

Celina City School District  
Board of Education  
OAPSE Negotiations  
Tentative Agreement Package  
July 21, 2022

**ARTICLE I – AGREEMENT AND DURATION**

The contract between the Celina Board of Education and the Ohio Association of Public School Employees Local #457 (AFL-CIO) shall be in full effect from July 1, ~~2022~~ ~~2018~~ – June 30, ~~2025~~ ~~2024~~. Neither party is bound to any article not contained herein, nor is either party required to negotiate any issue during the duration of this contract.

**ARTICLE II – RECOGNITION**

A. The Board of Education of the Celina City School District, hereinafter referred to as the “Board”, recognizes the Ohio Association of Public School Employees, AFSCME Local #4/AFL-CIO, Celina Local #457, hereinafter referred to as the “Union”, as the sole and exclusive bargaining representative for classified employees of the Celina School System. The term classified employee shall include all employees working in the following positions:

- |                            |   |
|----------------------------|---|
| 1. Educational Aide        | 11. Van Driver                              |
| 2. Library Aide            | 12. On-Bus Instructor                       |
| 3. Office Aide             | 13. Maintenance                             |
| 4. Transportation Aide     | 14. Building & Grounds                      |
| 5. Cafeteria Ass’t Manager | 15. Custodian/Fireman                       |
| 6. Cook                    | 16. Custodian Attendant                     |
| 7. Cafeteria Worker        | 17. Building Secretary                      |
| 8. Head Mechanic           | 18. Teacher Assistant                       |
| 9. Mechanic Assistant      | 19. Printer                                 |
| 10. Bus Driver             | 20. Study Hall Monitor                      |
|                            | 21. Certified Sign Language Interpreter/ASL |

B. Excluded from the employee unit are the following:

- |  |  |
|--|--|
| 1. Superintendent  | 12. Superintendent’s Secretary                                 |
| 2. Assistant Superintendent  | 13. Substitute Employees                                       |
| 3. Business Manager  | 14. Administrative Assistant                                   |
| 4. Directors   | 15. Preschool Employees (not regulated by Celina City Schools) |
| 5. Principals  | 16. Head Start – Parent Participation                          |
| 6. Psychologists   | 17. Treasurer’s Secretary                                      |
| 7. Teachers (except those named in Section A.)   | 18. Switchboard/Receptionist Business Manager’s Office         |
| 8. Casual and/or Seasonal Employees (who work less than ninety (90) continuous working days) | <del>19. Cafeteria Manager</del>                               |
| 9. Treasurer   | 20. Tri-Star Secretary   |
| 10. Assistant Treasurer  | 21. Maintenance Supervisor                                     |
| 11. Transportation Supervisor  | 22. Special Education Secretary                                |
|  | 23. Food Service Supervisor                                    |

**ARTICLE VII – CONTRACTUAL STATUS**

- A. All candidates for classified positions shall be nominated by the Superintendent/designee and are subject to Board rejection or approval.
- B. Upon approval, all new employees (persons not already contracted with the District) will be contracted for a sixty (60) working day probationary period. If at the conclusion of the sixty (60) working day period, no action has been taken to terminate employment, the employee will be considered a candidate as a contracted employee at the next regularly scheduled Board meeting. A simple majority vote of the Board will determine either continued employment or termination. The Superintendent/designee reserves the sole responsibility to dismiss probationary employees any time during the sixty (60) working day period. By mutual agreement, the parties may extend the probationary period an additional twenty (20) work days.
- C. This group Contract will provide the legal employment document for all contracted employees. No additional contract or salary notice will be issued.
- D. Work Hours/Days
  - 1. Length of Contract work day and year. Each classification shall be as indicated in the chart below:

CLASSIFICATION	LENGTH OF DAY (Full Time)	LENGTH OF YEAR (Includes Holidays)
1. <u>AIDES</u>		
a. Educational Aide	2 - 4 - 5+	186+ days
b. Library Aide	2 - 4 - 5+	186+ days
c. Transportation Aide	2 - 4 - 5+	(as needed)
d. Office Aide	2 - 4 - 5+	(as needed)
2. <u>CAFETERIA</u>		
a. Cafeteria Assistant Manager	7+	186+ days
b. Cook	4 - 7+	186+ days
c. Cafeteria Worker	2 - 4+	186+ days
3. <u>TRANSPORTATION</u>		
a. Head Mechanic	8	260 days
b. Mechanic Assistant	8	260 days
c. Bus Driver	Full-1/2	186 days
d. Van Driver	(as needed)	
e. On-bus Instructor	(as needed)	
4. <u>MAINTENANCE</u>		

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a. Maintenance	8	225+ or 260+ days
b. Building & Grounds	8	225+ or 260+ days
c. Custodian/Fireman	7+	225+ or 260+ days
d. Custodian	2+	225+ or 260+ days
5. <u>OFFICE EMPLOYEES</u>		
a. Building Secretary	3+ - 7+	187+ - 207+ days
6. <u>TEACHER ASSISTANT</u>		
a. Teacher Assistant	3+ - 6+	180+ days
b. Study Hall Monitor	7+	180+ days
c. Certified Sign Language Interpreter/ASL	6+	180+ days
7. <u>PRINT SHOP</u>		
a. Printer	8	260 days

2. Bus driver work day shall include:
- a. Total driving hours needed to cover mileage assigned from storage to storage.
  - b. Time for cleaning, fueling and inspecting bus in addition to driving time. (Includes mandatory pre-trip inspection each day).
  - c. Complete total cleaning of school bus assigned between June 1 – 15 of each year (at which driver will be compensated \$125.00) and cleaning of vans (at which driver will be compensated \$80.00) in accordance with bus driver handbook guidelines.
  - d. Bus Drivers must get yearly bus cleaning inspection sheet approved by Transportation Supervisor before being excused from school year duties.
  - e. K-6 or 7-12 route drivers only shall be compensated ½ salary. Holidays are calculated on a fractional basis.
- E. In-Service – Employees may be required to attend up to two (2) meetings per year outside their regular work hours in order to retain their respective positions. Additional in-service meetings shall be paid at the employee’s regular hourly rate.
- F. Lunch/Break Time – Employees working beyond five (5) hours per day will receive unpaid lunch break time. For each two (2) hours of work, a five (5) minute paid break may be taken as scheduled by supervisor.

