

AGENDA

Regular Meeting
Board of Education
Troy City School District
500 N. Market St., Troy, Ohio 45373
Monday, June 10, 2024 at 5:30 p.m.

- I. Call to Order
- II. Pledge of Allegiance

- III. Roll Call:
 - Mrs. Borchers _____
 - Mrs. Davis _____
 - Mr. Fox _____
 - Mrs. Packard _____
 - Mr. Redick _____

IV. Presentations

- A. Board Committee Reports

V. First Hearing of the Public

VI. Treasurer's Report

- A. Consideration of the Approval of the Minutes of the Regular Meeting of Monday, May 8, 2023.

Attached hereto and incorporated herein by reference as Exhibit A, please find a copy of the minutes of the Regular Meeting of Monday, May 13, 2024. Please review these minutes.

The adoption of the following resolution is recommended:

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves, as submitted by its Treasurer, the minutes of its Regular Meeting of Monday, May 13, 2024."

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

B. Financial Report

Respectively attached hereto and incorporated herein by reference as Exhibit B is the May 2024 SM-2, Monthly Total Revenue, Monthly Total Expenditures, Monthly Ending Balance, Schedule of Revenues, Expenditures and Changes in Fund Balances, Five Year Forecast, Appropriation Account Summary and the Investment Schedule. Please review them.

The adoption of the following resolution is recommended:

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it orders filed for the May 2024 SM-2, Monthly Total Revenue, Monthly Total Expenditures, Monthly Ending Balance, Schedule of Revenues, Expenditures and Changes in Fund Balances, Five Year Forecast, Appropriation Account Summary and the Investment Schedule."

Motion	Second	Roll Call
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_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

C. Legal Compliance to Close Fiscal Year 2023-2024

To be legally compliant it is necessary to make certain accounting entries as we close the fiscal year, which ends on June 30, 2024. The specific detail of these entries will not be known until we get to the final days of the fiscal year. The Board is being asked to authorize the Treasurer/CFO to make the necessary entries for the Amended Certificate of Estimated Resources, Supplemental Appropriations, Appropriation Modifications, Fund Advances and Fund Transfers. A full accounting of those entries will be made to the Board of Education no later than the August 2024 Regular Meeting.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it authorizes the Treasurer/CFO to make the necessary accounting entries at the close of fiscal year 2023-2024, which ends on June 30, 2024, to maintain legal compliance with applicable laws for the Amended Certificate of Estimated Resources, Supplemental Appropriations, Appropriation Modifications, Fund Advances and Fund Transfers.”

The detail of these entries will retroactively be attached to this resolution by addendum and be made a part of the minutes for this meeting and that the Board further requires a full report of these entries be made no later than the regular meeting in August 2024.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

D. 2025 Temporary Appropriations

On February 22, 2024 the Miami County Budget Commission approved the Troy City School District Official Certificate of Estimated Resources for the fiscal year beginning July 1, 2024. The total amount approved for each fund must govern the amount of appropriation from such funds. Ohio Revised Code Section 5705.38 provides authority for the Board of Education to pass a temporary appropriation measure for meeting the ordinary expenses of the district until passage of the annual appropriation measure.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves the 2024 Temporary Appropriations measure at 50% of FY '24 final appropriations to provide for meeting the ordinary expenses of the district for the fiscal year beginning July 1, 2024.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

E. Then and Now

Ohio Rev. Code 5705.41(D)(1) provides that if prior certification of funds by the fiscal officer was not obtained before the contract or order involving the expenditure of money was made, as described above, then the fiscal officer may instead certify.

Thus, the fiscal officer is certifying that there were appropriations available and funds in the treasury or in the process of collection at the time the contracts or orders were made (then), and there are still sufficient appropriations and funds in the treasury or in the process of collection at the time the certificates are being issued (now).

Therefore, it is necessary to ask the Board of Education for retroactive approval for these purchase orders.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring that it gives retroactive approval for the purchase orders listed below.”

1.	Miami Co. ESC	\$	1,5000.00	PO 243254
2.	Madcap Puppets & Education LLC	\$	735.00	PO 241077
3.	Worldwide Equipment	\$	280.00	PO 243227
4.	Johnston Farm & Indian Agency	\$	215.00	PO 243473
5.	Believe Kids	\$	885.30	PO 243495
6.	Believe Kids	\$	156.00	PO 243496
7.	36 Skate Club	\$	342.00	PO 243566
8.	Award One	\$	<u>34.50</u>	PO 243582
		\$	4,147.80	

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

VII. Superintendent’s Report

- A. Resolution accepting gifts to the Troy City School District and expressing the thanks of the Troy Board of Education

“Whereas, Ohio Revised Code §§ 3313.17 and 3313.36 authorizes boards of education to accept donations; and,

“Whereas, the quality of the education of the present and the future students of the Troy City Schools would be seriously and adversely affected without the generous, voluntary donation of property, material, money, and effort from many members of the school district community; and

“Whereas, the Troy City School District has received the following gifts from the following donors for the following purposes:

From Kentucky Fried Chicken of Troy to Heywood Elementary School, 40 chicken nugget dinners to be used for staff appreciation.....

From Tim Miller to Troy High School, graduation cap and gown to be used as needed...

From Premier Health Anesthesiology Service Network to Troy Athletic Department, to be used to for the volleyball program.....	\$	1,000.00
From Kona Ice of Troy to Troy Athletic Department, to be used as needed.....	\$	911.00
From Kona Ice of Troy to Forest Elementary School, to be used as needed.....	\$	43.00
JUNE TOTAL:	\$	1,954.00
FY TO DATE TOTALS:	\$	200,845.18

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it gratefully accepts these gifts to the Troy City School District, and that it directs the Superintendent to send letters expressing its thanks on behalf of the present and future students of the Troy City Schools for these generous gifts.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

C. Approve Contract Changes with the Troy City Education Association

The Board of Education’s negotiating team has met with representatives of the Troy City Education Association to negotiate a new contract. These meetings resulted in a tentative agreement on a three-year contract, which would be in effect from August 1, 2024 through July 31, 2027. The contract changes set forth in Exhibit C, a copy of which is attached hereto and incorporated herein by reference, were ratified by the Troy City Education Association membership at their meeting on Tuesday, May 7, 2024.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves the new negotiated contract with the Troy City Education Association as set forth in Exhibit D, a copy of which is attached hereto and incorporated herein by reference, and that it authorizes and directs the President of the Board of Education, the Treasurer, and Superintendent to sign a fiscal certificate to be incorporated by reference as a part of this contract resolution as is required by Ohio Revised Code §5705.412, a copy of which fiscal certificate is attached hereto and incorporated herein by reference as Exhibit C.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

D. Approve Contract Changes with the Troy City Support Staff Association

The Board of Education’s negotiating team has met with representatives of the Troy City Support Staff Association to negotiate a new contract. These meetings resulted in a tentative agreement on a three-year contract, which would be in effect from July 1, 2024 through

June 30, 2027. The contract changes set forth in Exhibit D, a copy of which is attached hereto and incorporated herein by reference, were ratified by the Troy City Support Staff Association membership at their meeting on Thursday, June 6, 2024.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves the new negotiated contract with the Troy City Support Staff Association as set forth in Exhibit D, a copy of which is attached hereto and incorporated herein by reference, and that it authorizes and directs the President of the Board of Education, the Treasurer, and Superintendent to sign a fiscal certificate to be incorporated by reference as a part of this contract resolution as is required by Ohio Revised Code §5705.412, a copy of which fiscal certificate is attached hereto and incorporated herein by reference as Exhibit D.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

E. Approve Girls Volleyball Trip to Columbus, Ohio

Please review Exhibit E for the Girls Volleyball Proposal for Overnight/Extended Student Trip to Columbus, Ohio from July 19, 2024 to July 21, 2024.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the proposed Girls Volleyball trip to Columbus, Ohio from July 19, 2024 to July 21, 2024 as set forth in Exhibit E, be approved.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

F. Honors American History Textbook Purchase

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, it approves the purchase of American History: Connecting with the Past, AP Edition textbooks for Troy High School students to support the Honors American History course of study.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

G. Personnel Items

Attached hereto and incorporated herein by reference as Exhibit F are the June personnel items. Please review them.

The adoption of the following resolution is recommended:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the personnel actions, as set forth in Exhibit F, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

VIII. Second Hearing of the Public

IX. Adjournment

Motion	Second		Roll Call
_____	_____	Mrs. Borchers	_____
_____	_____	Mrs. Davis	_____
_____	_____	Mr. Fox	_____
_____	_____	Mrs. Packard	_____
_____	_____	Mr. Redick	_____

MINUTES

Regular Meeting
Board of Education
Troy City School District
Alumni Room
Troy Memorial Stadium
Troy, Ohio 45373
Monday, May 13, 2024 at 5:30 p.m.

The Board of Education of the Troy City School District met in a Regular Session at the Troy Memorial Stadium, Troy, OH 45373, at 5:30 P.M. on Monday, May 13, 2024. The President of the Board of Education, Mrs. Sue Borchers, presided. Following the Pledge of Allegiance, Jeff Price, Treasurer called the roll and the following members of the Board of Education were present: Mrs. Borchers, Mrs. Davis, Mr. Fox, Mrs. Packard, and Mr. Redick. Also in attendance were several administrators and visitors.

PRESENTATIONS

- Recognition of Retirees – Mr. Dilbone/Mrs. Borchers/ Mr. Piper
- Board Committee Reports
- Hearts Around the USA – 2nd Grade Kyle Elementary Students
- Board Policy Revision – Mr. Chris Piper

FIRST HEARING OF THE PUBLIC

President Borchers called for the First Hearing of the Public to which there was no response.

RESOLUTION 24-046

TREASURER'S REPORT

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox:

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves, as submitted by its Treasurer, the minutes of its Regular Meeting of Tuesday, April 9, 2024."

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-047

FINANCIAL REPORT

The adoption of the following resolution was moved by Mr. Redick and seconded by Mrs. Packard:

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it orders filed for audit the April 2024 SM-2, Monthly Total Revenue, Monthly Total Expenditures, Monthly Ending Balance, Schedule of Revenues, Expenditures and Changes in Fund Balances, Five-Year Forecast, Appropriation Account Summary, the Investment Schedule and the Quarterly Income Tax Settlement."

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-048

FIVE-YEAR FINANCIAL FORECAST FOR FISCAL YEARS ENDING JUNE 30, 2024 THROUGH 2028

The adoption of the following resolution was moved by Mr. Redick and seconded by Mrs. Davis:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that in accordance with Ohio Revised Code (OARC) section 5705.391 it approves the Five-Year Financial Forecast for Fiscal Years ending June 30, 2024 through 2028 including assumptions for submission to the Ohio Department of Education (ODE), a copy of which is attached hereto and incorporated herein by reference as Exhibit C.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-049

THEN AND NOW

The adoption of the following resolution was moved by Mr. Fox and seconded by Mrs. Davis:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring that it gives retroactive approval for the purchase orders listed below.”

1. Calendly.com	\$ 96.00	PO 242982
2. W.S. Electronics	<u>\$ 7.20</u>	PO 242997
	\$ 103.20	

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-050

RESOLUTION AUTHORIZING THE SCHOOL DISTRICT TO EARMARK DOLLARS TO THE MAINTENANCE FUND (FUND 034)

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the Resolution Authorizing the School District to Earmark Dollars to the Maintenance Fund (Fund 034), as set forth in Exhibit D, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-051

RESOLUTION DELEGATING AUTHORITY TO CONDUCT BUSINESS RELATED TO THE OFCC CFAP PROJECT, INCLUDING CHANGE ORDER AUTHORITY

The adoption of the following resolution was moved by Mr. Redick and seconded by Mrs. Packard:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the Resolution Delegating Authority to Conduct Business Related to the OFCC CFAP Project, Including Change Order Authority, as set forth in Exhibit E, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

**RESOLUTION 24-052 RESOLUTION TO REJECT ALL BIDS AND REAUTHORIZE RE-BIDDING OF THE ABOVE
GROUND FUEL TANK PROJECT**

The adoption of the following resolution was moved by Mr. Fox and seconded by Mr. Redick:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the Resolution to Reject All Bids and Reauthorize Re-Bidding of the Above Ground Fuel Tank Project, as set forth in Exhibit F, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-053 P.I. LEVY RENEWAL DISCUSSION

RESOLUTION 24-054 SUPERINTENDENT’S REPORT

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mrs. Davis:

“Whereas, Ohio Revised Code Sections 3313.17 and 3313.36 authorizes boards of education to accept donations; and

“Whereas, the quality of the education of the present and the future students of the Troy City Schools would be seriously and adversely affected without the generous, voluntary donation of property, material, money, and effort from many members of the School District community; and

“Whereas, the Troy City School District has received the following gifts from the following donors for the following purposes:

From Candace Deaville to Hook Elementary School, several boxes of school supplies be used as needed.....

From Boston Stokers to Hook Elementary School 38 drink tokens be given to teachers for Teacher Appreciation Week.....

From Sarah Watkins to Troy High School, one cap and gown to be used as needed for a student.....

From Jolee Lowman to Troy High School, one cap and gown to be used as needed for a student.....

From Chad Brogan to Troy Athletic Department, mileage for driving the football Trailer to the following locations.....

