

**ADDENDUM TO THE
MASTER AGREEMENT**

**WEST CLERMONT
EDUCATION ASSOCIATION**

AND

**WEST CLERMONT
BOARD OF EDUCATION
of the
WEST CLERMONT LOCAL SCHOOL DISTRICT**

AUGUST 1, 2016 TO JULY 31, 2020

This package contains only altered language to the Master Agreement. Please keep this with your original August 1, 2016 Master Agreement.

ARTICLE 15:
COMPENSATION & INSURANCE BENEFITS

15.2 SALARIES

15.0201 Professional Salary Schedule

a. 2016-2017 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2015-2016 contract year will move one step on the teacher's salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a three percent (3.0%) increase to their base rate of pay for the 2016-2017 contract year.

b. 2017-2018 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2016-2017 contract year will move one step on the teacher's salary schedule from the step the member held during the previous contract year. In addition, unit members shall receive a two percent (2.0%) increase to their base rate of pay.

c. 2018-2019 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2017-2018 contract year will move one step on the teacher's salary schedule from the step the member held during the previous contract year. In addition, unit members will be paid according to the West Clermont Local School District Salary Schedule effective 2018-2019. (Exhibit D presented 2/26/18).

Current employees hired before March 6, 2018, who are currently situated in the Bachelors +150 column with more than 10 (ten) years of experience will be frozen at their current rate of pay until the Bachelors + 150 column exceeds their current rate of pay.

All eligible bargaining unit members who worked or were on paid leave for at least 120 days during the 2012-2013 school year and that were working under the WCEA Master Contract shall be restored one additional step on salary schedule.

d. 2019-2020 Contract Year

All eligible bargaining unit members who worked and/or were on paid leave at least 120 days during the 2018-2019 contract year will move one step on the teacher's salary schedule from the step the member held during the previous contract year. In addition, unit members will be paid according to the West Clermont Local School District Salary Schedule effective 2019-2020. (Exhibit D presented 2/26/18).

Current employees hired before March 6, 2018, who are currently situated in the Bachelors +150 column with more than 10 (ten) years of experience will be frozen at

their current rate of pay until the Bachelors + 150 column exceeds their current rate of pay.

e. Placement

The professional salary schedules for the 2016-2017, 2017-2018, 2018-2019 and 2019-2020 contract years are attached as Exhibit D and Exhibit D presented 2/26/18. Effective with the 2016-2017 contract year and moving forward, all new employees hired on the Bachelors column and unit members currently on the Bachelors column shall be moved to the Bachelors +150 column. Current employees in the Bachelors column shall be moved into the Bachelors +150 column at the same step.

f. JEDD (Joint Economic Development District) Differential

Bargaining unit members employed on or before March 1, 2018, shall be entitled to an additional 1% (one percent) increase to their base (Exhibit D presented 2/26/18 WCHS JEDD) and supplemental salary and stipends when assigned to work at West Clermont High School. This increase will be in full effect at the beginning date of the current JEDD income tax, and will expire upon its conclusion.

Bargaining unit members employed after March 1, 2018, shall not be entitled to the differential.

15.0202 Supplemental Salary Schedule

- a. The supplemental salary schedules for the 2016-2017 and 2017-2018 contract years are attached as Appendix E-1.

The 2016-2017 supplemental salary schedule shall be increased by 2.1% for the 2018-2019 contract year and another 2.1% increase for the 2019-2020 contract year. The new supplemental salary schedule for the 2018-2020 contract years is attached as Appendix E-1a. Any bargaining unit member who is currently filling a supplemental position at a higher rate, shall be held harmless and paid at the higher rate.

- b. Supplemental Schedules Study

Upon request and for the next round of negotiations, the Board will supply the Association with an updated list of all supplemental contract positions and salary scales.

A Supplemental Salary Committee will be formed to review the existing supplemental salary schedules. The committee will be tasked with examining the current schedules to:

- Determine if the positions on the current schedules are sufficient to staff the extracurricular activities offered to the students of West Clermont schools.
- Review and/or prepare job descriptions for each position.
- Compare the compensation and job descriptions for those positions with similar/county/regional school districts.