**ARTICLE VIII – WORK WEEK/WORK SCHEDULE**

~~A. Assistant Maintenance employees working less than two hundred sixty (260) days must have a proposed schedule approved by the Superintendent/designee. The Superintendent/designee has the sole authority for any adjustments to approved schedules.~~

B. Overtime

The work week shall consist of four (4) days of ten (10) hours each, or five (5) days of eight hours each and maximum of forty (40) hours per week (Sunday through Saturday). This Article shall not restrict the extension of the work day or work week on an overtime basis. The four (4) day/ten (10) hour day or five (5) day/eight (8) hour day (non-consecutive) work week shall be implemented by mutual agreement between the employer and the employee. All hours worked in excess of forty (40) hours per week shall be paid at time and one-half. All work performed on Sunday will be paid at one and one-half (1½) times the regular pay. All work performed on holidays will be paid at one and one-half (1½) times the regular pay and in addition to holiday pay. The time for which an employee is compensated for leave but does not actually work should be counted as hours worked for the purpose of determining eligibility for overtime. The time for which an employee is compensated for leave but does not actually work should be counted as "hours worked" for purposes of determining eligibility for overtime.

C. Calamity Day Pay

Any two hundred twenty-five (225) to two hundred sixty (260) day employee will receive up to one (1) day vacation (to be taken in summer or other non-student day) for each calamity day worked (maximum of five (5) per year). Employees who did not work on calamity days will not receive additional compensation on make-up days.

D. Virtual Learning Days

**Employees shall continue to be paid for any Virtual Learning Days which are called by the Superintendent. Classified staff members may be required to work the equivalent of three-fourths (3/4) of the hours of their contract on Virtual Learning Days, but will be compensated as though they worked their full contract hours. (An example of this would be the following: An eight- (8) hour worker would work six (6) hours on a Virtual Learning Day, but would be paid for their eight- (8) hour contracted day.) OAPSE staff members may be involved in a variety of work, including but not limited to their current job assignment responsibilities, professional development, cleaning and disinfecting, etc.**

**ARTICLE XIX – VACATION AND HOLIDAYS**

- A. The following are the ~~ten~~ paid holidays for eleven (225 days) month and twelve (260 days) month classified employees:

Labor Day	New Year's Day
Thanksgiving Day	Martin Luther King Day
Day after Thanksgiving	Good Friday
Christmas Eve	Memorial Day
Christmas Day	<b>Juneteenth</b>
	Independence Day

- B. Nine (185 days) and ten (207 days) month employees will receive seven days of holiday pay. They are:

Labor Day	Martin Luther King Day
Thanksgiving Day	Good Friday
Christmas Day	Memorial Day
New Year's Day	

- C. Vacations shall be granted to all twelve month (260 days) classified personnel who are employed on a full-time basis.

.5 – 1.0 years of service in Celina Schools	-- 1 week
1 – 9 years of service in Celina Schools	-- 2 weeks
10 – 18 years of service in Celina Schools	-- 3 weeks
19 or more years of experience in Celina Schools	-- 4 weeks

Vacation time earned shall be prorated by the following factors:

2 weeks	=	0.83 days per month of service
3 weeks	=	1.25 days per month of service
4 weeks	=	1.67 days per month of service

The vacation year shall be from September 1 through August 31 of each year.

Vacation shall be earned on the employee's employment anniversary date.

- D. Employees who move up to "vacation eligible" positions (full time 260 days employees) will only be granted time spent in a vacation eligible position for purposes of calculating eligible vacation time.

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- E. Vacations must be approved by the Superintendent/designee at least two (2) weeks in advance to facilitate scheduling and securing temporary replacements. Vacations will be scheduled so that each area or building will have enough experienced workers that the normal schedule will not be disrupted. Vacations may be taken during non-student days upon approval of the Superintendent/designee. Employees with the most seniority shall have priority.
  
- F. All 260 day employees will use four (4) vacation days during the July Fourth holiday week. These days (four vacation and one holiday) will be part of a district wide shutdown, unless an employee is scheduled to work by the Superintendent/designee.

**ARTICLE XX – SICK LEAVE**

- A. All full-time classified employees shall accrue sick leave at the rate of one and one-fourth (1¼) days per month. Hourly or part-time employees will accumulate and deduct sick leave at a rate that is proportional to their assigned work day. Sick leave will accumulate to a maximum of two hundred **twenty-five (225)** ~~(200)~~ days.

\*For incentive see severance pay

1. Employees may use sick leave upon the approval of the Superintendent/designee (or his/her designated representative) for absence due to personal illness, injury, illness in family, pregnancy or exposure to a contagious disease. Upon request after three days the need for sick leave must be established to the satisfaction of the Superintendent/designee.
2. Each new employee shall be advanced up to five (5) days of sick leave if needed. Any advanced sick leave shall be repaid.
3. Days of sick leave accrued shall be credited to the account of each classified employee before deductions in sick leave are made.
4. Sick leave earned in the State of Ohio may be granted for prior service. The number of sick leave days transferred cannot exceed one hundred sixty (160) days.