- | | |
|--|-----------|
| • Scrimmage @Princeton High School | 120 miles |
| • Game @ Welcome Stadium vs Dunbar High School | 47 miles |
| • Game @ Greenville High School | 54 miles |
| • Game @ Tipp City High School | 14 miles |

- Game @ Xenia High School 74 miles
- Game @ Fairborn High School 51 miles
- Playoff Game @ Welcome Stadium vs Withrow High School 47 miles

From Andrew & Jessi McMullen to Troy High School, to be applied to the Fred McMullen Scholarship Fund.....	\$	690.00
From Ohiopyle Prints, Inc. to Troy Athletic Department, to be used as needed.....	\$	4.33
From Robin Zahumensky to ASL Club, to be used as needed.....	\$	100.00
From Troy Foundation to Troy Junior High School, to be applied to the Washington DC Scholarship Fund.....	\$	1,505.00
From Long Shots to Van Cleve 6 th Grade Building, to be used as needed.....	\$	525.00
From Kona Ice of Troy to Cookson Elementary School, to be used as needed.....	\$	78.00
From Kona Ice of Troy to Forest Elementary School, to be used as needed.....	\$	71.00
From Kris Pascale to Forest Elementary School, to be used to cover the charge of a lost classroom charger.....	\$	20.00
MAY TOTAL:	\$	3,186.02
FY TO DATE TOTALS:	\$	198,891.85

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it gratefully accepts these gifts to the Troy City School District and that it directs the Superintendent to send letters expressing its thanks on behalf of the present and future students of the Troy City Schools for these generous gifts.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-055

BOARD ACTION ON APPEALS OF COMPLAINT REVIEW DECISIONS

Whereas pursuant to Administrative Guideline 9130 Complaint Review Committee Procedures, a committee was formed to review the complaint. The committee made recommendations to the Superintendent who then made the following decision about the books:

- Beyond Magenta - removed from circulation
- Being Transgender - retained in the high school library
- Becoming Nicole - retained in the high school library
- Magical Boy - moved from the junior high library to the high school library
- Freakboy - retained in the high school library
- Pumpkin: This Year's a Drag - retained in the high school library
- Being Jazz: My Life as a (Transgender) Teen - retained in the high school library.
- Some Assembly Required: The Not-So-Secret Life of a Transgender Teen - retained in the high school library
- Middle School is a Drag: You Better Werk! - retained in the Van Cleve library.

Whereas the Board has had access to all materials made available to the committee as well as to the minutes of each meeting of the committee;

Therefore be it resolved by the Troy City Schools District Board of Education as follows:

The adoption of the following resolution was moved by Mr. Redick and seconded by Mrs. Packard

1. Book Title: Beyond Magenta

The Board affirms the decision of the Superintendent to remove this book from the library.

Rationale:

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

The adoption of the following resolution was moved by Mr. Fox and seconded by Mrs. Davis

2. Book Title: Being Transgender

The Board reverses the decision of the Superintendent to maintain this book in the library.

Rationale:

Roll call: yeas – Davis and Fox; nays – Borchers, Packard, and Redick;

Motion failed.

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Redick

3. Book Title: Becoming Nicole

The Board affirms the decision of the Superintendent to maintain tis book in the library.

Rationale:

Roll call: yeas – Borchers, Packard, and Redick; nays – Davis and Fox;

Motion passed.

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mrs. Borchers

4. Book Title: Magical Boy

The Board affirms the decision of the Superintendent to maintain this book in the library.

Rationale: Age Inappropriate

Roll call: yeas – Borchers and Packard; nays – Davis, Fox, and Redick;

Motion failed.

The adoption of the following resolution was moved by Mr. Fox and seconded by Mrs. Davis

5. Book Title: Freakboy

The Board reverses the decision of the Superintendent to maintain this book in the library.

Rationale:

Roll call: yeas – Davis and Fox; nays – Borchers, Packard, and Redick;

Motion failed.

The adoption of the following resolution was moved by Mr. Fox and seconded by Mrs. Davis

6. Book Title: Pumpkin This Year's Drag

The Board reverses the decision of the Superintendent to maintain this book in the library.

Rationale:

Roll call: yeas – Davis and Fox; nays – Borchers, Packard, and Redick;

Motion failed.

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mrs. Borchers

7. Book Title: Being Jazz: My Life as a (Transgender) Teen

The Board affirms the decision of the Superintendent to maintain this book in the library.

Rationale:

Roll call: yeas – Borchers, Packard, and Redick; nays – Davis and Fox;

Motion passed.

The adoption of the following resolution was moved by Mrs. Borchers and seconded by Mrs. Packard

8. Book Title: Some Assembly Required: The Not-So-Secret Life of a Transgender Teen

The Board affirms the decision of the Superintendent to maintain this book in the library

Rational: Insinuating Rape, Profanity, Explicit Sexual Activity

Roll call: yeas – Borchers and Packard; nays – Davis, Fox, and Redick;

Motion failed.

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Redick

9. Book Title: Middle School is a Drag: You Better Werk!

The Board affirms the decision of the Superintendent to maintain this book in the library

Rationale:

Roll call: yeas – Borchers, Packard, and Redick; nays – Davis and Fox;

Motion passed.

RESOLUTION 24-056

APPROVE TROY BOYS' BASKETBALL TRIP TO NEW PHILADELPHIA, OH

The adoption of the following resolution was moved by Mr. Fox and seconded by Mr. Trostle

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the proposed Troy Boys Basketball Trip to New Philadelphia, OH from June 12, 2024 to June 14, 2024 as set forth in Exhibit G, be approved."

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-057

AWARDING OF 328 DIPLOMAS

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that each of the 328 individuals be graduated from Troy High School on May 25, 2024, provided that each of them satisfies all financial obligations due to the Troy City School District and further provided that each of them completes all graduation requirements of the Troy City School District Board of Education and of the State of Ohio Board of Education."

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-058

APPROVE FEDERAL LUNCH PROGRAM AND FREE AND REDUCED-PRICE LUNCHES AND BREAKFASTS

The adoption of the following resolution was moved by Mr. Redick and seconded by Mrs. Davis:

"Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the Troy City School District participates in the federal lunch and breakfast program during the 2023-2024 school year."

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-059

**MIAMI COUNTY & MONTGOMERY COUNTY EDUCATIONAL SERVICE CENTER
RESOLUTION**

The adoption of the following resolution was moved by Mr. Fox and seconded by Mrs. Davis:

Whereas, Ohio Revised Code §3313.843 was amended by House Bill 153 of the 129th General Assembly in June 2011 to provide that the board of education of each city, exempted village or local school district with an average daily student enrollment of 16,000 or less, must enter into an agreement with the governing board of an educational service center, under which the educational service center shall provide services to the district ^[1]; and

Whereas, Ohio Revised Code §3313.843 was amended by House Bill 153 of the 129th General Assembly in June 2011 to provide that the board of education of a city, exempted village, or local school district with an average daily student enrollment of more than 16,000 may enter into an agreement with the governing board of an educational service center under which the educational service center shall provide services to the district ^[2]; and

Whereas, any agreement entered into under §3313.843 shall be filed with the Department of Education by the first day of July of the school year for which the agreement is in effect ^[3]; and

Whereas, the Troy City School District Board of Education (hereinafter, the “Board of Education”) has an average daily student enrollment less than 16,000; and

Whereas, the Board of Education desires to enter into an agreement with the Miami County & Montgomery County Educational Service Center (“ESC”) to be in compliance with Ohio Revised Code §3313.843 and to provide services delineated in the Agreement.

Be it resolved by the Board of Education of the Troy City School District that:

SECTION I

The Board of Education, in compliance with Ohio Revised Code §3313.843, hereby authorizes and approves the Agreement with the Miami County ESC 7 Montgomery County ESC for the provision of services as detailed in the service agreement.

The effective date of this agreement is **July 1, 2022**. This agreement shall be effective until terminated by either the Troy City Board of Education or the Miami County & Montgomery County Educational Service Center by giving the other party written notice in advance of the termination date according to state law.

SECTION II

It is found and determined that all formal action of this Board of Education concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board that resulted in such formal action were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

RESOLUTION 24-060

PERSONNEL ITEMS

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Redick:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the personnel actions, as set forth in Exhibit H, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

SECOND HEARING OF THE PUBLIC

President Borchers called for the Second Hearing of the Public to which there was the following response:

- Kay Freely – Book Appeal

RESOLUTION 24-061 ADJOURNMENT

It was moved by Mr. Fox seconded by Mrs. Packard that the meeting be adjourned at 8:11 p.m.

Roll call: yeas –Borchers, Davis, Fox, Packard and Redick; nays – none;

Motion carried.

Sue Borchers, President

Jeff Price, Treasurer

To: Chris Piper
From: Dave Dilbone
Date: May 8, 2024
Subject: Personnel Agenda: May 13, 2024 Board of Education Meeting

Exhibit: H

I. RESIGNATIONS, RETIREMENTS and DISCHARGE

Kaleigh Baker-- Substitute teacher, resignation effective 4/19/2024
Rhonda Baker-- Behavior Support Assistant, Van Cleve, resignation contingent on being hired as an Administrative Assistant, Heywood, effective 5/30/2024
Mackenzie Banta-- English teacher, Junior High, resignation effective 5/31/2024
Barbara Daffner-- Assistant Elementary Kitchen Manager/Cook, Heywood, retirement effective 5/30/2024
Ethan Flanery-- Substitute teacher, resignation effective 5/14/2024
Jamie Gregorovic-- Substitute teacher, resignation effective 5/2/2024
Larry Griffiths-- Substitute teacher, resignation effective 4/26/2024
Peyton Horner-- 2nd grade teacher, Hook, resignation effective 5/31/2024
Emily Kolakowski-- Educational Assistant, Concord, resignation contingent on being hired as a Library Assistant, Concord, effective 5/30/2024
Richard Michael-- Classified substitute, resignation effective 4/10/2024
Cynthia O'Neal-- Classified substitute, resignation effective 5/30/2024
Christina Panagouleas-Stephens-- Substitute Teacher, resignation effective 5/7/2024
Jodi Petty-- Principal, Heywood, resignation effective 6/25/2024
Lynn Richied-- Substitute Teacher, resignation effective 5/30/2024
Laura Schanfish-- American Sign Language teacher, High School, resignation effective 5/31/2024
Jeff Schultz-- Assistant Principal, High School, retirement effective 7/31/2024
John Slonaker-- Tutor-Music, resignation effective 4/15/2024
Brenda Wagner-- Food Service Assistant, Cookson, resignation contingent on being hired as Assistant Elementary Kitchen Manager & Cook, Heywood, effective 5/30/2024
Shaun Wenrick-- 3rd Grade Teacher, Concord, resignation effective 5/31/2024

II. LEAVES OF ABSENCE

Madison Quinter-- Request an unpaid childrearing leave of absence to begin when all sick and personal leave days are exhausted until her anticipated return date of November 11, 2024.

III. RENEWALS

Administrative

3-yr contracts, effective August 1, 2024

Matt Dillon	Penny Johnson	Maurice Sadler
David Fong	Danielle Romine	Jeff Greulich

IV. EMPLOYMENTS • all subject to proper certification and experience, where required, and contingent upon negative fingerprinting results.

A. Teaching

Mikaela Fiehn-- Intervention Specialist, Junior High, B/Step 5, effective 8/14/2024
Kaitlyn Hammond-- 1 Year Only Intervention Specialist, Hook, B/Step 1, effective 8/14/2024
James Jansen-- Math Teacher, Junior High, M/Step 7, effective 8/14/2024
Deven King-- Math Teacher, Junior High, M/Step 12, effective 8/14/2024
Danielle Miller-- American Sign Language (ASL) Teacher, High Schools, B+/Step 11, effective 8/14/2024
Kristen Owens-- English Teacher, High Schools, M+/Step 11, effective 8/14/2024
Allyson Payne-- 1 Year Only English Teacher, B/Step 2, effective 8/14/2024
Lauren Rowlands-- English Teacher, Junior High, B+/Step 10, effective 8/14/2024
Caleb South-- Intervention Specialist, High School, B/Step 2, effective 8/14/2024

B. Classified

Rhonda Baker-- Administrative Assistant, Heywood, Step 9, effective 8/1/2024
Emily Kolakowski-- Library Assistant, Concord, Step 11, effective 8/16/2024
Brenda Wagner-- Assistant Elementary Kitchen Manager & Cook, Heywood, Step 4, effective 8/19/2024

C. Certified Substitutes at \$135.00/day and/or substitute athletic workers for the 2023-2024 and 2024-2025 school year, as needed, contingent upon proper certification and criminal record report:

Brian Brewer	C. Adam Fine	Charles Karnehm
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D. Classified Substitutes at Step 1 of the appropriate classification and/or substitute athletic workers for the 2023-2024 and 2024-2025 school year, as needed, contingent upon proper certification, where required, and criminal record report:

Narsing Dasari

Scott Howes

Jade Perry

E. Supplemental Contracts

1. Certified

Alexis Hagerman-- Volleyball: Varsity Head Coach, Girls, Yr 2, Step 2, Cat 2, 2024-2025

