

COLLECTIVE BARGAINING AGREEMENT

The Olentangy Local School District Board of Education (“Board”) and the Olentangy Teachers Association, OEA/NEA (“Association”) agree to the following terms for a new three-year collective bargaining agreement, effective July 1, 2022 through June 30, 2025 (“new Agreement”):

1. Except as otherwise provided herein, the terms of the prior collective bargaining agreement (“prior Agreement”) in effect from July 1, 2021 through June 30, 2022, including any and all Memorandums of Agreement (“MOAs”) and Memorandums of Understanding (“MOUs”) are incorporated into the new Agreement as though rewritten herein.
2. Employees shall receive a three percent (3.0%) base wage increase each year during the term of the new Agreement, pursuant to the attached salary schedules.

The terms set forth herein were ratified by the Association and adopted by the Board on or before December 9, 2021.

OLENTANGY TEACHERS ASSOCIATION

BOARD OF EDUCATION.
OLENTANGY LOCAL SCHOOLS

Negotiating Chairperson:

Elaine Eddy, OTA President

Julie Wagner Feasel, President

Emily Hatfield, Treasurer

Mark T. Raiff, Superintendent

Other Members:

Jennifer Bickley

Cathie Boone

Mark Comella

Danielle D’Onofrio

Allison Shape

Jen Tod

Mary Whalen

OLENTANGY LOCAL SCHOOL DISTRICT

Salary Schedule

Olentangy Teachers Association

July 1, 2022 - June 30, 2023

Base Salary \$44,835

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45/PhD
0	\$44,835	\$46,628	\$47,973	\$50,641	\$53,152	\$55,663	\$58,173
1	\$46,709	\$48,552	\$49,924	\$52,816	\$55,371	\$58,106	\$60,841
2	\$48,583	\$50,475	\$51,874	\$54,990	\$57,591	\$60,550	\$63,509
3	\$50,457	\$52,399	\$53,824	\$57,165	\$59,810	\$62,993	\$66,176
4	\$52,331	\$54,322	\$55,775	\$59,339	\$62,029	\$65,437	\$68,844
5	\$56,080	\$58,169	\$59,675	\$61,514	\$64,249	\$67,880	\$71,512
6	\$57,954	\$60,092	\$61,626	\$63,688	\$66,468	\$70,324	\$74,180
7	\$59,828	\$62,016	\$63,576	\$65,863	\$68,687	\$72,767	\$76,847
8	\$61,702	\$63,939	\$65,526	\$68,037	\$70,907	\$75,211	\$79,515
9	\$63,576	\$65,863	\$67,477	\$70,212	\$73,126	\$77,654	\$82,183
10	\$65,450	\$67,786	\$69,427	\$72,386	\$75,345	\$80,098	\$84,850
11	\$67,324	\$69,709	\$71,377	\$74,561	\$77,565	\$82,541	\$87,518
12	\$69,198	\$71,633	\$73,328	\$76,735	\$79,784	\$84,985	\$90,186
13	\$71,072	\$73,556	\$75,278	\$78,910	\$82,003	\$87,428	\$92,853
14	\$72,947	\$75,480	\$77,228	\$81,084	\$84,223	\$89,872	\$95,521
15	\$74,821	\$77,403	\$79,179	\$83,259	\$86,442	\$92,315	\$98,189
16	\$76,695	\$79,327	\$81,129	\$85,433	\$88,661	\$94,759	\$100,856
17	\$78,569	\$81,250	\$83,079	\$87,608	\$90,881	\$97,202	\$103,524
18	\$80,443	\$81,250	\$83,079	\$87,608	\$90,881	\$97,202	\$106,192
19	\$82,317	\$85,097	\$86,980	\$91,957	\$95,319	\$102,089	\$108,859
20	\$84,191	\$87,020	\$88,930	\$94,131	\$97,539	\$104,533	\$111,527
22	\$87,939	\$90,867	\$92,831	\$94,795	\$98,274	\$105,362	\$112,760
25	\$89,347	\$94,709	\$97,391	\$100,072	\$105,438	\$110,801	\$116,167
29	\$90,244	\$95,606	\$98,287	\$100,968	\$106,335	\$111,697	\$117,064
30	\$90,244	\$95,606	\$98,287	\$100,968	\$106,335	\$111,697	\$117,064