B. Personal Illness, Injury or Pregnancy

If an employee has an unused balance of accumulated sick leave and if his or her absence is due to personal illness, injury, pregnancy, or others, he or she is entitled to full pay for each absence or fraction thereof [one-half (1/2) day] for which there is an equal amount of unused accumulated sick leave.

C. Illness in Family

If an employee has an unused balance of accumulated sick leave and if his or her absence is due to illness in the immediate family, he or she is entitled to full pay for each day of absence or fraction thereof [one-half (1/2) day] for which there is equal amount of unused accumulated sick leave. The immediate family shall include spouse, parents, spouse's parents, children, brothers, sisters, grandchildren and any other person (not renters) residing with the immediate household.

- D. Falsification of sick leave is grounds for discipline up to and including termination of employment.



E. Sick Leave Bank

1. All current classified staff members may contribute one (1) day of their accumulated sick leave to a district-wide sick leave bank. The enrollment date deadline for the sick leave bank is October 15 of each year. The maximum contribution per classified staff member will be five (5) days. **Sick Leave Bank Donation Forms must be filled out on an annual basis by October 15 of each year. Those classified staff members who do not turn in their forms will not be a member of the sick leave bank for that year.**
2. If a classified staff member who was eligible at the inception of the sick leave bank chooses to join after the inception they must make up all days which they would have been assessed if they had joined when they were first eligible. **The maximum contributions per classified staff member will be five (5) cumulative days. Staff members may elect to donate an additional one (1) day per year after they have met their five (5) day maximum contribution requirements if they indicate their desire to do so on their enrollment form by October 15 each year.**
3. All newly hired classified staff members will be eligible to join by donating one day of their sick leave.
4. There shall be seven (7) members of the Sick Leave Bank Committee. The Association President will appoint three (3) classified members and the Superintendent will appoint three (3) administrators. In addition, the Superintendent will act as the chairperson with one (1) vote.
5. Applications must be made by the classified member with the following information: nature of illness or injury; physician(s) diagnosis and prognosis of the illness or injury; projected date to return to work; explanation of previous leave usage; and any other pertinent information the applicant may wish to submit to the committee before a decision is made.
6. Maximum of twenty (20) days may be granted to an applicant per event. A classified member may be granted a total of not more than forty (40) days from the sick leave bank. For classified members who have donated fifteen (15) or more days as of July 1, 2018, they may be granted a total of not more than sixty (60) days.
7. Members of the bargaining unit may withdraw from participation at any time but any day contributed is not refundable.

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8. Only members of the sick leave bank are eligible to receive sick leave bank benefits.
  9. The Board of Education shall remit the regular salary to the sick leave bank member.
  10. Sick Leave Bank days cannot be used in lieu of application for SERS disability.
  11. Sick Leave Bank cannot be used if the classified member has applied for and been granted disability retirement.
  12. The classified employee must have exhausted his/her own sick leave, **vacation, and personal leave** first, before being granted any days from the sick leave bank.
  13. All information and reports relating to application submitted under this article will remain confidential.
  14. The District Treasurer will notify the Sick Leave Bank Committee members and the Association President of the number of days accumulated in the sick leave bank annually.
  15. All classified employees will be provided with an annual options form to indicate participation in the Sick Leave Bank. The forms will be forwarded to the Treasurer within the ten (10) working days for the enrollment date deadline.
- F. For known or pre-scheduled sick leave, absent employees are required to attempt to secure a substitute to cover for their absence.**

**ARTICLE XXI – FUNERAL LEAVE**

- A. Absence to attend and to plan funerals that occur on days school is in session for death in the immediate family (spouse, children, parents, and spouse’s parents, brothers, sisters, grandparents/grandchildren and any other person (not renters) residing in the immediate household) shall be limited to three (3) days **up to and including the day of the funeral/memorial service.**
  
- B. Other relatives: One (1) day

**ARTICLE XXII – PERSONAL LEAVE**

- A. Each employee is entitled to three (3) unrestricted personal leave days each year upon request to his/her supervisor. Such days shall be without loss of pay or deduction from sick leave. An employee not using his/her unrestricted personal leave will be compensated for each day at the daily pay rate for the particular job. Said stipend compensation shall be paid to the employee during the last pay period in the yearly contract (i.e., 24<sup>th</sup> pay period).
- B. The Superintendent may approve additional days as warranted by emergency upon the written request, including reasons, by any employee who has exhausted the personal leave provided herein.
- C. No personal leave may be taken on the day immediately preceding or following a school holiday or during the first week and last two weeks of school, unless a dire emergency exists as determined by the Superintendent. Requests made for exception to this regulation must be in writing to the Superintendent clearly defining the emergency.
- D. Leaves taken for personal reasons with a corresponding loss of pay are in violation of an individual Contract. Waiver of contractual obligation is only possible upon the approval of the Board.
- E. **For known or pre-scheduled personal leave, absent employees are required to attempt to secure a substitute to cover for their absence.**
- F. **An employee may carry over one (1) day or cash out at the daily rate. An employee shall have no more than four (4) personal days. The classified staff member must inform the Treasurer in writing of his/her decision to carry over a day by the end of the school year. If the staff member fails to notify the Treasurer, any unused personal days will be cashed out.**

**ARTICLE XXIII – LEAVE FOR COURT APPEARANCE**

- A. In the event an employee is required to appear in court (other than for jury duty), it will be an excused absence without pay, unless the employee has vacation or personal leave time that they can use.
- B. In case of absence from duty in response to a jury summons, there shall be deducted from the salary of the employee the amount and only the amount of any jury fee or other compensation, exclusive of any reimbursement paid for expenses.
- C. **For known or pre-scheduled leave, absent employees are required to attempt to secure a substitute to cover for their absence.**

