

NEGOTIATED AGREEMENT

Effective

July 1, 2019 - June 30, 2020

Greene County Schools

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ARTICLE I

DEFINITIONS

The Board of Directors of the Greene County Community School District, hereinafter referred to as the "Board", recognizes the Greene County Community Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining agent for all full-time and regular part-time certified teachers, defined as those who teach at least one period per day for four months or more per school year, including guidance counselors, librarians, special-education instructors, and Title I instructors. Excluded: superintendent, principals, school board secretary, board of directors, supervisory employees, athletic director, curriculum director, secretaries, custodians, bus drivers, bus mechanic, substitute teachers, teachers' aides, cooks, cafeteria personnel, clerks, other non-professional employees, any person not specifically included in the above paragraph and all other persons excluded by Section IV of the Act.

ARTICLE II

PURPOSE STATEMENT

The Board and the Association recognize that the ultimate goal and the purpose of the public school is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this education objective is a joint responsibility of the Board, the administrative staff, the supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

The parties agree as follows:

ARTICLE III

COMMITTEE

- A. A committee comprised of two (2) board members, the superintendent, and three (3) teachers representing the Greene County Education Association will meet to review the following handbook items: Deviation from Schedule, Credit for Previous Experience, Increase for Additional Training, Required Extra Training, Longevity Pay, Sick Days, Grievance Procedure, Funeral Leave, Personal Illness, Family Illness, and Personal Leave. If all six (6) members of the committee agree to change one of the above items, it will be deemed

changed. If all six (6) members do not agree, the item may be changed at the discretion of the board.

ARTICLE VI

ECONOMIC BENEFITS

A. Salary schedule

The salary schedule expresses a policy which the Directors of the Board of Education shall follow in determining salaries. The salary schedule is part of the contract entered into with the exclusive bargaining agent for the certified bargaining unit with the district. Each horizontal and vertical increment on the schedule represents an increase of four percent of the OBA salary amount.

B. Work Year

The Greene County teachers' contract is 190 days, of which four (4) are paid holidays.

Greene County Community School District
2019-2020
Salary Schedule

Base	TSS*	
\$32,160	\$5,805	estimated

	BA	BA +15	BA +30	MA	MA +15	MA +30
0	\$37,965	\$39,251	\$40,538	\$41,824	\$43,111	\$44,397
1	\$39,251	\$40,538	\$41,824	\$43,111	\$44,397	\$45,683
2	\$40,538	\$41,824	\$43,111	\$44,397	\$45,683	\$46,970
3	\$41,824	\$43,111	\$44,397	\$45,683	\$46,970	\$48,256
4	\$43,111	\$44,397	\$45,683	\$46,970	\$48,256	\$49,543
5	\$44,397	\$45,683	\$46,970	\$48,256	\$49,543	\$50,829
6	\$45,683	\$46,970	\$48,256	\$49,543	\$50,829	\$52,115
7	\$46,970	\$48,256	\$49,543	\$50,829	\$52,115	\$53,402
8	\$48,256	\$49,543	\$50,829	\$52,115	\$53,402	\$54,688
9	\$49,543	\$50,829	\$52,115	\$53,402	\$54,688	\$55,975
10	\$50,829	\$52,115	\$53,402	\$54,688	\$55,975	\$57,261
11	\$52,115	\$53,402	\$54,688	\$55,975	\$57,261	\$58,547
12	\$53,402	\$54,688	\$55,975	\$57,261	\$58,547	\$59,834
13	\$54,688	\$55,975	\$57,261	\$58,547	\$59,834	\$61,120
14		\$57,261	\$58,547	\$59,834	\$61,120	\$62,407
15			\$59,834	\$61,120	\$62,407	\$63,693
16				\$62,407	\$63,693	\$64,979
17					\$64,979	\$66,266
18						\$67,552

*TSS Formula : TSS \$ received from state - employer share of FICA&PERS / FTE = TSS \$ for each lane and step

Longevity = 3% of base	\$965	\$965	\$965	\$965
final step with longevity	\$60,799	\$63,371	\$65,944	\$68,517

XI

CLOSURE

This Agreement supersedes and cancels all previous agreements and practices between the Board and the Association or an employee(s), and constitutes the complete and final agreement between the parties regarding wages, and other matters mutually agreed upon, and concludes collective bargaining for its term.

During the life of this Agreement, neither the Board nor the Association will be required to negotiate on any further matters affecting this Agreement on any other subjects not specifically set forth in this Agreement.

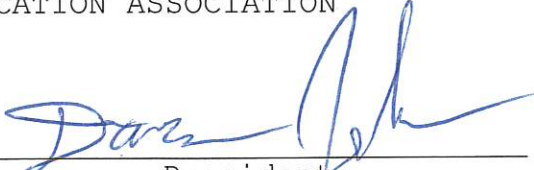
ARTICLE XII

DATE AND SIGNATURES

This Agreement shall be effective July 1, 2019 and continue in force until June 30, 2020, except for Article VI (Economic Benefits, inclusive of the salary and extracurricular schedules immediately following).

As evidence that this Agreement is binding, the parties represented by this Agreement have caused this Agreement to be signed by the respective presidents, attested by the respective chief negotiators and their signatures placed hereon all on this day of April 29, 2019.

GREENE COUNTY
EDUCATION ASSOCIATION

By 
President

By 
Chief Negotiator

BOARD OF DIRECTORS OF
GREENE COUNTY COMMUNITY SCHOOL
DISTRICT

By 
President

By 
Chief Negotiator