OLENTANGY LOCAL SCHOOL DISTRICT

Salary Schedule Olentangy Teachers Association July 1, 2023 - June 30, 2024

Base Salary \$46,180

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45/PhD
0	\$46,180	\$48,027	\$49,413	\$52,160	\$54,746	\$57,332	\$59,919
1	\$48,110	\$50,008	\$51,421	\$54,400	\$57,032	\$59,849	\$62,666
2	\$50,041	\$51,989	\$53,430	\$56,640	\$59,318	\$62,366	\$65,414
3	\$51,971	\$53,971	\$55,439	\$58,880	\$61,604	\$64,883	\$68,162
4	\$53,901	\$55,952	\$57,448	\$61,119	\$63,890	\$67,400	\$70,909
5	\$57,762	\$59,914	\$61,466	\$63,359	\$66,176	\$69,917	\$73,657
6	\$59,692	\$61,895	\$63,474	\$65,599	\$68,462	\$72,433	\$76,405
7	\$61,623	\$63,876	\$65,483	\$67,838	\$70,748	\$74,950	\$79,153
8	\$63,553	\$65,857	\$67,492	\$70,078	\$73,034	\$77,467	\$81,900
9	\$65,483	\$67,838	\$69,501	\$72,318	\$75,320	\$79,984	\$84,648
10	\$67,414	\$69,820	\$71,510	\$74,558	\$77,605	\$82,501	\$87,396
11	\$69,344	\$71,801	\$73,519	\$76,797	\$79,891	\$85,017	\$90,143
12	\$71,274	\$73,782	\$75,527	\$79,037	\$82,177	\$87,534	\$92,891
13	\$73,205	\$75,763	\$77,536	\$81,277	\$84,463	\$90,051	\$95,639
14	\$75,135	\$77,744	\$79,545	\$83,517	\$86,749	\$92,568	\$98,386
15	\$77,065	\$79,725	\$81,554	\$85,756	\$89,035	\$95,085	\$101,134
16	\$78,996	\$81,706	\$83,563	\$87,996	\$91,321	\$97,601	\$103,882
17	\$80,926	\$83,687	\$85,572	\$90,236	\$93,607	\$100,118	\$106,630
18	\$82,856	\$83,687	\$85,572	\$90,236	\$93,607	\$100,118	\$109,377
19	\$84,786	\$87,650	\$89,589	\$94,715	\$98,179	\$105,152	\$112,125
20	\$86,717	\$89,631	\$91,598	\$96,955	\$100,465	\$107,669	\$114,873
22	\$90,577	\$93,593	\$95,616	\$97,638	\$101,222	\$108,523	\$116,143
25	\$92,028	\$97,551	\$100,312	\$103,074	\$108,602	\$114,125	\$119,652
29	\$92,951	\$98,474	\$101,236	\$103,997	\$109,525	\$115,048	\$120,576
30	\$92,951	\$98,474	\$101,236	\$103,997	\$109,525	\$115,048	\$120,576

OLENTANGY LOCAL SCHOOL DISTRICT

Salary Schedule

Olentangy Teachers Association

July 1, 2024 - June 30, 2025

Base Salary \$47,565

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45/PhD
0	\$47,565	\$49,468	\$50,895	\$53,725	\$56,388	\$59,052	\$61,716
1	\$49,553	\$51,508	\$52,964	\$56,032	\$58,743	\$61,644	\$64,546
2	\$51,541	\$53,549	\$55,033	\$58,338	\$61,097	\$64,237	\$67,376
3	\$53,530	\$55,589	\$57,102	\$60,645	\$63,452	\$66,829	\$70,206
4	\$55,518	\$57,630	\$59,171	\$62,952	\$65,806	\$69,421	\$73,036
5	\$59,494	\$61,711	\$63,309	\$65,259	\$68,161	\$72,013	\$75,866
6	\$61,483	\$63,751	\$65,378	\$67,566	\$70,515	\$74,606	\$78,696
7	\$63,471	\$65,792	\$67,447	\$69,873	\$72,870	\$77,198	\$81,526
8	\$65,459	\$67,832	\$69,516	\$72,180	\$75,224	\$79,790	\$84,357
9	\$67,447	\$69,873	\$71,585	\$74,487	\$77,579	\$82,383	\$87,187
10	\$69,435	\$71,914	\$73,654	\$76,794	\$79,933	\$84,975	\$90,017
11	\$71,424	\$73,954	\$75,723	\$79,101	\$82,287	\$87,567	\$92,847
12	\$73,412	\$75,995	\$77,793	\$81,407	\$84,642	\$90,159	\$95,677
13	\$75,400	\$78,035	\$79,862	\$83,714	\$86,996	\$92,752	\$98,507
14	\$77,388	\$80,076	\$81,931	\$86,021	\$89,351	\$95,344	\$101,337
15	\$79,376	\$82,116	\$84,000	\$88,328	\$91,705	\$97,936	\$104,167
16	\$81,365	\$84,157	\$86,069	\$90,635	\$94,060	\$100,529	\$106,997
17	\$83,353	\$86,197	\$88,138	\$92,942	\$96,414	\$103,121	\$109,828
18	\$85,341	\$88,197	\$88,138	\$92,942	\$96,414	\$103,121	\$112,658
19	\$87,329	\$90,278	\$92,276	\$97,556	\$101,123	\$108,306	\$115,488
20	\$89,318	\$92,319	\$94,345	\$99,863	\$103,478	\$110,898	\$118,318
22	\$93,294	\$96,400	\$98,483	\$100,567	\$104,258	\$111,778	\$119,626
25	\$94,788	\$100,476	\$103,321	\$106,165	\$111,859	\$117,547	\$123,241
29	\$95,739	\$101,428	\$104,272	\$107,116	\$112,810	\$118,499	\$124,192
30	\$95,739	\$101,428	\$104,272	\$107,116	\$112,810	\$118,499	\$124,192