**ARTICLE XXVII – PAY PERIODS & DEDUCTIONS**

\* \* \*

C. Union Dues Deductions

1. The Board agrees to deduct Union dues for every employee who authorizes the Board to do so in writing, and to remit the dues to the State Union Treasurer monthly together with a list showing the names of the employees and the amount deducted.
2. Deductions shall be in twenty-four (24) consecutive pays beginning with the month of September.
3. Enrollment for dues deductions shall be made upon submission of a signed authorization form to the Board Treasurer. Dues deduction authorization may be revoked by an employee **per the Membership Application**. ~~during a ten (10) day period ending August 31.~~ Dues deduction authorization not revoked **per the Membership Application** ~~during the ten (10) day period~~ shall continue for successive periods until annual dues requirement has been met. ~~Written notice of revocation shall be served upon the Board Treasurer and State Union Treasurer.~~
4. The Board agrees not to honor any dues deduction authorizations executed in favor of any other labor organization.

\* \* \*

ARTICLE XXIX – INSURANCE

A. Selection of Insurance Benefits

The District will offer to the employees covered by this agreement the plans offered by the Mercer-Auglaize Benefit Trust (“MABT”). ~~The current PPO Plan will be in effect until discontinued by the MABT.~~ The District will also offer the option of an HDHP/HSA Plan offered by MABT.

The Board will contribute **\$1,000** for a single plan and **\$2,000** for a family plan to each employee’s HSA from January 1, ~~2023~~ ~~2019~~ to December 31, ~~2023~~ ~~2019~~; and from January 1, ~~2024~~ ~~2020~~ to December 31, ~~2024~~, and **\$500 for a single plan and \$1,000 for a family plan from January 1, 2025 to December 31, 2025**, ~~2020~~; and from January 1, ~~2021~~ to December 31, ~~2021~~, with no match required by the employee. **The parties agree that the Board-funded portion of the HSA will end with the January 1, 2025 to December 31, 2025 payment.**

For each year, half of the contribution will be deposited into the employee’s account the first pay in January, and the other half to be provided the earlier of the first pay in July or once the employee has used all of the funds deposited by the Board.

**For an employee newly hired in the District during the 2022-23 or 2023-24 school year, the Board shall contribute \$1,225 for a single plan and \$2,450 for a family plan during the employee’s first year of employment. If the employee is newly hired during the 2022-23 school year, the Board shall contribute \$1,000 for a single plan and \$2,000 for a family plan during the 2023-24 school year.**

Eligible employees shall contribute to the cost of health insurance (family/single) as set forth in the “Appendix B – Employee Health Insurance Schedule” in the Negotiated Agreement. Enrollment in a plan must be within thirty (30) days of becoming eligible, either through the hiring process or a family change in status, or during the annual open enrollment period.

- B. All pre-existing condition decisions shall follow federal and state statutes for newly hired employees.
- C. If more than one (1) family member is employed by the Celina City Schools (includes all personnel) only one (1) family benefit plan may be selected and there is no allowance for an individual plan.

Each individual family member employed is entitled to an individual benefit plan if so requested.

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Each individual family member employed is entitled to an individual benefit plan if so requested.

D. The Board will select and pay for term life insurance policy. All classified employees will receive a Twenty-Five Thousand Dollar (\$25,000) term life policy.

E. The Board will: 1) provide general liability insurance, or 2) indemnify, defend, or hold harmless employees governed by this Contract for acts of omissions occurring within the scope of employment and in good faith belief that such conduct was lawful and in the best interest of the School District.

F. Workers' Compensation is provided and paid for by the Board which provides insurance for employees who are injured while they are performing their assigned duty. All injury reports must be filed within twenty-four (24) hours with the Treasurer of the school.

G. ~~Optical Expense Reimbursement for employee and his/her immediate family must be documented by receipts. Receipts reimbursed up to \$200 annually between January 1<sup>st</sup> and December 31<sup>st</sup> for any licensed doctors.~~

H. Employee Assistance Program

1. This health insurance coverage will be made available to all employees until the Board should discontinue the program. The Union understands, recognizes, and agrees that if this program is discontinued the Union will not have the right to grieve or otherwise contest the Board's decision of discontinuation.

I. The Board offers a Section 125 premium only plan for employees, at the employee's option.

*C.H. 8-9-22  
Leave in.  
KP  
8/9/22*

*G. For employees working 6+ hours/day, the Board will pay \$16.66 per month to the premium for the family plan + \$7.77 per month for the premium for the single plan for the VSP Premium plan (VSP Plan 1)*

*[Signature]*  
Board Representative

*[Signature]*  
7-21-22

*[Signature]*  
Association Representative

*Carl Henderson 7-21-22*

*7/21/22 For employees working less than 6 hours/day the Board will pay 50% of the premium amounts*

Date

Date

*set forth above per month for Family & Single VSP plan.*



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- D. The Board will select and pay for term life insurance policy. All classified employees will receive a Twenty-Five Thousand Dollar (\$25,000) term life policy.
- E. The Board will: 1) provide general liability insurance, or 2) indemnify, defend, or hold harmless employees governed by this Contract for acts of omissions occurring within the scope of employment and in good faith belief that such conduct was lawful and in the best interest of the School District.
- F. Workers' Compensation is provided and paid for by the Board which provides insurance for employees who are injured while they are performing their assigned duty. All injury reports must be filed within twenty-four (24) hours with the Treasurer of the school.
- G. **For employees working six or more hours per day, the Board will pay \$16.66 per month for the premium for the family plan and \$7.77 per month for the premium for the single plan for the VSP Premium Plan (VSP Plan 1). For employees working less than six hours per day, the Board will pay fifty percent (50%) of the premium amounts set forth above per month for family and single VSP Plan. ~~Optical Expense Reimbursement for employee and his/her immediate family must be documented by receipts. Receipts reimbursed \$200 annually between January 1<sup>st</sup> and December 31<sup>st</sup> for any licensed doctors.~~**
- H. Employee Assistance Program
  - 1. This health insurance coverage will be made available to all employees until the Board should discontinue the program. The Union understands, recognizes, and agrees that if this program is discontinued the Union will not have the right to grieve or otherwise contest the Board's decision of discontinuation.
- I. The Board offers a Section 125 premium only plan for employees, at the employee's option.