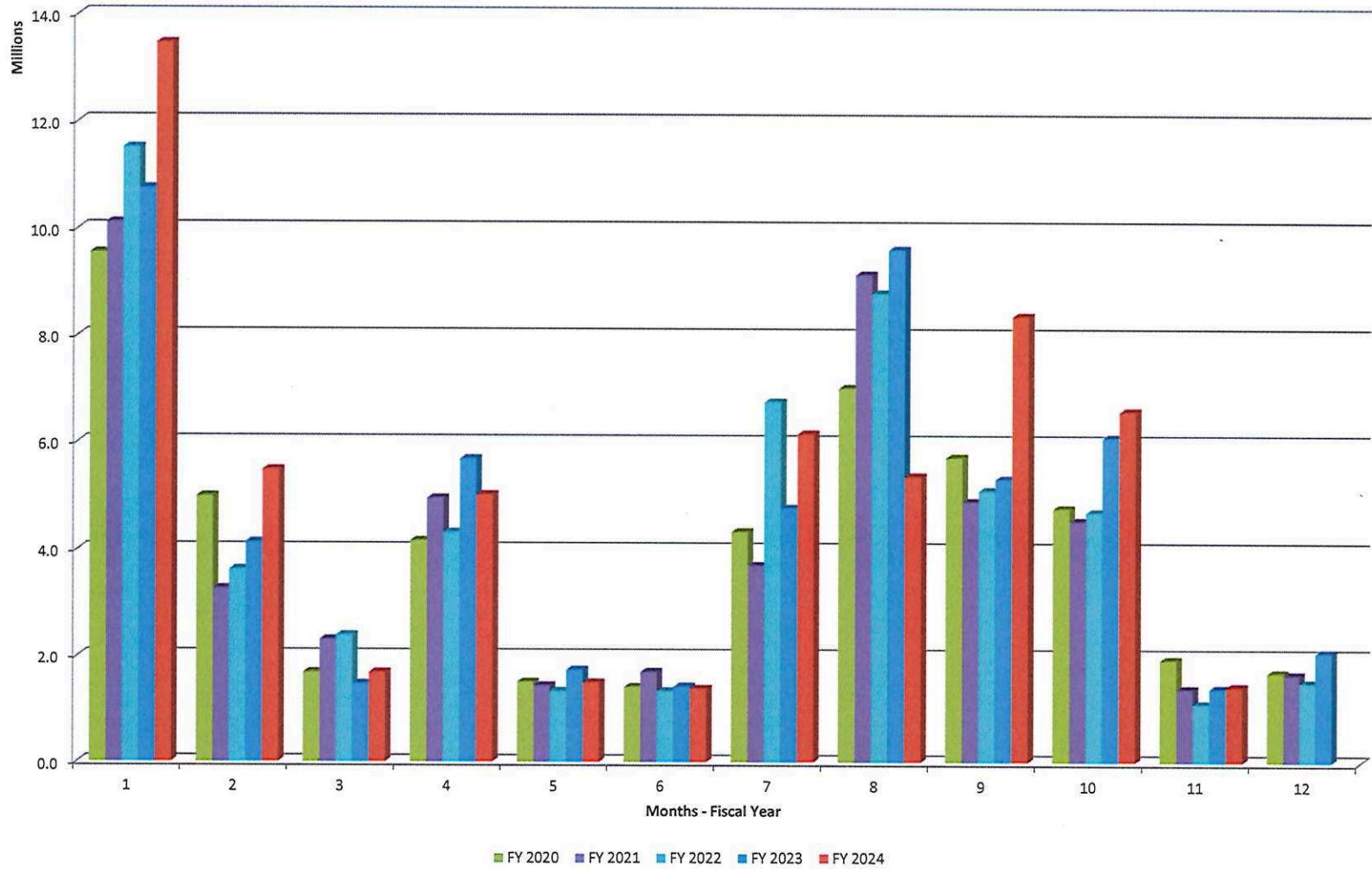
TROY CITY SCHOOL DISTRICT

Spending Plan Summary

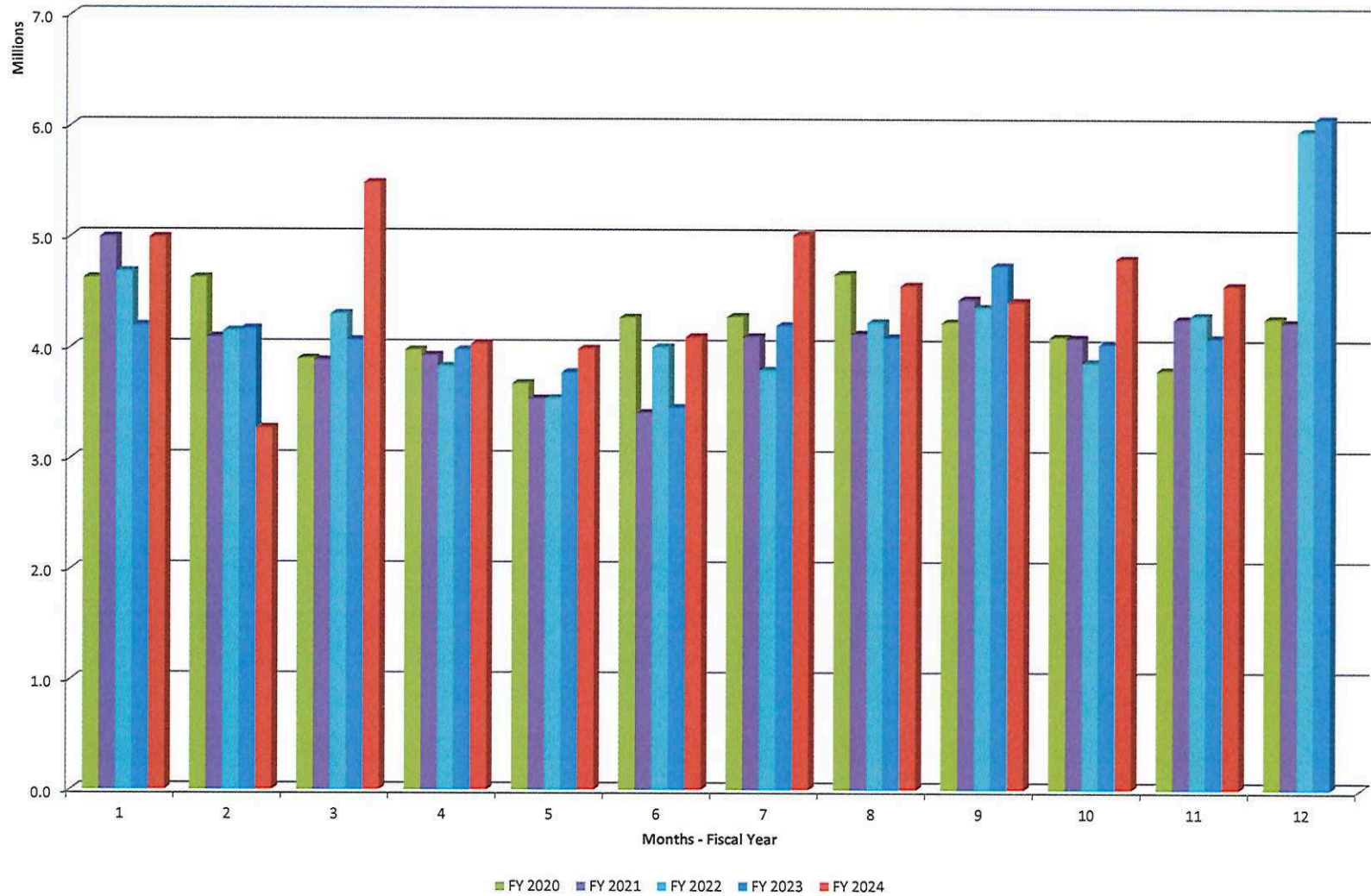
EXHIBIT: B

ODE Line Number	Monthly Estimate	Monthly Actual	Monthly Difference	FYTD Estimate	FYTD Actual	FYTD Difference
01.010 General Property (Real Estate)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 20,721,130.00	\$ 20,892,850.70	\$ 171,720.70
01.020 Tangible Personal Property Tax	0.00	0.00	0.00	0.00	0.00	0.00
01.030 Income Tax	0.00	0.00	0.00	14,345,327.00	14,056,899.64	(288,427.36)
01.035 Unrestricted Grants-in-Aid	1,405,969.14	1,183,796.86	(222,172.28)	15,191,985.83	14,049,603.25	(1,142,382.58)
01.040 Restricted Grants-in-Aid	82,385.47	93,344.45	10,958.98	910,614.53	1,259,380.17	348,765.64
01.045 Restricted Federal Grants-in-Aid - SFSF	0.00	0.00	0.00	0.00	0.00	0.00
01.050 State Share of Local Property Taxes	0.00	0.00	0.00	2,049,361.00	2,075,129.01	25,768.01
01.060 All Other Operating Revenue	66,275.32	151,479.53	85,204.21	1,766,774.68	3,380,593.44	1,613,818.76
01.070 Total Revenue	1,554,629.93	1,428,620.84	(126,009.09)	54,985,193.04	55,714,456.21	729,263.17
02.010 Proceeds from Sale of Notes	0.00	0.00	0.00	0.00	0.00	0.00
02.020 State Emergency Loans & Advancements (Approved)	0.00	0.00	0.00	0.00	0.00	0.00
02.040 Operating Transfers-In	0.00	0.00	0.00	0.00	508.20	508.20
02.050 Advances-In	0.00	0.00	0.00	811,654.23	811,654.23	0.00
02.060 All Other Financial Sources	14,049.98	7,500.00	(6,549.98)	113,450.02	8,550.14	(104,899.88)
02.070 Total Other Financing Sources	14,049.98	7,500.00	(6,549.98)	925,104.25	820,712.57	(104,391.68)
02.080 Total Revenues and Other Financing Sources	1,568,679.91	1,436,120.84	(132,559.07)	55,910,297.29	56,535,168.78	624,871.49
03.010 Personal Services	2,517,383.56	2,782,400.10	265,016.54	27,503,322.44	28,904,807.30	1,401,484.86
03.020 Employees' Retirement/Insurance Benefits	1,067,180.69	922,391.74	(144,788.95)	11,844,495.31	11,738,141.94	(106,353.37)
03.030 Purchased Services	476,514.11	779,131.12	302,617.01	6,260,216.89	6,837,075.32	576,858.43
03.040 Supplies and Materials	114,788.56	75,456.90	(39,331.66)	1,201,545.44	885,634.13	(315,911.31)
03.050 Capital Outlay	56,457.27	1,982.90	(54,474.37)	529,602.73	124,624.76	(404,977.97)
03.060 Intergovernmental	0.00	0.00	0.00	0.00	0.00	0.00
04.010 Debt Service: All Principal (Historical)	0.00	0.00	0.00	0.00	0.00	0.00
04.020 Debt Service: Principal-Notes	0.00	0.00	0.00	0.00	0.00	0.00
04.030 Debt Service: Principal - State Loans	0.00	0.00	0.00	0.00	0.00	0.00
04.040 Debt Service: Principal - State Advancements	0.00	0.00	0.00	0.00	0.00	0.00
04.050 Debt Service: Principal - HB 264 Loans	0.00	0.00	0.00	63,303.57	63,303.56	(0.01)
04.055 Debt Service: Principal - Other	0.00	0.00	0.00	0.00	0.00	0.00
04.060 Debt Service: Interest and Fiscal Charges	0.00	0.00	0.00	0.00	0.00	0.00
04.300 Other Objects	58,101.24	1,520.75	(56,580.49)	720,819.76	680,235.68	(40,584.08)
04.500 Total Expenditures	4,290,425.43	4,562,883.51	272,458.08	48,123,306.14	49,233,822.69	1,110,516.55
05.010 Operational Transfers - Out	0.00	0.00	0.00	0.00	2,471.00	2,471.00
05.020 Advances - Out	0.00	0.00	0.00	0.00	0.00	0.00
05.030 All Other Financing Uses	0.00	0.00	0.00	0.00	0.00	0.00
05.040 Total Other Financing Uses	0.00	0.00	0.00	0.00	2,471.00	2,471.00
05.050 Total Expenditure and Other Financing Uses	4,290,425.43	4,562,883.51	272,458.08	48,123,306.14	49,236,293.69	1,112,987.55
06.010 Excess Rev & Oth Financing Sources over(under) Exp & Oth F	(2,721,745.52)	(3,126,762.67)	(405,017.15)	7,786,991.15	7,298,875.09	(488,116.06)
07.010 Cash Balance-July1 -Excluding Proposed Renew/Replace & New	0.00	27,254,765.93	27,254,765.93	16,829,128.17	16,829,128.17	0.00
07.020 Cash Balance June 30	(2,721,745.52)	24,128,003.26	26,849,748.78	24,616,119.32	24,128,003.26	(488,116.06)
08.010 Estimated Encumbrances June 30	0.00	1,467,898.58	1,467,898.58	0.00	1,467,898.58	1,467,898.58