Exhibit D as Presented 2/26/18
 West Clermont Local School District
 Salary Schedules Effective 2018-2019

LD TUTORS = \$28.11

YRS. EXP.	BA	150 HRS.	MA	MA +15	MA +30
0	38,049 1.0000	39,000 1.0250	40,903 1.0750	42,805 1.1250	44,708 1.1750
1	38,875 1.0217	40,058 1.0528	41,804 1.0987	43,939 1.1548	46,070 1.2108
2	39,704 1.0435	42,063 1.1055	44,042 1.1575	46,401 1.2195	48,760 1.2815
3	41,101 1.0802	43,692 1.1483	46,275 1.2162	48,866 1.2843	51,069 1.3422
4	42,881 1.1270	45,697 1.2010	47,751 1.2550	50,567 1.3290	53,383 1.4030
5	42,759 1.1238	47,702 1.2537	49,985 1.3137	53,029 1.3937	56,077 1.4738
6	44,536 1.1705	49,711 1.3065	51,842 1.3625	55,114 1.4485	58,386 1.5345
7	46,317 1.2173	51,336 1.3492	54,456 1.4312	57,960 1.5233	61,080 1.6053
8	48,094 1.2640	52,964 1.3920	56,313 1.4800	60,041 1.5780	63,770 1.6760
9	49,875 1.3108	54,969 1.4447	58,546 1.5387	62,507 1.6428	66,464 1.7468
10	51,652 1.3575	56,598 1.4875	60,403 1.5875	64,208 1.6875	68,393 1.7975
11			62,640 1.6463	66,673 1.7523	70,706 1.8583
12			64,493 1.6950	69,135 1.8170	73,397 1.9290
13			66,727 1.7537	71,220 1.8718	75,706 1.9897
14			68,964 1.8125	73,682 1.9365	78,400 2.0605
20			70,821 1.8613	75,767 1.9913	81,094 2.1313
25			73,054 1.9200	78,229 2.0560	83,415 2.1923
27+			74,154 1,100	79,429 1,200	84,715 1,300

Exhibit D as Presented 2/26/18
 West Clermont Local School District
 Salary Schedules Effective 2019-2020

LD TUTORS = \$29.55

YRS. EXP.	BA	150 HRS.	MA	MA +15	MA +30
0	40,000 1.0000	41,000 1.0250	43,000 1.0750	45,000 1.1250	47,000 1.1750
1	40,868 1.0217	42,112 1.0528	43,948 1.0987	46,192 1.1548	48,432 1.2108
2	41,740 1.0435	44,220 1.1055	46,300 1.1575	48,780 1.2195	51,260 1.2815
3	43,208 1.0802	45,932 1.1483	48,648 1.2162	51,372 1.2843	53,688 1.3422
4	45,080 1.1270	48,040 1.2010	50,200 1.2550	53,160 1.3290	56,120 1.4030
5	44,952 1.1238	50,148 1.2537	52,548 1.3137	55,748 1.3937	58,952 1.4738
6	46,820 1.1705	52,260 1.3065	54,500 1.3625	57,940 1.4485	61,380 1.5345
7	48,692 1.2173	53,968 1.3492	57,248 1.4312	60,932 1.5233	64,212 1.6053
8	50,560 1.2640	55,680 1.3920	59,200 1.4800	63,120 1.5780	67,040 1.6760
9	52,432 1.3108	57,788 1.4447	61,548 1.5387	65,712 1.6428	69,872 1.7468
10	54,300 1.3575	59,500 1.4875	63,500 1.5875	67,500 1.6875	71,900 1.7975
11			65,852 1.6463	70,092 1.7523	74,332 1.8583
12			67,800 1.6950	72,680 1.8170	77,160 1.9290
13			70,148 1.7537	74,872 1.8718	79,588 1.9897
14			72,500 1.8125	77,460 1.9365	82,420 2.0605
20			74,452 1.8613	79,652 1.9913	85,252 2.1313
25			76,800 1.9200	82,240 2.0560	87,692 2.1923
27+			77,900 1,100	83,440 1,200	88,992 1,300

Exhibit D as Presented 2/26/18
 West Clermont Local School District - WCHS JEDD
 Salary Schedules Effective 2018-2019