**ARTICLE XXXI – COMMERCIAL DRIVERS LICENSE,  
ABSTRACT REIMBURSEMENT AND CERTIFICATE LICENSE FEES**

- A. The Board will provide reimbursement of documented expenses for comprehensive testing to all employees who are required to take the Commercial Motor Vehicle Safety Examination in order to maintain a Commercial Drivers License. Such reimbursement will occur after presentation to the Superintendent/designee of appropriate receipts and evidence of successful passage of the Commercial Motor Vehicle Safety Examination and receipt of the Commercial Drivers License.
- B. The Board will reimburse all qualified bus drivers for the cost of the driver abstract, physical exam, pre-employment drug test, BCII background check, CDL permit packet, pre-service class, CDL driving skills test, and CDL License. Reimbursement for the bus driver physical shall be at the Board approved rate.
- C. Request(s) for reimbursement must be submitted to the Superintendent/designee.
- D. An employee who receives such a reimbursement and who fails to remain in service to the Board for a period of one (1) school year after receipt of the reimbursement shall have the amount of the reimbursement deducted from his/her final check.
- E. No Board reimbursement will be allowed if the employee is required to be re-examined because of vehicle operator violations and/or citations.
- F. Emergency Transportation Provisions  
The Board will pay the cost for employees to obtain a CDL license in accordance with paragraph B above for any member of the bargaining unit, regardless of classification. Once an employee possesses a valid CDL license, a wage increase of ten cents (\$.10) per hour will be awarded at the employee's base rate in the employee's classification and will provide for increased pay as long as the CDL license is held and the employee signs an agreement to assist in emergency transportation at times that regular bus drivers are not available or are unable to drive. Employees participating will be released from their regular duties and the compensation for providing transportation assistance shall be at their adjusted rate of pay in their classification.
- G. The Board will pay for certificate/license fees required for the employees job description by the Celina Board of Education.
- H. New custodial employees will be reimbursed for their classroom expenses to obtain a boiler's license.

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- I. No bus drivers shall unlawfully manufacture, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined in Federal and State law at any time, regardless of whether on the job or not. Use or being under the influence of alcohol on the job is prohibited. Violation of this subsection may result in termination.
- J. The Board will pay the cost of any legally required criminal record checks for employees.
- K. All training and testing mandated by the Board for maintenance and custodial staff will be paid for by the Board along with the time involved.
- L. The OBI will be permitted to use professional leave time for the time spent with district trainees being tested.
- M. Reimbursement of the boiler's license testing fee will be made only if the employee passes the test.**

**ARTICLE XXXIV – FAIR SHARE FEE**

A. **This section is null and void as a matter of law based on the Supreme Court decision in Janus v. AFSCME, Council 31, et al., 138 S.Ct. 2448 (2018), and will not be implemented, but is preserved should the law change in future years. ~~When the Union presents to the Superintendent evidence that a majority has joined voluntarily then this contract provision will be in effect as a permanent provision of the term of this contract.~~**

B. Fair Share, Due/Fees Deductions

All employees of the Bargaining Unit shall become either:

1. A Member of OAPSE Local #457 and execute an authorization for dues deduction on a form provided by OAPSE, or;
2. In the alternative, the Board Treasurer shall deduct from the salaries of the employee(s) not applying for Membership, a service fee in the amount set forth in written notification by the Local Treasurer, such notice to be provided not later than September 5<sup>th</sup> of each school year. Such fee shall be required as a condition of employment following a Probationary Period of sixty (60) days following employment.
3. Any employee of the Bargaining Unit who has been declared exempt for religious convictions by the State Employee Relations Board shall not be required to pay said Fair Share Fee. However, such employee shall pay in lieu of such Fair Share Fee, on the same time schedule as Union dues are payable, an amount of money equal to such Fair Share Fee to a non-religious charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, mutually agreed upon by such employee and the OAPSE State Treasurer. Such employee shall furnish to the OAPSE State Treasurer written receipts evidencing payment to such agreed upon non-religious charitable fund. Failure to make such payment or furnish receipts as proof of payment shall subject such employee to the same sanctions as would nonpayment of Union dues under the Agreement.
4. In no case shall the monthly service fee be in excess of the regular OAPSE Membership dues.
5. All Bargaining Unit Members shall either authorize payroll deduction for the payment of dues or remit payments, in full, directly to the Local Treasurer.
6. Such deductions shall be made in twenty-four (24) equal installments beginning with the first pay in September. Signed Payroll Deduction Authorization

executed by the members shall be continuous from year-to-year for the duration of the term of recognition of OAPSE Local #457 as the Bargaining Representative or until such time as the employee withdraws such authorization **per the Membership Application**. ~~in writing. Withdrawal of Membership does not preclude payment of the Fair Share Fee. An employee may withdraw Membership during a ten (10) day period from August 22<sup>nd</sup> through August 31<sup>st</sup>. Should a Member withdraw during the Withdrawal Period, the Board Treasurer shall then deduct according to Article XXXIV.~~