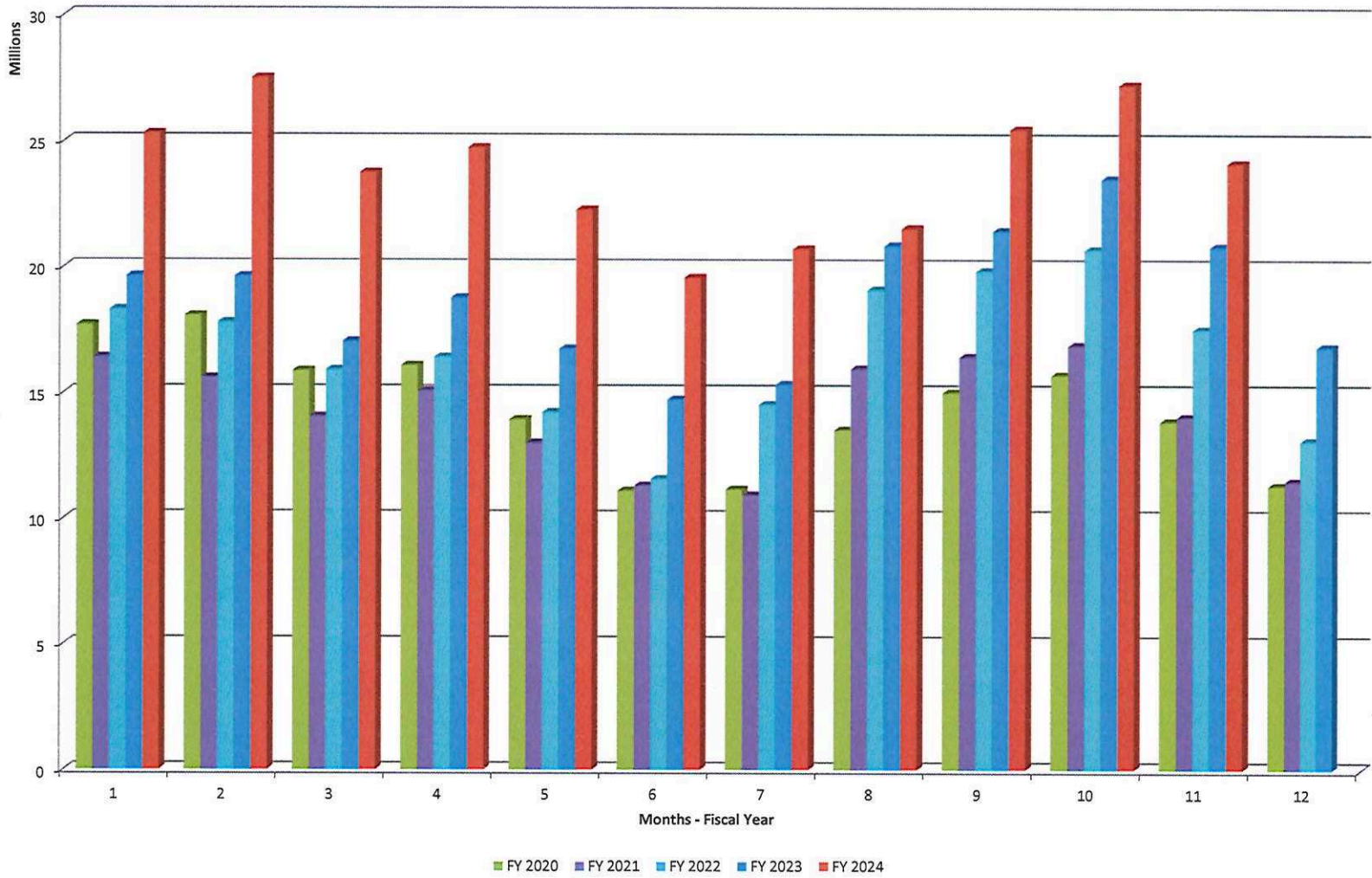
Monthly Total Revenue May 31, 2024



Monthly Total Expenditures May 31, 2024



Monthly Ending Balance May 31, 2024



Troy City Schools Monthly Financial Report
General Fund

Five Year Forecast Report
3 Year Comparison
July 1, 2021 through June 30, 2024

Forecast Line	May	FY 2022	FY 2023	FY 2024	2024 Forecast	% of Budget Rec'd to Date
REVENUES						
1.01	General Property (Real Estate)	18,369,977	18,602,595	20,892,851	20,892,851	100%
1.02	Tangible Personal Property Tax	0	0	0	0	0%
1.03	Income Tax	13,030,843	14,133,327	14,056,900	14,056,900	100%
1.035	Unrestricted Grants-in-Aid	15,071,027	14,212,931	14,049,603	16,263,058	86%
1.04	Restricted Grants-in-Aid	449,999	911,378	1,259,380	1,399,243	90%
1.045	Restricted Grants-in-Aid- SFSF	0	0	0	0	0%
1.05	Property Tax Allocation	1,673,661	1,864,628	2,075,129	2,075,129	100%
1.06	All Other Operating Revenue	2,221,502	2,007,106	3,380,593	3,241,137	104%
1.07	Total Revenue	50,817,009	51,731,965	55,714,456	57,928,318	96%
OTHER FINANCIANG SOURCES						
2.01	Proceeds from Sale of Notes	0	0	0	0	0%
2.02	State Emergency Loans & Adv.	0	0	0	0	0%
2.04	Operating Transfers-In	1,669	1,921	508	2,500	0%
2.05	Advances-In	34,236	695,111	811,654	20,000	0%
2.06	All Other Financial Sources	266,772	120,314	8,550	127,500	0%
2.07	Total Other Financing Sources	302,677	817,346	820,713	150,000	0%
2.08	Total Rev. & Other Fin. Sources	51,119,686	52,549,311	56,535,169	58,078,318	97%
EXPENDITURES						
3.01	Personnel Services	26,231,647	28,129,874	28,904,807	31,346,889	92%
3.02	Employees' Ret. & Ins. Benefits	11,182,229	9,785,356	11,738,142	12,911,676	91%
3.03	Purchased Services	5,912,125	5,209,195	6,837,075	6,736,731	101%
3.04	Supplies & Materials	818,888	926,052	885,634	1,316,334	67%
3.05	Capital Outlay	296,119	67,483	124,625	586,060	21%
3.06	Intergovernmental	0	0	0	0	0%
4.01	Debt Service: All Principal (Hist.)	0	0	0	0	0%
1.02	Debt Service: Principal - Notes	0	0	0	0	0%
4.03	Debt Service: Principal - St. Loans	0	0	0	0	0%
4.04	Debt Service: Principal - St. Adv.	0	0	0	0	0%
4.05	Debt Service: Principal - HB 264	56,973	56,973	63,304	88,625	71%
4.055	Debt Service: Principal - Other	0	0	0	0	0%
4.06	Debt Service: Int. & Fiscal Charges	0	0	0	0	0%
4.3	Other Objects	552,440	620,208	680,236	814,458	84%
4.5	Total Expenditures	45,050,422	44,795,140	49,233,823	53,800,773	92%
OTHER FINANCING USES						
5.01	Operational Transfers - Out	0	0	2,471	0	0%
5.02	Advances - Out	0	0	0	0	0%
5.03	All Other Financing Uses	0	0	0	0	0%
5.04	Total Other Financing Uses	0	0	2,471	0	0%
5.05	Total Exp. and Other Fin. Uses	45,050,422	44,795,140	49,236,294	53,800,773	92%
6.01	Excess Rev. & Other Fin. Sources	6,069,264	7,754,171	7,298,875	4,277,545	
7.01	Beginning Cash Balance	11,445,260	13,065,120	16,829,128	16,829,131	
7.02	Ending Cash Balance	17,514,524	20,819,291	24,128,003	21,106,676	

TROY CITY SCHOOL DISTRICT

MIAMI

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2021, 2022 and 2023 Actual;
Forecasted Fiscal Years Ending June 30, 2024 Through 2028

	Actual				Forecasted				
	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Average Change	Fiscal Year 2024	Fiscal Year 2025	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028
5/13/2024									
Revenues									
1.010 General Property Tax (Real Estate)	\$17,100,462	\$18,369,977	\$18,602,595	4.3%	\$20,892,851	\$21,212,319	\$19,639,393	\$16,530,215	\$14,992,660
1.020 Tangible Personal Property Tax									
1.030 Income Tax	11,912,368	13,030,843	14,133,327	8.9%	14,056,900	14,267,754	14,481,770	14,698,996	14,919,481
1.035 Unrestricted State Grants-in-Aid	15,613,362	16,122,166	15,430,792	-0.5%	16,263,058	16,263,058	16,263,058	16,263,058	16,263,058
1.040 Restricted State Grants-in-Aid	312,726	840,759	1,570,871	127.8%	1,399,243	699,621			
1.045 Restricted Federal Grants-in-Aid - SFSF									
1.050 State Share of Local Property Taxes	1,657,687	1,673,661	1,864,628	6.2%	2,075,129	2,101,048	2,101,048	2,101,048	2,101,048
1.060 All Other Revenues	2,510,686	2,289,338	2,211,570	-6.1%	3,241,137	2,741,137	2,600,000	2,600,000	2,600,000
1.070 Total Revenues	49,107,291	52,326,744	53,813,783	4.7%	57,928,318	57,284,937	55,085,269	52,193,318	50,876,248
Other Financing Sources									
2.010 Proceeds from Sale of Notes									
2.020 State Emergency Loans and Advancements (Approved)									
2.040 Operating Transfers-In	2,863	1,669	1,921	-13.3%	2,500				
2.050 Advances-In	16,282	34,236	695,111	1020.3%	20,000				
2.060 All Other Financing Sources	130,783	266,772	120,314	24.5%	127,500				
2.070 Total Other Financing Sources	149,928	302,677	817,346	136.0%	150,000				
2.080 Total Revenues and Other Financing Sources	49,257,219	52,629,421	54,631,129	5.3%	58,078,318	57,284,937	55,085,269	52,193,318	50,876,248
Expenditures									
3.010 Personal Services	27,254,129	28,699,434	31,185,911	7.0%	31,346,889	32,899,017	34,301,578	35,554,572	36,807,566
3.020 Employees' Retirement/Insurance Benefits	12,390,350	12,862,386	10,773,397	-6.2%	12,911,676	13,324,850	13,991,092	14,690,647	15,425,179
3.030 Purchased Services	7,577,835	6,891,258	6,060,896	-10.6%	6,736,731	6,938,833	7,146,998	7,361,408	7,582,250
3.040 Supplies and Materials	878,142	910,872	1,039,954	8.9%	1,316,334	1,355,824	1,396,499	1,438,394	1,481,546
3.050 Capital Outlay	365,804	321,427	298,200	-9.7%	586,060	950,000	950,000	950,000	950,000
3.060 Intergovernmental									
Debt Service:									
4.010 Principal-All (Historical Only)									
4.020 Principal-Notes									
4.030 Principal-State Loans									
4.040 Principal-State Advancements									
4.050 Principal-HB 264 Loans	75,964	75,964	75,964		88,625	25,321			
4.055 Principal-Other									
4.060 Interest and Fiscal Charges									
4.300 Other Objects	511,072	553,107	621,144	10.3%	814,458	800,000	800,000	800,000	800,000
4.500 Total Expenditures	49,053,296	50,314,448	50,055,466	1.0%	53,800,773	56,293,845	58,586,167	60,795,021	63,046,541
Other Financing Uses									
5.010 Operating Transfers-Out									
5.020 Advances-Out	34,236	695,111	811,654	973.6%					
5.030 All Other Financing Uses									
5.040 Total Other Financing Uses	34,236	695,111	811,654	973.6%					
5.050 Total Expenditures and Other Financing Uses	49,087,532	51,009,559	50,867,120	1.8%	53,800,773	56,293,845	58,586,167	60,795,021	63,046,541
6.010 Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses	169,687	1,619,862	3,764,009	493.5%	4,277,545	991,093	3,500,898-	8,601,703-	12,170,293-
7.010 Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	11,275,573	11,445,260	13,065,122	7.8%	16,829,131	21,106,676	22,097,769	18,596,871	9,995,168
7.020 Cash Balance June 30	11,445,260	13,065,122	16,829,131	21.5%	21,106,676	22,097,769	18,596,871	9,995,168	2,175,125-
8.010 Estimated Encumbrances June 30	249,739	425,960	496,688	43.6%					
Reservation of Fund Balance									
9.010 Textbooks and Instructional Materials									
9.020 Capital Improvements									
9.030 Budget Reserve									
9.040 DPIA									
9.045 Fiscal Stabilization									
9.050 Debt Service									
9.060 Property Tax Advances									
9.070 Bus Purchases									
9.080 Subtotal									
10.010 Fund Balance June 30 for Certification of	11,195,521	12,639,162	16,332,443	21.1%	21,106,676	22,097,769	18,596,871	9,995,168	2,175,125-
Revenue from Replacement/Renewal Levies									
11.010 Income Tax - Renewal									
11.020 Property Tax - Renewal (5.9 in '24 & 5.8 in '25)							1,566,851	4,994,122	6,854,542
11.300 Cumulative Balance of Replacement/Renewal Levies							1,566,851	6,560,973	13,415,515
12.010 Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	11,195,521	12,639,162	16,332,443	21.1%	21,106,676	22,097,769	20,163,722	16,556,141	11,240,390
Revenue from New Levies									
13.010 Income Tax - New									
13.020 Property Tax - New									
13.030 Cumulative Balance of New Levies									
14.010 Revenue from Future State Advancements									
15.010 Unreserved Fund Balance June 30	11,195,521	12,639,162	16,332,443	21.1%	21,106,676	22,097,769	20,163,722	16,556,141	11,240,390
ADM Forecasts									
20.010 Kindergarten - October Count									
20.015 Grades 1-12 - October Count									
State Fiscal Stabilization Funds									
21.010 Personal Services SFSF									
21.020 Employees Retirement/Insurance Benefits SFSF									
21.030 Purchased Services SFSF									
21.040 Supplies and Materials SFSF									
21.050 Capital Outlay SFSF									
21.060 Total Expenditures - SFSF									

See accompanying summary of significant forecast assumptions and accounting policies

Includes: General fund, Emergency Levy fund, DPIA fund, Textbook fund and any portion of Debt Service fund related to General fund debt