OLENTANGY LOCAL SCHOOL DISTRICT

Supplemental Salary Schedules Olentangy Teachers Association July 1, 2022 - June 30, 2025

Base Salaries: July 1, 2022 - June 30, 2023 \$44,835
 July 1, 2023 - June 30, 2024 \$46,180
 July 1, 2024 - June 30, 2024 \$47,565

Group 1				
STEP	Index	FY23	FY24	FY25
0	0.1650	\$7,398	\$7,620	\$7,848
1	0.1700	\$7,622	\$7,851	\$8,086
2	0.1750	\$7,846	\$8,081	\$8,324
3	0.1800	\$8,070	\$8,312	\$8,562
4	0.1850	\$8,294	\$8,543	\$8,800
5	0.1900	\$8,519	\$8,774	\$9,037
6	0.1950	\$8,743	\$9,005	\$9,275
7	0.2000	\$8,967	\$9,236	\$9,513
8	0.2050	\$9,191	\$9,467	\$9,751
9	0.2100	\$9,415	\$9,698	\$9,989
10	0.2150	\$9,639	\$9,929	\$10,227

Group 2				
STEP	Index	FY23	FY24	FY25
0	0.1200	\$5,380	\$5,542	\$5,708
1	0.1250	\$5,604	\$5,772	\$5,946
2	0.1300	\$5,829	\$6,003	\$6,183
3	0.1350	\$6,053	\$6,234	\$6,421
4	0.1400	\$6,277	\$6,465	\$6,659
5	0.1450	\$6,501	\$6,696	\$6,897
6	0.1500	\$6,725	\$6,927	\$7,135
7	0.1550	\$6,949	\$7,158	\$7,373
8	0.1600	\$7,174	\$7,389	\$7,610
9	0.1650	\$7,398	\$7,620	\$7,848
10	0.1700	\$7,622	\$7,851	\$8,086

Group 3				
STEP	Index	FY23	FY24	FY25
0	0.1000	\$4,483	\$4,618	\$4,757
1	0.1050	\$4,708	\$4,849	\$4,994
2	0.1100	\$4,932	\$5,080	\$5,232
3	0.1150	\$5,156	\$5,311	\$5,470
4	0.1200	\$5,380	\$5,542	\$5,708
5	0.1250	\$5,604	\$5,772	\$5,946
6	0.1300	\$5,829	\$6,003	\$6,183
7	0.1350	\$6,053	\$6,234	\$6,421
8	0.1400	\$6,277	\$6,465	\$6,659
9	0.1450	\$6,501	\$6,696	\$6,897
10	0.1500	\$6,725	\$6,927	\$7,135

Group 4				
STEP	Index	FY23	FY24	FY25
0	0.0800	\$3,587	\$3,694	\$3,805
1	0.0850	\$3,811	\$3,925	\$4,043
2	0.0900	\$4,035	\$4,156	\$4,281
3	0.0950	\$4,259	\$4,387	\$4,519
4	0.1000	\$4,483	\$4,618	\$4,757
5	0.1050	\$4,708	\$4,849	\$4,994
6	0.1100	\$4,932	\$5,080	\$5,232
7	0.1150	\$5,156	\$5,311	\$5,470
8	0.1200	\$5,380	\$5,542	\$5,708
9	0.1250	\$5,604	\$5,772	\$5,946
10	0.1300	\$5,829	\$6,003	\$6,183

Group 5				
STEP	Index	FY23	FY24	FY25
0	0.0700	\$3,138	\$3,233	\$3,330
1	0.0750	\$3,363	\$3,463	\$3,567
2	0.0800	\$3,587	\$3,694	\$3,805
3	0.0850	\$3,811	\$3,925	\$4,043
4	0.0900	\$4,035	\$4,156	\$4,281
5	0.0950	\$4,259	\$4,387	\$4,519
6	0.1000	\$4,483	\$4,618	\$4,757
7	0.1050	\$4,708	\$4,849	\$4,994
8	0.1100	\$4,932	\$5,080	\$5,232
9	0.1150	\$5,156	\$5,311	\$5,470
10	0.1200	\$5,380	\$5,542	\$5,708

