retirement allowance shall be based on the formula of one-half (1/2) of a maximum of 250 accrued and unused sick leave days. Maximum conversion days shall not exceed 125 days. Payment of such severance allowance will be paid upon STRS notification of retirement to the Employer. This conversion opportunity is limited to the 125 professional

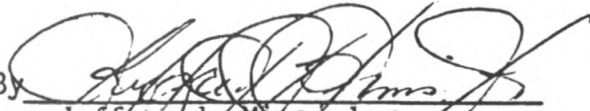
staff members with the greatest seniority as defined in 23.03 of the Master Agreement, who serve notification of retirement between January 1 and June 30, 1987.

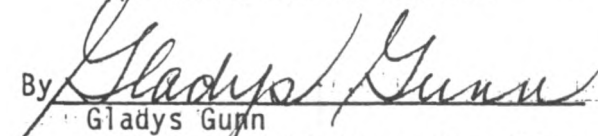
IN WITNESS WHEREOF, the parties hereto have set their hands this 2 day of June, 1987.


DAYTON CITY SCHOOLS

DAYTON EDUCATION ASSOCIATION

By   
Franklin L. Smith  
Superintendent of Schools

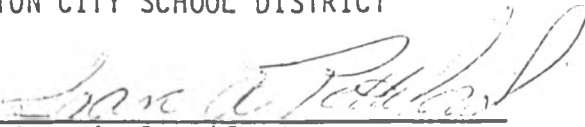
By   
Jeffrey J. Mims, Jr.  
President

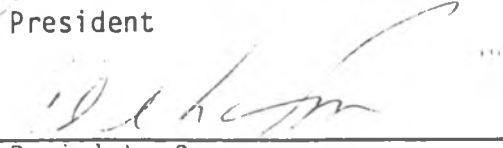
By   
Gladys Gunn  
Member, Negotiations Committee

By   
James W. Brinkman  
Negotiations Chairperson

By   
Diane M. Romick  
Executive Director/Uniserv  
Consultant

BOARD OF EDUCATION OF THE  
DAYTON CITY SCHOOL DISTRICT

By   
Joan A. Pettiford  
President

By   
Daniel L. Carozza  
Treasurer 6.2.87 Bd. Mtg.

41.01 C. Effective January 5, 1987, the following Salary Schedules for Classroom Teachers shall be in effect:

Service Step	C Bachelor's Degree	D Bachelor's Degree +18 Hours	E Master's Degree	F Master's Degree +30 Hours	G Ph.D. Degree
1	\$16,747.98	\$17,046.36	\$18,167.71	\$18,845.09	\$20,332.19
2	17,582.97	17,881.35	19,126.63	19,804.01	21,291.11
3	18,417.96	18,716.34	20,085.55	20,762.93	22,250.03
4	19,252.95	19,551.33	21,044.47	21,721.85	23,208.95
5	20,087.94	20,386.32	22,003.39	22,680.77	24,167.87
6	20,922.93	21,221.31	22,962.31	23,639.69	25,126.79
7	21,757.92	22,056.30	23,921.23	24,598.61	26,085.71
8	22,592.91	22,891.29	24,880.15	25,557.53	27,044.63
9	23,427.90	23,726.28	25,839.07	26,516.45	28,003.55
10	24,262.89	24,561.27	26,797.99	27,475.37	28,962.47
11	25,097.88	25,396.26	27,756.91	28,434.29	29,921.39
12	25,932.87	26,231.25	28,715.83	29,393.21	30,880.31
13	26,767.86	27,066.24	29,674.75	30,352.13	31,839.23
14	27,602.85	27,901.23	30,633.67	31,311.05	32,798.15
15	28,437.84	28,736.22	31,592.59	32,269.97	33,757.07
20	29,137.84	29,436.22	32,292.59	32,969.97	34,457.07

41.02 Effective January 5, 1987, 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	\$14.81	\$14.98	\$15.15
2	14.98	15.15	15.32
3	15.15	15.32	15.49
4	15.32	15.49	15.66
5	15.49	15.66	15.83

41.03 Effective January 5, 1987, 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 the hospital are to be paid as follows for each clock hour worked:

With 4-year College Degree	\$15.40
Without 4-year College Degree	\$14.99

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:

College Degreed teaching credit courses	\$15.40
College Degreed teaching non-credit courses	\$12.02

3. Summer School Teachers

Elementary (17.5 hours weekly)	\$293.09
High School (20 hours weekly)	\$334.96
H.S. Lab (21.25 hours weekly)	\$355.90

B. Provisions Applicable to Pay for Extra-Curricular Activities

The 6% increase shall become effective at the start of the 1987-88 school year.