7. Payroll deductions shall occur immediately upon request or in the case of new employee(s), following the Probationary Period.
8. The Board Treasurer shall notify the OAPSE State Treasurer of the gross salary of the employee based on W-2 information. The Board Treasurer shall forward to the OAPSE Treasurer the amount of the State dues/fees, along with a complete description by name and amount, for each employee. A copy of this description shall be forwarded to the Local Treasurer. The Board Treasurer shall make a one-time deduction, the first pay in September, of Local #457 dues/fees and forward same to the Local Treasurer within five (5) days of the deduction.
9. The Union shall defend and indemnify the Board, the Treasurer, their Officers, Members, Agents and Assignees in both their Individual and Official capacities and hold them harmless against any and all claims, demands, suits, or other forms of liability, including legal fees and expenses that may arise out of or by reason of the action taken by the Board, its Officers, Member Employees and/or agents for the purpose of complying with any of the provisions of this Article or in reliance on any list, notices, or assignments furnished under any of such provisions. The Union shall retain control of and appointments of Legal Counsel for defense and indemnification purposes.

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**ARTICLE XXXVI – SIGNATURES**

**IN WITNESS WHEREOF**, the undersigned representatives of the Board and the Union have hereunto set their hands this \_\_\_\_\_ day of \_\_\_\_\_, ~~2022~~ 2018.

**FOR THE BOARD**

**FOR THE UNION**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
President, OAPSE Local #457

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Business Manager

~~Me-too clause for 2018-19, 2019-20 and 2020-21 school years:~~

~~The employees shall receive a 2.25%, 2% and 2% for the 2018-19, 2019-20, and 2020-21 school years. However, if the teachers receive a higher aggregate total percentage on the BA Step 0 for the 2018-19, 2019-20, and 2020-21 school years, the difference in the total percentage increase for the classified employees will be added to the 2% for the 2020-21 school year.~~

~~The me-too clause also applies to the percentages paid by the employees toward the PPO premium and the amount paid into the HSA by the Board. If the Board agrees that the teachers' pay less for the teacher share of the PPO premium, the same amount will be paid by the classified employees. If the Board agrees to fund the HSA more than \$1225 and \$2450 in any year of the three year teachers' agreement, the Board shall increase the funding to the classified employees in the same amount.~~

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Appendix A

**\$1.50/hour increase effective 07/01/22 retroactive to July 1, 2022**

		CELINA CITY SCHOOL DISTRICT CLASSIFIED WAGE RATE SCHEDULE										
		YEARS OF EXPERIENCE										
POSITION	0	1	2	3	4	5	6	7	10	15		
<b>AIDES</b>												
Educational Aide	10.81	11.11	11.44	11.81	12.17	12.48	12.88	13.26	13.67	14.06		
Library Aide	11.28	11.62	11.92	12.30	12.67	13.03	13.41	13.85	14.24	14.66		
Transportation Aide	10.81	11.11	11.44	11.81	12.17	12.48	12.88	13.26	13.67	14.06		
Office Aide	10.64	10.95	11.28	11.63	11.95	12.30	12.69	13.04	13.43	13.86		
<b>CAFETERIA</b>												
Cafeteria Manager (hired before 7-1-19)	14.78	15.16	15.55	15.95	16.36	16.77	17.19	17.62	18.06	18.51		
Cafeteria Manager (hired after 7-1-19)	11.62	11.92	12.29	12.67	13.03	13.41	13.85	14.24	14.65	15.11		
Cafeteria Manager (High School)(hired before 7-1-19)	15.17	15.64	16.12	16.61	17.13	17.66	18.21	18.96	19.53	20.12		
Cafeteria Manager (High School)(hired after 7-1-19)	12.01	12.32	12.70	13.09	13.47	13.86	14.31	14.72	15.14	15.62		
Cook	10.81	11.11	11.44	11.81	12.27	12.48	12.88	13.26	13.67	14.06		
Cafeteria Worker	10.64	10.95	11.28	11.63	11.95	12.30	12.69	13.04	13.43	13.86		
<b>TRANSPORTATION</b>												
Head Mechanic	17.42	17.96	18.50	19.06	19.61	20.20	20.79	21.42	22.04	22.69		
Mechanic Assistant	15.66	16.14	16.61	17.10	17.63	18.14	18.68	19.26	19.82	20.42		
Bus Driver (See wage calculation factors below)	12.75	13.12	13.51	13.90	14.30	14.72	15.17	15.62	16.10	16.56		
Van Driver	13.95	14.36	14.78	15.23	15.69	16.16	16.64	17.14	17.66	18.19		
Bus Driver-Preschool												
<b>TEACHER ASSISTANT</b>												
Teacher Assistant	11.76	12.12	12.45	12.84	13.22	13.60	14.01	14.45	14.87	15.32		
ASL Certified Sign Language Interpreter -Certificate	18.26	18.81	19.37	19.97	20.56	21.17	11.38	22.47	23.14	23.84		
Study Hall Monitor	12.28	12.64	13.02	13.40	13.81	14.22	14.65	15.19	15.54	16.01		

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**MAINTENANCE**

Maintenance Supervisor	17.42	17.96	18.50	19.06	19.61	20.20	20.79	21.42	22.04	22.69
Maintenance	15.66	16.14	16.61	17.10	17.63	18.14	18.68	19.26	19.82	20.42
Building & Grounds	15.66	16.14	16.61	17.10	17.63	18.14	18.68	19.26	19.82	20.42
Custodian/Fireman	15.06	15.50	15.96	16.43	16.94	17.42	17.97	18.51	19.06	19.62
Custodian Attendant	11.92	12.30	12.69	13.04	13.43	13.86	14.25	14.66	15.12	15.58