Group 6				
STEP	Index	FY23	FY24	FY25
0	0.0600	\$2,690	\$2,771	\$2,854
1	0.0650	\$2,914	\$3,002	\$3,092
2	0.0700	\$3,138	\$3,233	\$3,330
3	0.0750	\$3,363	\$3,463	\$3,567
4	0.0800	\$3,587	\$3,694	\$3,805
5	0.0850	\$3,811	\$3,925	\$4,043
6	0.0900	\$4,035	\$4,156	\$4,281
7	0.0950	\$4,259	\$4,387	\$4,519
8	0.1000	\$4,483	\$4,618	\$4,757
9	0.1050	\$4,708	\$4,849	\$4,994
10	0.1100	\$4,932	\$5,080	\$5,232

Group 7				
STEP	Index	FY23	FY24	FY25
0	0.0500	\$2,242	\$2,309	\$2,378
1	0.0550	\$2,466	\$2,540	\$2,616
2	0.0600	\$2,690	\$2,771	\$2,854
3	0.0650	\$2,914	\$3,002	\$3,092
4	0.0700	\$3,138	\$3,233	\$3,330
5	0.0750	\$3,363	\$3,463	\$3,567
6	0.0800	\$3,587	\$3,694	\$3,805
7	0.0850	\$3,811	\$3,925	\$4,043
8	0.0900	\$4,035	\$4,156	\$4,281
9	0.0950	\$4,259	\$4,387	\$4,519
10	0.1000	\$4,483	\$4,618	\$4,757

Group 8				
STEP	Index	FY23	FY24	FY25
0	0.0400	\$1,793	\$1,847	\$1,903
1	0.0425	\$1,905	\$1,963	\$2,022
2	0.0450	\$2,018	\$2,078	\$2,140
3	0.0475	\$2,130	\$2,194	\$2,259
4	0.0500	\$2,242	\$2,309	\$2,378
5	0.0525	\$2,354	\$2,424	\$2,497
6	0.0550	\$2,466	\$2,540	\$2,616
7	0.0575	\$2,578	\$2,655	\$2,735
8	0.0600	\$2,690	\$2,771	\$2,854
9	0.0625	\$2,802	\$2,886	\$2,973
10	0.0650	\$2,914	\$3,002	\$3,092

Group 9				
STEP	Index	FY23	FY24	FY25
0	0.0300	\$1,345	\$1,385	\$1,427
1	0.0325	\$1,457	\$1,501	\$1,546
2	0.0350	\$1,569	\$1,616	\$1,665
3	0.0375	\$1,681	\$1,732	\$1,784
4	0.0400	\$1,793	\$1,847	\$1,903
5	0.0425	\$1,905	\$1,963	\$2,022
6	0.0450	\$2,018	\$2,078	\$2,140
7	0.0475	\$2,130	\$2,194	\$2,259
8	0.0500	\$2,242	\$2,309	\$2,378
9	0.0525	\$2,354	\$2,424	\$2,497
10	0.0550	\$2,466	\$2,540	\$2,616

Group 10				
STEP	Index	FY23	FY24	FY25
0	0.0200	\$897	\$924	\$951
1	0.0210	\$942	\$970	\$999
2	0.0220	\$986	\$1,016	\$1,046
3	0.0230	\$1,031	\$1,062	\$1,094
4	0.0240	\$1,076	\$1,108	\$1,142
5	0.0250	\$1,121	\$1,154	\$1,189
6	0.0260	\$1,166	\$1,201	\$1,237
7	0.0270	\$1,211	\$1,247	\$1,284
8	0.0280	\$1,255	\$1,293	\$1,332
9	0.0290	\$1,300	\$1,339	\$1,379
10	0.0300	\$1,345	\$1,385	\$1,427

Group 11				
STEP	Index	FY23	FY24	FY25
0	0.0100	\$448	\$462	\$476
1	0.0110	\$493	\$508	\$523
2	0.0120	\$538	\$554	\$571
3	0.0130	\$583	\$600	\$618
4	0.0140	\$628	\$647	\$666
5	0.0150	\$673	\$693	\$713
6	0.0160	\$717	\$739	\$761
7	0.0170	\$762	\$785	\$809
8	0.0180	\$807	\$831	\$856
9	0.0190	\$852	\$877	\$904
10	0.0200	\$897	\$924	\$951

**R.C. 5705.412 CERTIFICATION OF
ADEQUATE REVENUE FOR CONTRACT**

The Olentangy Local School District has in effect the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendars and in future fiscal years for the term of the Master Contract between the Board and the Olentangy Teachers Association, effective from July 1, 2022 through June 30, 2025.

The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.

Emily Hatfield, Treasurer

Mark T. Raiff, Superintendent

Julie Wagner Feasel, Board President

December __, 2021