LD TUTORS = \$28.39

YRS. EXP.	BA	150 HRS.	MA	MA +15	MA +30
0	38,429 1.0000	39,390 1.0250	41,312 1.0750	43,233 1.1250	45,155 1.1750
1	39,263 1.0217	40,459 1.0528	42,222 1.0987	44,378 1.1548	46,530 1.2108
2	40,101 1.0435	42,484 1.1055	44,482 1.1575	46,865 1.2195	49,247 1.2815
3	41,512 1.0802	44,129 1.1483	46,738 1.2162	49,355 1.2843	51,580 1.3422
4	43,310 1.1270	46,154 1.2010	48,229 1.2550	51,073 1.3290	53,917 1.4030
5	43,187 1.1238	48,179 1.2537	50,485 1.3137	53,559 1.3937	56,637 1.4738
6	44,982 1.1705	50,208 1.3065	52,360 1.3625	55,665 1.4485	58,970 1.5345
7	46,780 1.2173	51,849 1.3492	55,000 1.4312	58,540 1.5233	61,691 1.6053
8	48,575 1.2640	53,494 1.3920	56,876 1.4800	60,642 1.5780	64,408 1.6760
9	50,373 1.3108	55,519 1.4447	59,131 1.5387	63,132 1.6428	67,129 1.7468
10	52,168 1.3575	57,164 1.4875	61,007 1.5875	64,850 1.6875	69,077 1.7975
11			63,266 1.6463	67,340 1.7523	71,414 1.8583
12			65,138 1.6950	69,826 1.8170	74,130 1.9290
13			67,394 1.7537	71,932 1.8718	76,463 1.9897
14			69,653 1.8125	74,419 1.9365	79,184 2.0605
20			71,529 1.8613	76,525 1.9913	81,905 2.1313
25			73,785 1.9200	79,011 2.0560	84,249 2.1923
27+			74,896 1,111	80,223 1,212	85,562 1,313

Exhibit D as Presented 2/26/18
 West Clermont Local School District - WCHS JEDD
 Salary Schedules Effective 2019-2020

LD TUTORS = \$29.85

YRS. EXP.	BA	150 HRS.	MA	MA +15	MA +30
0	40,400 1.0000	41,410 1.0250	43,430 1.0750	45,450 1.1250	47,470 1.1750
1	41,277 1.0217	42,533 1.0528	44,387 1.0987	46,654 1.1548	48,916 1.2108
2	42,157 1.0435	44,662 1.1055	46,763 1.1575	49,268 1.2195	51,773 1.2815
3	43,640 1.0802	46,391 1.1483	49,134 1.2162	51,886 1.2843	54,225 1.3422
4	45,531 1.1270	48,520 1.2010	50,702 1.2550	53,692 1.3290	56,681 1.4030
5	45,402 1.1238	50,649 1.2537	53,073 1.3137	56,305 1.3937	59,542 1.4738
6	47,288 1.1705	52,783 1.3065	55,045 1.3625	58,519 1.4485	61,994 1.5345
7	49,179 1.2173	54,508 1.3492	57,820 1.4312	61,541 1.5233	64,854 1.6053
8	51,066 1.2640	56,237 1.3920	59,792 1.4800	63,751 1.5780	67,710 1.6760
9	52,956 1.3108	58,366 1.4447	62,163 1.5387	66,369 1.6428	70,571 1.7468
10	54,843 1.3575	60,095 1.4875	64,135 1.5875	68,175 1.6875	72,619 1.7975
11			66,511 1.6463	70,793 1.7523	75,075 1.8583
12			68,478 1.6950	73,407 1.8170	77,932 1.9290
13			70,849 1.7537	75,621 1.8718	80,384 1.9897
14			73,225 1.8125	78,235 1.9365	83,244 2.0605
20			75,197 1.8613	80,449 1.9913	86,105 2.1313
25			77,568 1.9200	83,062 2.0560	88,569 2.1923
27+			78,679 1,111	84,274 1,212	89,882 1,313