**OFFICE EMPLOYEES**

Building Secretary	12.85	13.24	13.61	14.03	14.47	14.91	15.34	15.78	16.25	16.73
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**PRINT SHOP**

Printer	11.71	12.05	12.41	12.80	13.17	13.55	13.95	14.36	14.81	15.25
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**Bus Drivers**

Base Pay \$1,235.83/month for nine months  
 Seniority \$4.65 per contracted year of service  
 Mileage \$4.94 per mile per month  
 Route mileage is flexible per year and may be adjusted accordingly. The Transportation Supervisor certifies mileage per route annually.  
 Drivers of handicapped buses will be paid an additional \$77.87 per month for handling wheelchair bound students.  
 Drivers will attend three mandatory administrator meetings when called one week in advance and not to exceed two hours.  
 The Board may offer signing bonuses to recruit new school bus drivers.  
 Bus cleaning \$125 (Driver required)  
 Van cleaning \$80 (Drivers offered first)  
 Extra trips \$11.51 per hour -- two hour minimum  
 Bus Rooter \$12.36 per hour  
 Overnight trips. Drivers paid for actual hours driven plus two hours for inconvenience per day  
 Additionally, room and board will be provided or reimbursed by the district  
 On Bus Instructor (Trainer) \$19.38 per hour

The above salary schedule reflects a 2 percent increase over the previous approved salary schedule.



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**2% increase effective 07/01/23**

<b>CELINA CITY SCHOOL DISTRICT CLASSIFIED WAGE RATE SCHEDULE</b>														
<b>POSITION</b>	<b>YEARS OF EXPERIENCE</b>													
	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>15</b>				
<b><u>AIDES</u></b>														
Educational Aide	11.03	11.34	11.67	12.05	12.42	12.73	13.14	13.53	13.95	14.35				
Library Aide	11.51	11.86	12.16	12.55	12.93	13.30	13.68	14.13	14.53	14.96				
Transportation Aide	11.03	11.34	11.67	12.05	12.42	12.73	13.14	13.53	13.95	14.35				
Office Aide	10.86	11.17	11.51	11.87	12.19	12.55	12.95	13.31	13.70	14.14				
<b><u>CAFETERIA</u></b>														
Cafeteria Manager (hired before 7-1-19)	15.08	15.46	15.86	16.27	16.69	17.11	17.53	17.97	18.42	18.88				
Cafeteria Manager (hired after 7-1-19)	11.86	12.16	12.54	12.93	13.30	13.68	14.13	14.53	14.95	15.42				
Cafeteria Manager (High School)(hired before 7-1-19)	15.97	16.37	16.78	17.20	17.63	18.07	18.52	19.31	19.89	20.48				
Cafeteria Manager (High School)(hired after 7-1-19)	12.56	12.87	13.19	13.52	13.86	14.21	14.56	14.93	15.30	15.68				
Cook	11.03	11.34	11.67	12.05	12.42	12.73	13.14	13.53	13.95	14.35				
Cafeteria Worker	10.86	11.17	11.51	11.87	12.19	12.55	12.95	13.31	13.70	14.14				
<b><u>TRANSPORTATION</u></b>														
Head Mechanic	17.77	18.32	18.87	19.45	20.01	20.61	21.21	21.85	22.49	23.15				
Mechanic Assistant	15.98	16.47	16.95	17.45	17.99	18.51	19.06	19.65	20.22	20.83				
Bus Driver (See wage calculation factors below)	13.01	13.39	13.79	14.18	14.59	15.02	15.48	15.94	16.43	16.90				
Van Driver	14.23	14.65	15.08	15.54	16.01	16.49	16.98	17.49	18.02	18.56				
<b><u>TEACHER ASSISTANT</u></b>														
Teacher Assistant	12.00	12.37	12.70	13.10	13.49	13.88	14.30	14.74	15.17	15.63				
ASL Certified Sign Language Interpreter -Certificate	18.63	19.19	19.76	20.37	20.98	21.60	21.61	22.92	23.61	24.32				
Study Hall Monitor	12.53	12.90	13.29	13.67	14.09	14.51	14.95	15.50	15.86	16.34				
<b><u>MAINTENANCE</u></b>														
Maintenance Supervisor	17.77	18.32	18.87	19.45	20.01	20.61	21.21	21.85	22.49	23.15				

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Maintenance	15.98	16.47	16.95	17.45	17.99	18.51	19.06	19.65	20.22	20.83
Building & Grounds	15.98	16.47	16.95	17.45	17.99	18.51	19.06	19.65	20.22	20.83
Custodian/Fireman	15.37	15.81	16.28	16.76	17.28	17.77	18.33	18.89	19.45	20.02
Custodian Attendant	12.16	12.55	12.95	13.31	13.70	14.14	14.54	14.96	15.43	15.90
<b><u>OFFICE EMPLOYEES</u></b>										
Building Secretary	13.11	13.51	13.89	14.32	14.76	15.21	15.65	16.10	16.58	17.07
<b><u>PRINT SHOP</u></b>										
Printer	11.95	12.30	12.66	13.06	13.44	13.83	14.23	14.65	15.11	15.56

**Bus Drivers**

Base Pay \$1,260.55/month for nine months  
 Seniority \$4.74 per contracted year of service  
 Mileage \$5.04 per mile per month  
 Route mileage is flexible per year and may be adjusted accordingly. The Transportation Supervisor certifies mileage per route annually.  
 Drivers of handicapped buses will be paid an additional \$79.43 per month for handling wheelchair bound students.  
 Drivers will attend three mandatory administrator meetings when called one week in advance and not to exceed two hours.  
 The Board may offer signing bonuses to recruit new school bus drivers.  
 Bus cleaning \$125 (Driver required)  
 Van cleaning \$80 (Drivers offered first)  
 Extra trips \$11.74 per hour -- two hour minimum  
 Bus Router \$12.61 per hour  
 Overnight trips. Drivers paid for actual hours driven plus two hours for inconvenience per day  
 Additionally, room and board will be provided or reimbursed by the district  
 On Bus Instructor (Trainer) \$19.77 per hour

The above salary schedule reflects a 2 percent increase over the previous approved salary schedule.