TROY CITY SCHOOL DISTRICT

Appropriation Summary Report

		FYTD Appropriated	Prior Year Encumbrance	FYTD Expendable	FYTD Expended	MTD Expended	Encumbrance	Future Encumbrance	FYTD Unencumbered	
Fund:	001	\$ 51,870,253.06	\$ 531,364.25	\$ 52,401,617.31	\$ 49,236,293.69	\$	\$ 1,467,898.58	\$ 0.00	\$ 1,697,425.04	
Fund:	002	\$ 913,016.75	\$ 0.00	\$ 913,016.75	\$ 1,821,407.29	\$ 884,902.49	\$ 0.00	\$ 0.00	\$ (908,390.54)	
Fund:	003	\$ 756,500.00	\$ 369,738.34	\$ 1,126,238.34	\$ 616,451.28	\$ 71,332.71	\$ 490,580.99	\$ 0.00	\$ 19,206.07	
Fund:	004	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	006	\$ 2,286,000.00	\$ 36,541.71	\$ 2,322,541.71	\$ 2,196,327.98	\$ 222,574.04	\$ 308,351.24	\$ 0.00	\$ (182,137.51)	
Fund:	007	\$ 60,000.00	\$ 46,640.52	\$ 106,640.52	\$ 49,868.82	\$ 0.00	\$ 53,410.00	\$ 0.00	\$ 3,361.70	
Fund:	008	\$ 1,000.00	\$ 500.00	\$ 1,500.00	\$ 500.00	\$ 0.00	\$ 1,500.00	\$ 0.00	\$ (500.00)	
Fund:	009	\$ 29,500.00	\$ 0.00	\$ 29,500.00	\$ 14,058.51	\$ 874.27	\$ 804.64	\$ 0.00	\$ 14,636.85	
Fund:	010	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,639.34	\$ 1,639.34	\$ 0.00	\$ 0.00	\$ (1,639.34)	
Fund:	013	\$ 772,390.00	\$ 28,032.10	\$ 800,422.10	\$ 703,293.07	\$ 61,194.07	\$ 39,034.77	\$ 0.00	\$ 58,094.26	
Fund:	018	\$ 181,000.00	\$ 4,645.36	\$ 185,645.36	\$ 145,724.01	\$ 15,686.90	\$ 16,997.68	\$ 0.00	\$ 22,923.67	
Fund:	022	\$ 0.00	\$ 0.00	\$ 0.00	\$ 44,862.07	\$ 683.41	\$ 8,879.00	\$ 0.00	\$ (53,741.07)	
Fund:	024	\$ 6,855,000.00	\$ 11,505.50	\$ 6,866,505.50	\$ 6,322,121.46	\$ 609,751.65	\$ 9,196.00	\$ 0.00	\$ 535,188.04	
Fund:	034	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	200	\$ 69,000.00	\$ 8,155.00	\$ 77,155.00	\$ 70,214.48	\$ 9,144.73	\$ 29,160.28	\$ 0.00	\$ (22,219.76)	
Fund:	300	\$ 463,350.00	\$ 38,138.29	\$ 501,488.29	\$ 661,085.43	\$ 160,233.73	\$ 290,249.11	\$ 0.00	\$ (449,846.25)	
Fund:	401	\$ 201,068.95	\$ 13,592.98	\$ 214,661.93	\$ 179,670.18	\$ 12,649.08	\$ 15,771.60	\$ 0.00	\$ 19,220.15	
Fund:	451	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	467	\$ 49,556.47	\$ 0.00	\$ 49,556.47	\$ 49,556.47	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	499	\$ 31,517.97	\$ 0.00	\$ 31,517.97	\$ 157,990.30	\$ 6,152.00	\$ 0.00	\$ 0.00	\$ (126,472.33)	
Fund:	504	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	506	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	507	\$ 3,065,087.29	\$ 81,206.11	\$ 3,146,293.40	\$ 1,914,174.54	\$ 440,220.50	\$ 533,470.70	\$ 0.00	\$ 698,648.16	
Fund:	516	\$ 1,155,827.29	\$ 0.00	\$ 1,155,827.29	\$ 1,155,827.29	\$ 25,743.98	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	532	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	536	\$ 82,028.55	\$ 28,907.92	\$ 110,936.47	\$ 84,464.74	\$ 0.00	\$ 4,361.11	\$ 0.00	\$ 22,110.62	
Fund:	551	\$ 30,416.16	\$ 738.32	\$ 31,154.48	\$ 20,672.02	\$ 2,085.83	\$ 921.80	\$ 0.00	\$ 9,560.66	
Fund:	572	\$ 1,077,977.24	\$ 6,332.82	\$ 1,084,310.06	\$ 852,561.12	\$ 69,431.20	\$ 637.90	\$ 0.00	\$ 231,111.04	
Fund:	584	\$ 191,676.51	\$ 211.15	\$ 191,887.66	\$ 18,279.35	\$ 1,218.72	\$ 7,344.49	\$ 0.00	\$ 166,263.82	
Fund:	587	\$ 17,882.95	\$ 0.00	\$ 17,882.95	\$ 17,882.95	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	
Fund:	590	\$ 172,789.19	\$ 7,051.43	\$ 179,840.62	\$ 133,688.95	\$ 11,222.98	\$ 5,258.51	\$ 0.00	\$ 40,893.16	
Fund:	599	\$ 802,379.00	\$ 64,075.00	\$ 866,454.00	\$ 472,081.73	\$ 7,344.75	\$ 318,772.47	\$ 0.00	\$ 75,599.80	
Grand Total		\$ 71,135,217.38	\$ 1,277,376.80	\$ 72,412,594.18	\$ 66,940,697.07	\$ 7,176,969.89	\$ 3,602,600.87	\$ 0.00	\$ 1,869,296.24	



Quantity	Principal	Accrued Interest	Total Cost	+Acc/-Amort Carrying Adjust	Carrying Amount	Coupon	Date Settlement	Date Maturity
\$172,000.00	\$172,000.00	\$0.00	\$172,000.00	\$0.00	\$172,000.00	3.30%	8/24/2022	8/26/2024
\$250,000.00	\$250,000.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	5.35%	3/23/2023	9/23/2024
\$149,000.00	\$149,000.00	\$0.00	\$149,000.00	\$0.00	\$149,000.00	4.80%	11/30/2022	12/2/2024
\$151,000.00	\$151,000.00	\$0.00	\$151,000.00	\$0.00	\$151,000.00	4.50%	2/2/2023	2/3/2025
\$250,000.00	\$250,000.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	4.55%	1/31/2024	7/31/2025
\$29,000.00	\$29,000.00	\$0.00	\$29,000.00	\$0.00	\$29,000.00	0.70%	8/4/2021	8/4/2025
\$64,000.00	\$64,000.00	\$0.00	\$64,000.00	\$0.00	\$64,000.00	5.00%	8/2/2023	8/4/2025
\$81,000.00	\$81,000.00	\$0.00	\$81,000.00	\$0.00	\$81,000.00	5.00%	8/4/2023	8/4/2025
\$136,000.00	\$136,000.00	\$0.00	\$136,000.00	\$0.00	\$136,000.00	5.15%	3/26/2024	9/26/2025
\$100,000.00	\$100,000.00	\$0.00	\$100,000.00	\$0.00	\$100,000.00	4.80%	12/12/2023	12/12/2025
\$160,000.00	\$160,000.00	\$0.00	\$160,000.00	\$0.00	\$160,000.00	4.80%	1/17/2024	2/25/2026
\$136,000.00	\$136,000.00	\$0.00	\$136,000.00	\$0.00	\$136,000.00	5.00%	4/12/2024	4/13/2026
\$189,000.00	\$189,000.00	\$0.00	\$189,000.00	\$0.00	\$189,000.00	5.15%	8/20/2023	11/20/2026
\$77,000.00	\$77,000.00	\$0.00	\$77,000.00	\$0.00	\$77,000.00	4.60%	12/13/2023	12/14/2026
\$98,000.00	\$98,000.00	\$0.00	\$98,000.00	\$0.00	\$98,000.00	5.25%	6/23/2023	6/23/2027
\$173,000.00	\$173,000.00	\$0.00	\$173,000.00	\$0.00	\$173,000.00	4.65%	8/23/2023	8/23/2027

Total Securities \$ 2,215,000.00 \$2,215,000.00 \$ - \$ 2,215,000.00 \$ - \$2,215,000.00

Cash Account \$ 14,100.22

Mutual Federal

\$278,706.73	\$278,706.73	\$1,067.17	\$279,773.90	\$0.00	\$279,773.90	4.50%	8/25/2022	8/22/2024
\$275,614.03	\$275,614.03	\$1,055.33	\$276,669.36	\$0.00	\$276,669.36	4.50%	4/20/2023	4/18/2024
\$263,725.94	\$263,725.94	\$1,009.81	\$264,735.75	\$0.00	\$264,735.75	4.50%	8/4/2022	8/1/2024
\$280,648.47	\$280,648.47	\$1,074.60	\$281,723.07	\$0.00	\$281,723.07	4.50%	3/14/2024	3/13/2025

Total Securities \$ 1,098,695.17 \$1,098,695.17 \$4,206.91 \$ 1,102,902.08 \$ - \$1,102,902.08

Cash Account \$ 10,447.90

Park National

Cash Account \$ 1,289,872.86

Star Ohio \$ 1,343,002.51

Grand Total \$ 5,971,118.66

Contract Proposal Submitted by the

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 2
TEACHING CONDITIONS

2E7 SERVICE AS ACTING BUILDING PRINCIPAL

A staff member who holds a building appropriate principal's license may be appointed by the Superintendent as Acting Building Principal (Principal-In-Charge) of a building to perform the duties of the principal, except as they relate to evaluation or discipline of other staff members, on days when the building principal is absent from the district or temporarily assigned to other duties. The Principal-In-Charge will be responsible for school safety and general supervision, including any emergencies affecting the building, but shall not issue formal discipline to students, except to remove them from dangerous situations.

The Board shall provide a substitute teacher to perform the staff member's regular duties and shall compensate the staff member serving as acting principal at the rate of fifty dollars (\$50.00) a day in addition to his regular compensation.

Any staff member with appropriate licensure who is interested in serving as a Principal-In-Charge shall contact the Superintendent or his designee. All Principal-In-Charge candidates must complete a training program conducted by the central office to participate.

The Principal-In-Charge shall be covered with regard to any liability issues as if he were a current administrator. The Principal-In-Charge will work a normal work day in length depending on operational hours of the building assigned, exclusive of after school activities.

~~Every effort shall be made for all interested staff to have an equal opportunity to participate.~~

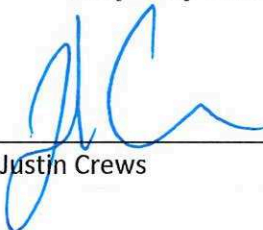
TENTATIVE AGREEMENT

Board of Education

Troy City Education Association



Chris Piper
4/25/24
6:06
Date/Time



Justin Crews
4/25/24
6:06
Date/Time

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 25, 2024

2E1 PROFESSIONAL DEVELOPMENT

The Superintendent of Schools is responsible for developing the yearly focus of the professional development program. The implementation of the district professional development program is delegated to a committee composed of teachers and administrators. The committee shall meet at least once annually to develop the annual plan for professional development. The first meeting shall occur no later than fifteen (15) days prior to the end of the previous school year.

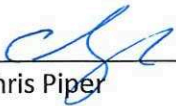
Four (4) days of professional development will be established in the annual school calendar. Three (3) of those days shall be directed by the Professional Development Committee. One (1) of those days, as determined by the calendar committee, will have opportunities created by the Professional Development Committee, but staff members may substitute ^{6 hours of} outside professional development time related to their annual goals and/or the district strategic plan for this district scheduled day upon approval of the building principal. In such cases where staff has already completed required time with approved outside opportunities, staff shall not be required to attend the Committee created day.

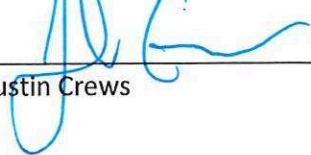
Staff members are encouraged to check with building administrators for available funds if they wish to pursue additional opportunity for professional development that are in alignment with their annual goals and/or the district strategic plan.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper
4/25/24
7:33
Date/Time

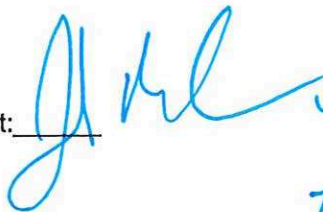

Justin Crews
4/25/24
7:33
Date/Time

2E4a CURRICULUM COMMITTEES


Curriculum study committees shall follow these guidelines:

- a. Classroom staff members who will be using the curriculum shall participate on these committees. Every effort will be made to find at least one staff member from each building affected to serve on this committee.
- b. The committee shall be provided financial information regarding a new purchase or an update, state requirements of the curriculum, and any pertinent local policies.
- c. Each curriculum committee will be charged with reviewing and updating the vertical alignment, curriculum map, pacing guide, and material for its area of study, as needed.
- d. Whenever the District determines the need to purchase/implement new core curricular materials that will be required for use, ~~(defined as all educational resources used for classroom instruction aligned with the courses of study/standards, not excluding textbooks)~~, the Curriculum Director(s) shall coordinate the efforts to ensure that teachers who will be using these materials are involved in the ~~research, piloting, and~~ selection of those materials. Teachers shall be given the opportunity and time to have input into the selection.
- e. Adoption of new curricular resources identified as a result of the work of this committee shall be made by a vote of the classroom staff members on the committee based on input from the staff members in their buildings. The date the vote will occur will be communicated to the TCEA executive committee at least 1 month in advance as well as the results, after the vote has occurred. The results of the building votes will be shared with TCEA and the Curriculum Director(s).
- f. Every effort will be made to minimize paperwork (busywork) of the committee members. (For example, scope and sequence charts, additional enrichment or remedial materials and/or activities.)
- g. Curriculum Committees will convene for curriculum review and necessary curriculum revisions on a rotating basis by curriculum area, as needed.

TCEA President: _____


4/25/24
7:22

Board Representative: _____


4/25/24
7:22

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 25, 2024

2I CLASS ENROLLMENT SIZE

In the event that a teacher perceives his class enrollment may create potential difficulties, the staff member will initiate discussions with his building administrator outlining his specific concerns. A timely effort will be made to balance class size and teacher workload within a grade level and/or subject area within each building.