Appendix E-1a, Supplementals 2018-19				
FALL ATHLETICS				
High School Programs	Level	Head Coach	Assistant	2 Asst.
FOOTBALL	HS-V/JV/FR	\$8,168 (1)	\$4,595 (8)	\$3,063 (3)
GIRLS VOLLEYBALL	HS-V/JV/FR	\$6,126 (1)	\$3,574 (3)	
GIRLS SOCCER	HS-V/JV A&B	\$6,126 (1)	\$3,574 (3)	
BOYS SOCCER	HS-V/JV A&B	\$6,126 (1)	\$3,574 (3)	
BOYS CROSS COUNTRY	HS-V/JV	\$5,105 (1)	\$2,553 (1)	
GIRLS CROSS COUNTRY	HS-V/JV	\$5,105 (1)	\$2,553 (1)	
CHEERLEADING	HS-V/JV/FR	\$3,063 (1)	\$1,532 (2)	
GIRLS GOLF	HS-V/JV	\$3,063 (1)	\$1,532 (1)	
BOYS GOLF	HS-V/JV	\$3,063 (1)	\$1,532 (1)	
GIRLS TENNIS	HS-V/JV	\$3,063 (1)	\$1,532 (1)	
FALL ATHLETICS				
Middle School Programs	Level	Head Coach	Assistant	2 Asst.
8TH GR. FOOTBALL	MS-NAVY/GRAY	\$3,318 (1)	\$2,553 (3-4)	
7TH GR. FOOTBALL	MS-NAVY/GRAY	\$3,318 (1)	\$2,553 (3-4)	
8TH GR. GIRLS VOLLEYBALL	MS-NAVY/GRAY	\$2,808 (1)		1
7TH GR. GIRLS VOLLEYBALL	MS-NAVY/GRAY	\$2,808 (1)		1
BOYS CROSS COUNTRY	MS 7 & 8	\$2,553 (1)		1
GIRLS CROSS COUNTRY	MS 7 & 8	\$2,553 (1)		1
8TH GR. CHEERLEADING	MS-NAVY/GRAY	\$1,532 (1)		1
7TH GR. CHEERLEADING	MS-NAVY/GRAY	\$1,532 (1)		1
ADD GIRLS TENNIS Fall 18-19		\$1,532 (1)		
ADD BOYS/GIRLS GOLF Fall 18-19		\$1,532 (1)		
WINTER ATHLETICS				
High School Programs	Level	Head Coach	Assistant	2 Asst.
GIRLS BASKETBALL	HS-V/JV/FR	\$8,168 (1)	\$4,595 (1)	\$3,574 (2)
BOYS BASKETBALL	HS-V/JV/FR	\$8,168 (1)	\$4,595 (1)	\$3,574 (2)
WRESTLING	HS-V/JV A&B	\$6,126 (1)	\$3,574 (1)	\$2,553 (4)
GIRLS BOWLING	HS-V/JV	\$3,063 (1)	\$1,532	

BOYS BOWLING	HS-V/JV	\$3,063 (1)	\$1,532	
GIRLS SWIMMING	HS-V/JV	\$3,063 (1)	\$1,532 (.5)	
BOYS SWIMMING	HS-V/JV	\$3,063 (1)	\$1,532 (.5)	
COED DIVING	HS-V/JV	\$3,063 (1)		
ACADEMIC QUIZ TEAM	HS-V/JV	\$3,063 (1)	\$1,532	
CHEERLEADING	HS-V/JV/FR	\$3,063 (1)	\$1,532 (2)	
GYMNASTICS	HS	\$3,063		
WINTER ATHLETICS				
Middle School Programs	Level	Head Coach	Assistant	2 Asst.
8TH GR GIRLS BASKETBALL	MS-NAVY/GRAY	\$3,318 (2)	\$2,553 (2)	
7TH GR GIRLS BASKETBALL	MS-NAVY/GRAY	\$3,318 (2)	\$2,553 (2)	
8TH GR BOYS BASKETBALL	MS-NAVY/GRAY	\$3,318 (2)	\$2,553 (2)	
7TH GR BOYS BASKETBALL	MS-NAVY/GRAY	\$3,318 (2)	\$2,553 (2)	
8TH GR CHEERLEADING	MS-NAVY/GRAY	\$1,532 (1)		
7TH GR CHEERLEADING	MS-NAVY/GRAY	\$1,532 (1)		
WRESTLING	MS 7&8	\$3,063 (2)	\$2,042 (2)	
SWIM COACH	MS 7&8 COED	1,532 (1)	\$1,021 (2)	
SPRING ATHLETICS				
High School Programs	Level	Head Coach	Assistant	2 Asst.
SOFTBALL	HS-V/JV/FR	\$5,105 (1)	\$2,553 (3)	
BASEBALL	HS-V/JV/FR	\$5,105 (1)	\$2,553 (3)	
GIRLS TRACK	HS-V/JV	\$6,126 (1)	\$3,574 (1.5)	
BOYS TRACK	HS-V/JV	\$6,126 (1)	\$3,574 (1.5)	
BOYS VOLLEYBALL	HS-V/JV	\$5,105 (1)	\$2,553 (2)	
BOYS TENNIS	HS-V/JV	\$3,063 (1)	\$1,532 (1)	
BOYS LACROSSE	HS	\$5,105	\$2,553	
GIRLS LACROSSE	HS	\$5,105	\$2,553	