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**2% increase effective 07/01/24**

<b>CELINA CITY SCHOOL DISTRICT CLASSIFIED WAGE RATE SCHEDULE</b>										
<b>POSITION</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>15</b>
	<b>YEARS OF EXPERIENCE</b>									
<b><u>AIDES</u></b>										
Educational Aide										
Library Aide										
Transportation Aide										
Office Aide										
<b><u>CAFETERIA</u></b>										
Cafeteria Manager (hired before 7-1-19)										
Cafeteria Manager (hired after 7-1-19)										
Cafeteria Manager (High School)(hired before 7-1-19)										
Cafeteria Manager (High School)(hired after 7-1-19)										
Cook										
Cafeteria Worker										
<b><u>TRANSPORTATION</u></b>										
Head Mechanic										
Mechanic Assistant										
Bus Driver (See wage calculation factors below)										
Van Driver										
Bus Driver – Preschool										
<b><u>TEACHER ASSISTANT</u></b>										
Teacher Assistant										
<b>ASL Certified Sign Language Interpreter –Certificate</b>										
Study Hall Monitor										
<b><u>MAINTENANCE</u></b>										
Maintenance Supervisor										

Celina City School District  
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Maintenance  
Building & Grounds  
Custodian/Fireman  
Custodian Attendant

**OFFICE EMPLOYEES**

Building Secretary

**PRINT SHOP**

Printer

**Bus Drivers**

Base Pay \$1,260.55/month for nine months  
Seniority \$4.74 per contracted year of service  
Mileage \$5.04 per mile per month  
Route mileage is flexible per year and may be adjusted accordingly. The Transportation Supervisor certifies mileage per route annually.  
Drivers of handicapped buses will be paid an additional \$79.43 per month for handling wheelchair bound students.  
Drivers will attend three mandatory administrator meetings when called one week in advance and not to exceed two hours.  
The Board may offer signing bonuses to recruit new school bus drivers.  
Bus cleaning \$125 (Driver required)  
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Extra trips \$11.74 per hour – two hour minimum  
Bus Router \$12.61 per hour  
Overnight trips. Drivers paid for actual hours driven plus two hours for inconvenience per day  
Additionally, room and board will be provided or reimbursed by the district  
On Bus Instructor (Trainer) \$19.77 per hour

The above salary schedule reflects a 2 percent increase over the previous approved salary schedule.

Classified Staff Insurance Rates

**Employee Monthly Premium Contribution  
 for HDHP/HSA Effective January 1, 2023 ~~2019~~**

<u>EMPLOYEE HOURS/DAYS</u>	<u>Effective 1/1/2023</u>	<u>Effective 1/1/2025</u>
	<u>Employee Percentage</u> <u>1/1/2023-12/31/2024 <del>2019</del></u>	<u>Employee Percentage</u> <u>1/1/2025</u>
2+ Hours – 186+ days/year	38%	38%
3+ Hours – 186+ days/year	38%	38%
4+ Hours – 186+ days/year	38%	38%
5+ Hours – 186+ days/year	11.5% <del>10%</del>	13%
6+ Hours – 186+ days/year	9.0% <del>7.5%</del>	10.5%
7+ Hours – 186+ days/year	9.0% <del>7.5%</del>	10.5%
8+ Hours – 186+ days/year	9.0% <del>7.5%</del>	10.5%
7+ Hours – 207+ days/year	9.0% <del>7.5%</del>	10.5%
8+ Hours – 207+ days/year	9.0% <del>7.5%</del>	10.5%
Full-time bus driver	9.0% <del>7.5%</del>	10.5%

**Employee Monthly Premium Contribution  
 for PPO Alternative Effective January 1, ~~2019~~**

<u>EMPLOYEE HOURS/DAYS</u>	<u>Employee Percentage</u>	<u>Employee Percentage</u>	<u>Employee Percentage</u>
	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
<del>2+ Hours – 186+ days/year</del>	<del>40%</del>	<del>40%</del>	<del>40%</del>
<del>3+ Hours – 186+ days/year</del>	<del>40%</del>	<del>40%</del>	<del>40%</del>
<del>4+ Hours – 186+ days/year</del>	<del>40%</del>	<del>40%</del>	<del>40%</del>
<del>5+ Hours – 186+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>6+ Hours – 186+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>7+ Hours – 186+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>8+ Hours – 186+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>7+ Hours – 207+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>8+ Hours – 207+ days/year</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>
<del>Full-time bus driver</del>	<del>15%</del>	<del>20%</del>	<del>20%</del>

\* Any new employee under 6 hours per day, hired on or after July 1, 2015, will not be eligible for medical insurance.

\* Any employee under 6+ hours per day who is currently enrolled in MABT health insurance may continue in current coverage(s) at the rate prescribed in the column of collective bargaining agreement. This coverage will continue until the employee terminates coverage or employment is terminated with the district or the employee becomes full-time (6 or more hours per day). Any full-time employee currently covered under District health insurance can drop to part-time and keep coverage at the rate prescribed by the collective bargaining agreement.

\* Any employee under 6+ hours may purchase dental and/or prescription insurance at 100% of the cost.