The number of pupils assigned to any unit or classroom by the Administration shall not exceed the capacity of the teaching facilities. If either the TCEA or a Teaching Staff Member believes that there is an imbalance or overload in either an individual class size, or the total teaching load of a Teaching Staff Member, the following procedure will be used:

- A. TCEA shall refer the problem in writing to the Building Principal for resolution.
- B. If the alleged imbalance or overload is not resolved, TCEA shall refer the problem to the Superintendent or his designee for resolution.
- C. The Superintendent's resolution of the alleged imbalance or overload shall be final.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association

Chris Piper

Date/Time

Justin Crews

Date/Time

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 4
EVALUATIONS


4C PREPARATION


1. The Board shall provide all staff members with an orientation to the staff member evaluation process.
2. TCEA and the Board agree to establish a standing Joint Evaluation Committee (JEC) for the purpose of recommending the policy, procedure and process, including the evaluation instrument, for the evaluation of staff members in the district and to regularly review the effectiveness of the policy, procedure, and process, including the evaluation instrument. TCEA and the Board agree to follow the minimum requirements of the Ohio Teacher Evaluation System (OTES). All local decision points for districts regarding the Evaluation System shall be decided by the Joint Evaluation Committee (JEC).
3. All staff members shall be evaluated by their immediate supervisor or building administrator. For staff members who work in more than one building, the home building administrator will conduct the evaluation.
4. A staff member may request and shall be entitled to TCEA representation at any conference held during this procedure.
5. All evaluation forms shall be located within the eTPES-state evaluation system and be subject to review by the Joint Evaluation Committee (JEC).
6. Evaluation timelines will be placed on the district website.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper
4/11/24
Date/Time
4:39


Justin Crews
4-11-24 4:39
Date/Time

Contract Proposal Submitted by the

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 5

EMPLOYMENT, ASSIGNMENT, VACANCIES AND TRANSFERS


5C ASSIGNMENT PRACTICES

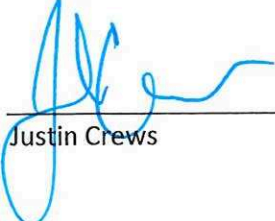
By May 15, staff members will be notified of any tentative changes in their current room assignments for the forthcoming school year. If the room assignment of a staff member changes after May 15 without notification of a tentative change, they will be compensated for one day at the current curriculum rate.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper
4/25/24
6:14
Date/Time


Justin Crews
4/25/24
6:14
Date/Time

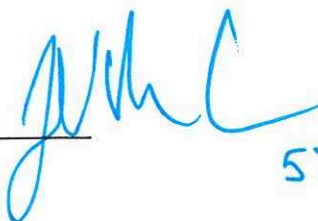
5F2 NOTIFICATION OF VACANCIES

Staff members within the building in which the vacancy exists shall be notified, and given the opportunity to apply for the position, before any internal transfers are approved. All other s Staff members shall be notified of all certified or supplemental vacancies after any internal transfers of regular classroom teachers occur within a building.

Notification shall include all the following methods:

- a. By both school and home e-mail (providing the staff member provides his home e-mail address to the Human Resources Dept.)
- b. District webpage

TCEA President: _____

 5/24/24
5:17

Board Representative: _____

 5/24/24
5:17

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 25, 2024

ARTICLE 6

CONTRACTS

6A5 SUPPLEMENTAL CONTRACTS

- a. The Board shall enter into a supplemental written contract with each staff member who is to perform duties in addition to the staff member's regular teaching assignment. Such supplemental contracts shall be limited contracts and shall set forth the staff member's duties and shall specify the salary to be paid for this service.
- b. The deadline for non-renewal of supplemental contracts shall be June 30 instead of April 30.
- c. Staff members shall be compensated for supplemental duties for which they are employed in accordance with the supplemental salary schedules attached hereto. A list of non-sport activities will be updated and posted annually listed by the pay tier for each Activity. The Board need not fill any or all positions listed on the schedule in any particular school year. The Superintendent shall determine whether a vacancy exists in a supplemental position and when to fill the vacancy. The Board needs not bargain with TCEA about the decision to create a new supplemental position or to consolidate supplemental positions but shall bargain about the salary for any new or consolidated supplemental position. If there is going to be an adjustment of the supplemental duties and pay for a position, the President of TCEA shall be notified and a representative of TCEA shall mutually agree to negotiate the adjustment.

Assistant Varsity Volleyball – Category 4

Assistant Varsity Soccer (Boys and Girls) – Category 4

HS Competition Cheer – Category 9

JH Competition Cheer – Category 9

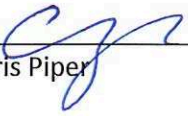
JH Baseball – Category 7


JH Softball – Category 7

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper
4/25/24
4:54
Date/Time


Justin Crews
4/25/24
4:34
Date/Time

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 7
LEAVE POLICIES

7A2 SICK LEAVE BANK

The staff members of the Troy City Schools will establish a sick leave bank. At the beginning of each school year by September 15, or if the sick leave bank balance falls below one hundred (100) days, staff members may volunteer to donate up to five (5) days of their available sick leave. The donated days will make up the sick leave bank and unused days remaining in the sick leave bank will accumulate from year to year. A review panel made up of the TCEA President or his designee and the Business Manager will administer the sick leave bank.

Upon depletion of accumulated sick leave balance ~~and advancement of five (5) sick days per~~ ^{and the advancement of the remainder of sick days yet to be accrued for the school year up to (5) five days.} ~~ORC 3319.141~~, a staff member may apply for sick leave days from the sick leave bank if he has a catastrophic illness or injury or if his spouse, child or step-child has a catastrophic illness or injury. A catastrophic illness or injury is defined as a sudden or unexpected disruption of a standard order of living.

The staff member must have a doctor's note when applying for days from the sick leave bank explaining the catastrophic condition and the length of time needed to be off work. He may apply for sick leave days up to twelve (12) calendar weeks at a time. If additional time is needed, the staff member must make another application accompanied by a doctor's note explaining the need. Requests for use of the sick leave bank must be made through Human Resources. The maximum days a staff member may be granted from the sick leave bank per contract year will be no more than sixty (60) days.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper

4/25/24
Date/Time

7:27


Justin Crews

4/25/24
Date/Time

7:27

8A2j6

For the MASTER PLUS 15 (fifteen) and the MASTER PLUS 30 (thirty), the hours must be (a) Toward a ~~doctorate~~ degree, **additional certification**, or ~~otherwise would count toward a degree if taken as part of a degree program, and be~~ **a similar course upon prior approval by HR. The courses must be** related to improvement in one's field .

(b) In both instances, the 15 (fifteen) or 30 (thirty) semester hours must be taken after the MASTER degree has been received, graduate work being given full credit and undergraduate work three-fourths credit. This means that fifteen (15) semester hours of graduate or twenty (20) semester hours of undergraduate work will apply to the MASTER PLUS 15 and thirty (30) semester hours of graduate work or forty (40) semester hours of undergraduate work for the MASTER PLUS 30. A combination of the graduate and undergraduate hours is acceptable.

TCEA President: _____

Jul
4/25/24
7:22

Board Representative: _____

ch
4/25/24
7:22

Contract Counter Proposal Submitted by the

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 25, 2024

ARTICLE 8

SALARIES AND MATTERS OF ECONOMIC WELFARE


8A3 SALARY


- a) Effective August 1, ~~2024~~²⁰²¹, a ~~4~~^{4.5}% increase on the base salary, normal salary schedule movement of one (1) step.
- b) Effective August 1, ~~2025~~²⁰²², a ~~3.5~~^{3.54}% increase on the base salary, normal salary schedule movement of one (1) step.
- c) Effective August 1, ~~2026~~²⁰²³, a 3% increase on the base salary and normal salary schedule movement of one (1) step.

TENTATIVE AGREEMENT

Board of Education

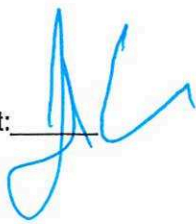
Troy City Education Association


Chris Piper
4/25/24
8:15
Date/Time



Justin Crews
4/25/24
8:04
Date/Time

8H2 The formula for payment shall be 30% of the accrued sick leave days,
not to exceed a total of ~~60~~ 70 days' severance pay.

TCEA President: _____

 4/25/24
8:05

Board Representative: _____

 4/25/24
8:05

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 8

SALARIES AND MATTERS OF ECONOMIC WELFARE

8I INSURANCE

8I1 HEALTH INSURANCE

The Board shall provide each full-time staff member with the opportunity to participate in a health benefit plan. Part-time staff members working four (4) hours per day or more may participate in the Troy City Schools Health Insurance plan by paying 100% of the COBRA rate. Each year the Board will conduct an open enrollment. The Board will offer a PPO (Preferred Provider Organization) option.

The Board will offer a PPO (Preferred Provider Organization) option.

All benefits are outlined in the summary plan description which is posted on the district website and outlines the staff member's percent of coverage and co-pays not addressed within this Article. The staff member's per pay contribution toward the cost of the PPO (Preferred Provider Organization) health insurance shall be:

~~During FY 22, the staff member contribution shall be no more than 20% of the COBRA rate for a Single, Employee plus children, Employee plus spouse or Family plan.. In the years following, increases in~~
COBRA rates will be divided as follows:

- In the event the COBRA rate increases by 5% or less in one (1) year, the Board will pay the increase in its entirety and the employee share will remain 20% of the new COBRA rate.
- In the event the COBRA rate increases by more than 5% in one (1) year, the Board will pay the dollar amount equal to the first 5% and the employee will pay the balance. The employee share will increase to reflect the new percentage for the duration of this agreement.
- The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first 5% decrease to the Board and the balance to the employee.

Staff members will also be provided the option of choosing a High Deductible Health Plan (HDHP) and Health Savings Account (HSA).

The Board shall deposit into the employee's HSA account \$1,250/Single or \$2,250/Family, 50% on July 15 and 50% on January 15 each year. Should the employee leave employment or drop insurance coverage mid-year, the employee will refund to the Board a prorated amount of any Board HSA deposits.

All benefits are outlined in the summary plan description which is posted on the district website and outlines the staff member's percent of coverage, copays and deductibles not addressed in this Article.


~~During FY 22, the staff member contribution shall be no more than 10% of the COBRA rate for a Single, Employee plus children, Employee plus spouse or Family plan. In the years following, increases in~~
COBRA rates will be divided as follows:


- In the event the COBRA rate increases by 5% or less in one (1) year, the Board will pay the increase In the event the COBRA rate increases by more than 5% in one (1) year, the Board will pay the dollar amount equal to the first 5% and the employee will pay the balance. The employee share will increase to reflect the new percentage for the duration of this agreement.
- The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first 5% decrease to the Board and the balance to the employee.
- in its entirety and the employee share will remain 10% of the new COBRA rate.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association

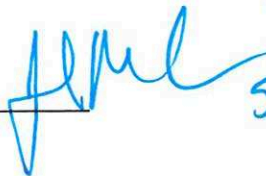

Chris Piper
4/25/24
4:01
Date/Time


Justin Crews
4/25/24
4:09
Date/Time

8P Student Teacher Compensation

Upon receipt from higher education institutions, monies paid to the district for field placement candidates (student teachers) shall be paid by the district to the cooperating teachers as a stipend, with all standard deductions and withholdings applied.

TCEA President: _____



4/25/24

5:26

Board Representative: _____



5:26

Contract Proposal Submitted by the

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 11, 2024

ARTICLE 9

DURATION OF AGREEMENT


This agreement, developed and agreed to by the Troy, Ohio, Board of Education, hereinafter referred to as the "Board" and the Troy City Education Association, hereinafter referred to as the "TCEA," shall be in force from August 1, ~~2024~~~~2021~~ through July 31, ~~2027~~~~2024~~.

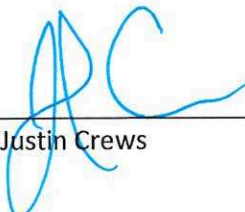
It is agreed that this instrument supersedes those sections in the Policy Manual of the Board and administrative procedures that are in conflict with policies stated herein. It is further agreed that any revision of this agreement shall be in accordance with the negotiation procedures found in Article 1 of this agreement.

TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper
Date/Time
4/25/24
8:04


Justin Crews
Date/Time
4/25/24
8:04

Troy City Board of Education
to the
Troy City Education Association
for the Purpose of Contract Negotiations

April 25, 2024

PSYCHOLOGIST BASE 2024/2025 SCHOOL YEAR: \$86,579 (12%) – 205 DAYS

1 \$86,579
1.0000
2 \$88,311
1.0200
3 \$90,042
1.0400
4 \$91,774
1.0600
5 \$93,505
1.0800
6 \$95,237
1.1000
7 \$96,968
1.1200
8 \$98,700
1.1400
9 \$100,432
1.1600
10 \$102,163
1.1800
11 \$103,895
1.2000
12 \$105,626
1.2200
13 \$107,358
1.2400
14 \$109,090
1.2600
15 \$110,821
1.2800
16 \$112,553
1.3000
20 \$114,284
1.3200
24 \$116,016
1.3400
28 \$117,747
1.3600
31 \$119,479
1.3800


TENTATIVE AGREEMENT

Board of Education

Troy City Education Association


Chris Piper

4/25/24
Date/Time


Justin Crews

4/25/24
Date/Time

Revised Grievance Form

Troy City School District Certified/Licensed Staff Grievance

Name of Grievant: _____

Position: _____

Building: _____

Name of Immediate Supervisor: _____

Step 1: Oral Discussion

- Date of Grievance Occurrence: _____
- Date Orally Presented to Supervisor: _____

Step 2: Formal Written Grievance

- Briefly state the problem. Identify any provisions of the Professional Negotiations Agreement, building policies, or Board policies that were allegedly misinterpreted, misapplied, or violated.