SPRING ATHLETICS				
Middle School Programs	Level	Head Coach	Assistant	2 Asst.
GIRLS TRACK	MS 7 & 8	\$3,063 (1)	\$2,042 (1)	
BOYS TRACK	MS 7 & 8	\$3,063 (1)	\$2,042 (1)	
SOFTBALL	MS 7 & 8	\$1,532 (1)	\$715 (1)	
BOYS TENNIS	MS 7 & 8	\$1,532 (1)	\$715 (1)	
Program	Position		Stipend	
Athletic Related	HS Facilities Coordinators		\$6,126	
	MS Facilities Coordinators		\$6,126	
	Fall Weight Room Advisor		\$766	
	Winter Weight Room Advisor		\$766	
	Spring Weight Room Advisor		\$766	
	Summer Weight Room Advisor		\$766	
PAC COORDINATOR	HS and MS		\$3,454	
Program	Position		Stipend	
Teacher Leadership	Teacher Leader w/21+ members		\$1,532	
	Teacher Leader w/15-20 members		\$1,276	
	Teacher Leader w/10-14 members		\$1,021	
	Teacher Leader w/5-9 members		\$766	
	Teacher Leader w/4 or fewer members		\$511	
	LPDC (3)		\$1,788	
	Evaluation Review Team (7)		\$511	
	Master Teacher Team (3)		\$511	
	RESA Mentor w/1		\$408	
	RESA Mentor w/2		\$613	
	RESA Mentor w/3		\$817	
	RESA Mentor w/4 or more		\$1,021	
	District RESA Year 3/4 Facilitators		\$1,021	
Program	Position		Supplemental	
Fall Marching Band	WCHS Marching Band Director		\$5,105	
	WCHS Asst. Marching Band Director		\$3,063	
	Percussion Director		\$2,553	

	Color Guard Director		\$2,553
	Asst. Visual Director		\$1,021
	Asst. Brass Director		\$1,021
	Asst. Woodwinds Director		\$1,021
	Asst. Color Guard Director		\$1,021
Winter/Spring Concert Band	WCHS Concert Band Director		\$2,042
	WCMS Concert Band Director (2) ?		\$2,042
	Winter Guard Director		\$1,532
	Jazz Band Director		\$1,276
	Pep Band Director		\$1,021
By Request/ Chorus Class	WCHS By Request & HS Choral Advisor		\$3,574
	Middle School Choir Director (2) ?		\$2,042
Theater	WCHS Theater Director - per play		\$3,063
	Asst. Theater Director		\$1,021
Dance	Dance Company Director		\$3,063
	Asst. Dance Director		\$1,021
Building Organizations <i>MS yearbook as Stipend</i>	National Honor Society Advisor		\$2,553
	Student Council Advisor		\$2,553
	High School Yearbook Advisor		\$2,042
	High School Prom Advisor		\$1,021
	High School Class Advisors		\$1,021
Clubs	High School (20)		\$511
	Middle School (10)		\$511
	Elementary School Clubs (6 per building)		\$408
	Elementary School Yearbook (1 per building)		\$408