- Remedy Sought

Grievant Name: _____

Received

by: _____

Grievant Signature: _____

Signature: _____

Date Submitted: _____

Date

Received: _____

- Request for Conference with Supervisor

TCEA President: _____

[Signature]
4/25/20
5:56

Board Representative: _____

[Signature] 4/25/20
5:56

A conference has been requested by _____ on: (Date Requested)

Actual Date of Conference: _____

Persons Present at Conference: _____

Supervisor Response:

Step 3: Appeal to Superintendent

Grievant Name: _____

Received

by: _____

Grievant Signature: _____

Signature: _____

Date Submitted: _____

Date

Received: _____

• **Request for Conference with Superintendent**

A conference has been requested by _____ on: (Date Requested)

Actual Date of Conference: _____

Persons Present at Conference: _____

Superintendent Response:

Step 4: Request for Arbitration

TCEA President: _____

Board Representative: _____

Grievant Name: _____

Received

by: _____

Grievant Signature: _____

Signature: _____

Date Submitted: _____

Date

Received: _____

Date Awarded: _____

TCEA President: _____

Board Representative: _____

A Contract Counter Proposal Submitted by the
Troy City Schools Board of Education
 to the
Troy City Support Staff Association
 for the Purpose of Contract Negotiations

April 12, 2024

ARTICLE 8

COMPLAINTS AGAINST EMPLOYEES

~~COMMUNITY VERSUS STAFF MEMBER COMPLAINT PROCEDURE~~

A. Informal Procedure

~~Complaints against employees shall be handled as follows:~~

- ~~1. A complaint shall be referred to the Superintendent or his designee.~~
- ~~2. The Superintendent or designee shall inform the bargaining unit member of the complaint and the name of the complaining party. Neither the Board nor administration will reprimand, non-renew, or terminate a bargaining unit member based on hearsay or an anonymous complaint.~~
- ~~3. If the Superintendent informs the supervisor rather than the bargaining unit member, the supervisor will inform the bargaining unit member of the complainant and the complaint directed toward him and offer him an opportunity to settle the complaint.~~

B. Formal Procedure

~~If the complaint cannot be settled informally, the following procedures shall be followed:~~

- ~~1. At the request of the complainant or bargaining unit member, a meeting of the bargaining unit member, supervisor and the complainant will be arranged at a mutually convenient time to discuss the complaint. At the bargaining unit member's request, he may be represented by an Association member employed by the Board.~~
- ~~2. If the complainant is not satisfied with the results of the meeting, the complaint shall be directed in writing to the Superintendent of Schools or his designee. A copy of the written complaint shall be supplied to the bargaining unit member by the Superintendent at the time it is submitted to him. At the bargaining unit member's request, he or she may be~~

~~represented in any meeting involving the complainant and the Superintendent or his designee by an Association member employed by the Board.~~

A. COMPLAINTS TO THE ADMINISTRATION AGAINST STAFF MEMBERS SHALL BE HANDLED THROUGH THE FOLLOWING STEPS:

1. ANY AND ALL ANONYMOUS INFORMATION OR COMPLAINTS AGAINST A STAFF MEMBER SHALL NOT BE USED IN EVALUATIONS, DISCIPLINE, DECISIONS OF ASSIGNMENT, OR IN ANY WAY BE MADE A MATTER OF RECORD. ANY COMPLAINANT WHO IS NOT WILLING TO HAVE HIS NAME DISCLOSED TO THE STAFF MEMBER WILL BE INFORMED THAT NO FURTHER INVESTIGATION OR ACTION, EXCEPT AS LEGALLY REQUIRED, WILL BE TAKEN BY THE BOARD OR ADMINISTRATION.
2. IF A COMPLAINT IS SHARED WITH ANY MEMBER OF THE BOARD OR ADMINISTRATION, NO ACTION, EXCEPT AS LEGALLY REQUIRED, WILL BE TAKEN UNTIL ALL PROCEDURES LISTED IN 3 THROUGH 5 OF THIS SECTION HAVE BEEN COMPLETED.
3. THE COMPLAINING PARTY MUST FIRST BE DIRECTED TO DISCUSS HIS CONCERN WITH THE STAFF MEMBER INVOLVED, AND THE DETAILS OF THE COMPLAINT, INCLUDING THE NAME OF THE COMPLAINANT, WILL BE FORWARDED TO THE IMMEDIATE SUPERVISOR, WHO WILL COMMUNICATE THAT INFORMATION TO THE STAFF MEMBER.
4. THE STAFF MEMBER, THEN, HAS THE OPPORTUNITY TO REMEDY THE COMPLAINT, WITHOUT ADMINISTRATIVE INVOLVEMENT, AS SOON AS POSSIBLE, OR HE MAY DEFER ACTION TO THE IMMEDIATE SUPERVISOR.
5. IF THE STAFF MEMBER AND THE COMPLAINING PARTY CANNOT SATISFACTORILY RESOLVE THE PROBLEM, EITHER THE COMPLAINANT, THE STAFF MEMBER, OR THE IMMEDIATE SUPERVISOR MAY REQUEST A MEETING OF BOTH PARTIES AND THE IMMEDIATE SUPERVISOR. THE MEETING WILL BE ARRANGED AT A MUTUALLY CONVENIENT TIME. IF NEITHER PARTY WISHES TO ADVANCE THE ISSUE TO A MEETING WITH THE IMMEDIATE SUPERVISOR, THE MATTER WILL BE CONSIDERED CLOSED.
6. IF THE COMPLAINANT IS NOT SATISFIED WITH THE PREVIOUS ATTEMPTS TO RESOLVE THIS ISSUE, THE COMPLAINT SHALL BE REDUCED TO WRITING BY THE COMPLAINANT AND DIRECTED TO THE SUPERINTENDENT OR HIS DESIGNEE. A COPY OF THE WRITTEN COMPLAINT SHALL BE SUPPLIED TO THE STAFF MEMBER AND THE IMMEDIATE SUPERVISOR AT THE TIME IT IS SUBMITTED TO THE SUPERINTENDENT OR HIS DESIGNEE.
7. A MEETING WILL BE HELD WITH THE COMPLAINANT, THE STAFF MEMBER, AND THE SUPERINTENDENT IN AN ATTEMPT TO RESOLVE THE ISSUE.
8. IF THE COMPLAINANT IS STILL NOT SATISFIED WITH THE ATTEMPTS TO RESOLVE THIS ISSUE, THE COMPLAINANT MAY ELECT TO FORWARD THE WRITTEN COMPLAINT TO THE BOARD.
9. IF THE COMPLAINT IS MADE A MATTER OF RECORD, PLACED IN THE STAFF MEMBER'S PERSONNEL FILE, OR USED IN

AN EVALUATIVE MANNER, THE STAFF MEMBER SHALL BE GIVEN AN OPPORTUNITY TO ATTACH COMMENTS TO THE WRITTEN COMPLAINT.

B. THE STAFF MEMBER WILL HAVE THE RIGHT TO BE REPRESENTED BY AN ASSOCIATION REPRESENTATIVE AT ANY STEP IN THE COMPLAINT PROCEDURE.

C. IF AT ANY POINT IN THIS PROCEDURE THE COMPLAINANT BECOMES DISRUPTIVE OR ABUSIVE, THE BOARD POLICY ON PUBLIC CONDUCT ON SCHOOL PROPERTY WILL TAKE EFFECT.


~~D. NEITHER THE BOARD NOR ADMINISTRATION WILL REPRIMAND, NON-RENEW, OR TERMINATE A BARGAINING UNIT MEMBER BASED ON HEARSAY, AN ANONYMOUS COMPLAINT, OR CONTENT POSTED BY OTHERS ON SOCIAL MEDIA AND OTHER PUBLIC FORUMS.~~

~~E. FOR THIS ARTICLE, ANY CERTIFIED AND CLASSIFIED STAFF WHO WORK IN A DISTRICT BUILDING, WILL BE CONSIDERED AS "COMMUNITY".~~


TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.

 9/12/24
Chris Piper Date/Time

11:15

 4/12/24 11:15
Scott Hamman Date/Time

A Contract Counter-Proposal Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations

April 10, 2024

ARTICLE 9
PROVISIONS OF EMPLOYMENT


- A. Every bargaining unit member of the Board is required to:
1. abide by the Board policies, **Board-adopted** ~~and the~~ rules and regulations, including assignments to buildings and jobs, **Ohio Revised Code, and all other local/state/federal laws that pertain their employment with the District;** ~~to~~
 2. perform appropriate special duties **as it relates to their job description;** ~~to~~
 3. carry out all directives made by the appropriate supervisors and administrators; and ~~to~~
 4. maintain good personal relations with school personnel, pupils, and the public.
- B. The Board will provide written, or in-person verbal, summary notification to all affected bargaining unit members when Board policies, rules, or regulations change which will or could affect those bargaining unit members. All bargaining unit members are encouraged to ask questions and get clarification if they do not understand policy.**
- C.** Bargaining unit members may terminate their employment by giving two (2) weeks written notice to the Board Treasurer.
- D. DIGNITY AND RESPECT**
- Employees shall not be intimidated, harassed, defamed, slandered, or treated without respect by any other District employee. Any such action may result in discipline, up to and including termination.**

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/10/24
1:02
Date/Time


Scott Hamman
4/10/24
1:02
Date/Time

A Contract Proposal Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations

March 22, 2024

ARTICLE 14
HEALTH REQUIREMENTS

The Board shall make provisions for all health examinations required by the Board or state law for bargaining unit members. All bargaining unit members will receive their physical exams from the Board-approved physician.

The parties recognize that the Board and administration are authorized to investigate possible bargaining unit member misconduct, including misconduct involving alcohol or controlled substance abuse, subject to federal due process requirements.

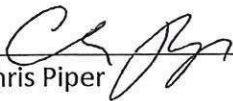
FOR THE PURPOSE OF THIS ARTICLE, MARIJUANA SHALL BE CONSIDERED AN ILLEGAL SUBSTANCE FOR ALL BARGAINING UNIT MEMBERS, REGARDLESS OF ITS MEDICAL OR RECREATIONAL USE.


A. Alcohol and Substance Abuse
[...]
{No change to remaining existing language}

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/10/24
Date/Time
1:47


Scott Hamman
4/10/24 1:47
Date/Time

A Contract Counter Proposal Submitted by the

Troy City Board of Education
to the
Troy City Support Staff Association
for the Purpose of Contract Negotiations

April 23, 2024

ARTICLE 16
REPORTING PROCEDURE

[...]

C. Floats

1. Floats are bargaining unit members who are hired for a regular classification/level to "Float" from building to building and/or related assignment to related assignment (or in the case of transportation, route-to-route), usually filling in during absences.

~~2. The board is encouraged to hire as many floats as is needed to fill temporary absences and vacancies for any classification and/or position.~~

~~3.2.~~ A float may enter into an agreement with the board to work multiple classifications and/or levels as a float but will be paid at the rate of pay for the position for which they were hired, unless they work in a position of higher pay and thus will be paid as specified in Article 10, section B3 "Temporary Assignment". They can be assigned to lesser paid positions so long as it does not account for seventy percent (70%) or more of their days in a previous 12-month period.

~~4.3.~~ Floats will have a set minimum number of contracted hours for the week, and a set work window during the day in which they can ~~be called in to perform work~~. The work window for first-shift floats is 6:30am to 4:30pm. For second-shift floats, it is 2:30pm to 11:30pm. For third-shift floats, it will be 10:30pm to 7:30am. For transportation only, it will be a time equal to the report time of the earliest regular route to the end time of the latest regular route. The windows will be limited to Monday-Friday, except for third shift which will include Sunday night. Special work windows can be set by mutual agreement of the Superintendent or designee and Association President. Work outside of these set hours will be by mutual agreement of the employee and supervisor and be considered voluntary. ~~All work that the supervisor "requires" the employee to do outside these set hours, will be paid at double time per Article 18 — Overtime.~~ Floats that work more than two (2) hours on third shift will have their entire shift paid with the third-shift differential, up to eight (8) hours.

5.4. Floats will work consecutive hours, except where a lunch break is required. Transportation floats may have unpaid gaps of time in the middle of the day like most transportation employees.

6.5. Floats may be used at the discretion of administration to perform additional or substitute work related to their position. Such an assignment must be during or overlapping with their contracted hours. Floats may be asked and required to do work in a classification level below what they were hired for.

7.6. Floats will be used for sub work in their classification before the sub process is used as stated in Article 19 – Additional Work ~~or, for transportation, Article 11 – Transportation Regulations., so long as they are available to work. When there are multiple absences that a float can work, preference should be given to where other subs may not be available to work.~~ When a float is absent, the district is not required to fill their position with a sub.

8.7. If a float's daily assignment changes at the last minute, the sub will be allowed additional time to get from the original building to the new building, and may submit mileage if they already reported to the original building.

~~9. If a float is needed more in a building for two (2) or more consecutive days, the float will be given preference to remain in that building for the duration of time needed. However, this is not required if circumstances arise to change assignments.~~

10.8. ~~For b~~ Bus driver floats, will be required to drive any route that the transportation supervisor needs them to run.

a. ~~They, even if they are not familiar with it.~~

~~b. Floats and administration are encouraged to have floats actually drive, at the wheel, various routes under the supervision of the regular route driver in order to learn as many district routes as possible, including routes for other schools.~~

~~c. Driver floats are required to run any regular routes that needs a driver/aide due to absence or vacancy before taking any extra routes/trips. If there is no other regular bus driver to take an extra route/trip, a float can be assigned at the discretion of the supervisor.~~

~~d. Driver floats will not be allowed to be in the field trip pool. They may only take field trips if no over driver takes it in the specified time in Article 11 – Transportation. The transportation supervisor will then offer extra work/trips to floats in order of seniority.~~


Floats are regular bargaining unit members and, unless otherwise specifically spelled out in this negotiated agreement, will have all the rights and benefits allowed by this agreement.

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/23/24
1:54
Date/Time


Scott Hamman
4/23/24 1:54
Date/Time

Troy City Board of Education
to the
Troy City Support Staff Association
for the Purpose of Contract Negotiations

April 12, 2024

ARTICLE 19

ELIGIBILITY FOR ADDITIONAL WORK

~~Bargaining unit members will be given opportunities to perform additional work, substitute work and summer work, as long as it does not interfere with the employee's assigned work schedule, with the exception of custodians working on second shift under specific circumstances. A second shift custodian will be able to perform substitute work during first shift in the building(s) they are assigned and may work their regularly assigned schedule for the day if they choose to; otherwise, another substitute will be assigned to fill the open second shift position by following the agreed to procedure. If a bargaining unit member is absent from work for a day or any part of a day, he/she will not be permitted to accept another assignment for additional work on that same day.~~

ADDITIONAL WORK/SUBSTITUTE WORK

- A.** "Additional work" is defined as work outside a bargaining unit member's assigned workday (i.e., building rental contracts, community use of facilities, extra-curricular activities, catering, etc.) and "substitute work" is defined as work performed for another bargaining unit member who is absent or where a position is vacant.
- B.** Bargaining unit members will be given opportunities to perform additional work, substitute work and summer work, as long as it does not interfere with the employee's assigned work schedule, with the exception of custodians working on second shift under specific circumstances.
- A.C.** A second shift custodian will be able to perform substitute work during first shift in the building(s) they are assigned and may work their regularly assigned schedule for the day if they choose to; otherwise, another substitute will be assigned to fill the open second shift position by following the agreed to procedure. If there are multiple second shift custodians in a building, the option to work first shift will be offered on a rotating basis. If no second shift custodians in the district, including custodial floats, will be offered the work to cover the first shift absence, so long as they have been trained for the building (which may be done on their own time) and the number of second shift absences allows the district to have sufficient coverage with the available floating custodial employees. Sufficient coverage will be at the discretion of the supervisor.
- D.** If a bargaining unit member is absent from work for a day or any part of a day, he/she will not be permitted to accept another assignment for additional work on that same day, unless there is no other employee or sub to work it, and it will be at the discretion of the supervisor.

B.E. Any bargaining unit member, who desires to be assigned additional/substitute work in other classifications or in the same classification in a building they are not currently assigned must be hired as a substitute in the classification they wish to work. Substitutes must meet the requirements/licensure for the classification in which they are approved for. Requests to be a substitute shall be made in writing to the Business Manager and may be submitted at any time. An updated list of available substitutes will be supplied as needed. Once hired as a substitute, the bargaining unit member will remain on the substitute list until they request to be removed.

C.F. All bargaining unit members hired as substitutes will be evaluated annually for the quality of their work as a substitute. If a bargaining unit member is hired as a substitute in more than one classification, there will be one (1) required evaluation conference that covers all classifications.

D.G. When there is additional/substitute work available, the principal or supervisor will ask the staff, on a rotating basis, in that classification in that building if they would like to perform the work. If there is no staff member in that classification in that building who wants to work, the principal or supervisor will contact the appropriate supervisor or designee to have the work assigned to a bargaining unit member hired as a substitute for that classification. If no bargaining unit members hired as substitutes accept the offer, the additional/substitute work may be offered to non-bargaining unit members hired as casual substitute employees in that classification.

* Does not include anything after G.

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper

4/12/24

Date/Time

2:59


Scott Hamman

4/12/24 2:39

Date/Time

A Contract Counter Proposal Submitted by the
Troy City Schools Board of Education
to the
Troy City Support Staff Association
for the Purpose of Contract Negotiations

April 12, 2024

ARTICLE 22
HOLIDAYS

~~A.~~ All bargaining unit members will be paid for the following holidays if they ~~ARE EMPLOYED BY THE BOARD ON THE DAY WHICH IT IS OBSERVED~~ fall within the bargaining unit members' work year:

1. New Year's Day
2. Presidents' Day
3. Martin Luther King Day
4. Good Friday
5. Memorial Day
6. Labor Day
7. Thanksgiving Day
8. Christmas Day
9. Juneteenth
10. July 4
11. The day after Thanksgiving (for 260 day bargaining unit members)
12. Christmas Eve (for 260 day bargaining unit members)
13. New Year's Eve (for 260 day bargaining unit members)

~~8.~~

~~B. ADDITIONALLY, ALL YEAR-ROUND BARGAINING UNIT MEMBERS WILL BE PAID FOR THE FOLLOWING HOLIDAYS IF THEY ARE EMPLOYED BY THE BOARD ON THE DAY WHICH IT IS OBSERVED:~~

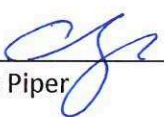
- ~~1. JUNETEENTH~~
- ~~2. July 4~~
- ~~3. The day after Thanksgiving (for 260 day bargaining unit members)~~
- ~~4. Christmas Eve (for 260 day bargaining unit members)~~
- ~~5. New Year's Eve (for 260 day bargaining unit members)~~


With proper and timely notice to the bargaining unit member's supervisor, a bargaining unit member, who is a veteran or active-duty military (including Guard/Reserves), **OR IS A SPOUSE OF A VETERAN OR ACTIVE-DUTY MILITARY MEMBER**, may be granted leave to attend specific observances of Veterans Day. The requested time off must be charged to vacation or personal leave. Such time off shall not negatively impact evaluations or bonuses.

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/12/24
11:15
Date/Time


Scott Hamman
4/12/24 11:15
Date/Time

A Contract Counter Proposal Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations

April 23, 2024

ARTICLE 23

VACATION

- A. Bargaining unit members on 12-month contracts will be granted two (2) weeks, ten (10) workdays, paid vacation which will begin accruing at the rate of .8333 days per month on the bargaining unit member's hire date. Those who have worked 8-14 years ~~AS A REGULAR EMPLOYEE~~ will be granted three (3) weeks, fifteen (15) work days, paid vacation which begins accruing at the rate of 1.25 days per month on the bargaining unit member's 8-year anniversary date, while those who have completed fifteen (15) or more years ~~AS A REGULAR EMPLOYEE~~ will be granted four (4) weeks, twenty (20) work days, paid vacation which begins accruing at the rate of 1.67 days per month on the bargaining unit member's 15-year anniversary date. ~~"ANNIVERSARY DATE" WILL NOT BE DEFINED AS THE DAY THE EMPLOYEE STARTED AS A 12-MONTH EMPLOYEE IF THEY CHANGED CONTRACTED DAYS.~~, excluding legal holidays. (O.R.C. 3319.084)
- B. ~~ALL BARGAINING UNIT MEMBERS HIRED OR TRANSFERRED INTO A POSITION THAT ACCRUES VACATION AFTER JULY 1, 2024, SHALL BE GRANTED PAID VACATION BASED SOLELY ON THE NUMBER OF YEARS EMPLOYED BY THE BOARD IN A POSITION THAT ACCRUES VACATION. ANY YEARS OF SERVICE EMPLOYED BY THE BOARD IN A POSITION THAT DOES NOT ACCRUE VACATION SHALL NOT BE COUNTED TOWARD THE GRANTED PAID VACATION.~~
- C. The time of the vacation must be approved in advance by the Superintendent/Designee. Said vacation request must be completed through the KIOSK at least forty-eight (48) hours prior to the vacation start time. However, if their supervisor preapproves it, and such leave does not impede the operations of the district, a bargaining unit member shall be permitted to use up to five (5) vacation days annually without the 48-hour notice. This option may only be exercised prior to the bargaining unit member's scheduled start time for that day.

- D. Vacation time which is accrued, posted, and unused at the time a bargaining unit member leaves the employment of the Board shall be paid in full at his/~~HER~~ current rate of pay with his/her final pay.

ANY BARGAINING UNIT MEMBER WHO TRANSFERS TO A NON-12-MONTH POSITION WILL HAVE THEIR VACATION DAY BALANCE PAID IN FULL AT HIS/HER CURRENT RATE OF THE 12-MONTH POSITION'S PAY AND WILL BE PAID WITHIN TWO (2) PAYS OF LEAVING THE POSITION.

{MOVED FROM ORIGINAL E. BELOW}

- E. THE FOUR (4) GRANDFATHERED BARGAINING UNIT MEMBERS WILL BE CREDITED FIVE (5) ADDITIONAL DAYS OF VACATION ON JULY 1, 2024. THESE ADDITIONAL CREDITED DAYS OF LEAVE WILL NEED TO BE TAKEN BY JUNE 30, 2025, AND CAN ONLY BE USED ON NON-STUDENT SCHOOL DAYS.

~~ANY CURRENT 12-MONTH BARGAINING UNIT MEMBER WHO WAS NOT PREVIOUSLY CREDITED VACATION TIME DUE TO THE BOARD CONSIDERING THE ANNIVERSARY DATE TO BE THE DATE OF HIRE AS A 12-MONTH EMPLOYEE, WILL BE CREDITED PAST DUE VACATION TIME BASED ON CURRENT CONTRACT LANGUAGE, AT THE REQUEST OF THE BARGAINING UNIT MEMBER. REQUESTS MUST BE MADE WITHIN TWO (2) MONTHS OF THE START OF THIS NEGOTIATED AGREEMENT. THESE DAYS WILL BE CREDITED IN FULL TO THE EMPLOYEE WITHIN TWO (2) MONTHS OF THE EMPLOYEE REQUESTING THIS BACK VACATION TIME.~~

- ~~F. ANY BARGAINING UNIT MEMBER WHO TRANSFERS TO A NON-12-MONTH POSITION WILL HAVE THE OPTION TO:~~

- ~~1. KEEP THEIR VACATION TIME AND USE IT AS A NON-12-MONTH EMPLOYEE,~~
- ~~2. KEEP THEIR ACCRUED TIME UNTIL THEY RETURN TO A 12-MONTH POSITION OR LEAVE EMPLOYMENT AND HAVE IT PAID OUT, OR~~
- ~~3. HAVE THE BOARD PAY IN FULL AT HIS/HER CURRENT RATE OF THE 12-MONTH POSITION'S PAY [SUCH PAY WILL BE PAID WITHIN ONE (1) MONTH OF LEAVING THE POSITION].~~

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper

4/23/24
Date/Time

2:06


Scott Hamman

4/23/24 2:06
Date/Time

A Contract Counterproposal Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations

April 12, 2024

ARTICLE 24
LEAVE POLICIES

A. Leaves of Absence with Pay

3. Bereavement Leave

A bargaining unit member may use up to five (5) days of sick leave for the death of their spouse, parent, or child. A bargaining unit member may use up to three (3) days of sick leave for the death of a brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, legal guardian, foster or stepchild, or foster or stepparents of the bargaining unit member. A bargaining unit member may use up to one (1) day of sick leave for the death of any other family member. If additional days are needed, or special circumstances arise, **OR LEAVE IS SOUGHT FOR INDIVIDUALS NOT LISTED ABOVE**, specific written requests may be made to the Superintendent whose decision will be final.

4. Sick Leave Bank

- a. The purpose of the Sick Leave Bank (SLB) is to provide paid days for serious personal illness or family illness to contributors to the Bank who have exhausted their accumulated sick, vacation, and personal leave days and who are experiencing prolonged personal or family illness. Allotments will be limited to participating bargaining unit members for use only in cases of illness, injury or non-elective surgery occurring under unusual, severe, or emergency conditions as determined by the Sick Leave Bank Committee (SLBC). Utilization of the Sick Leave Bank for complications arising from pregnancy or childbirth may be authorized by the SLBC.

- b. Bargaining unit members may enroll in the Sick Leave Bank, during the enrollment period, which shall be during the month of September of each school year. New bargaining unit members will be given consideration on a case-by-case basis until the next enrollment period. An enrollment/donation form is attached as Addendum C.
- c. Upon enrollment, a bargaining unit member shall contribute one (1) of his/her accumulated sick days to the SLB. Days contributed to the SLB are non-returnable.
- d. Days contributed to the SLB will continue to accumulate year to year with no maximum.
- e. Enrollment in the SLB shall be continuous from year to year until a member withdraws. Withdrawals are accepted only during an enrollment period and only upon written notice by the member to the SLBC of his/her intent to withdraw.

- 1) Sick Leave Bank Committee shall be composed of ~~two (2)~~ **THREE (3)** voting members as follows:

- a) Business Manager/Director of Human Resources
- b) The Association President or designee and
- c) one (1) Association Executive Committee member.

- 2) The SLBC will review and approve or deny all applications to the Sick Leave Bank. The SLBC shall also determine the necessity for additional contributions to the Bank and shall notify Bank members of the need for said contributions. The SLBC shall be responsible for reporting data concerning the Sick Leave Bank to the District Treasurer.
- 3) Decisions of the SLBC are final.
- 4) The SLBC shall review the operation of the Sick Leave Bank as needed and shall make recommendations, if necessary, for modifications of the plan to the negotiating teams of the Association and the Board.

f. General Procedures


- 1) An application for an allotment from the Sick Leave Bank will be accepted only from those individuals who have contributed to the Bank. The application form is attached in Addendum D.
- 2) Allotments will be limited to use for personal illness and serious illness in the immediate family. A doctor's statement is required with the application in order for the request to be considered. For the purposes of the SLB only, immediate family will be defined as parent, child, or spouse.
- 3) An application will be considered only after a member has used all of his/her accumulated sick, vacation and personal leave days, and available sick day advances.


- 4) Days allotted from the Sick Leave Bank will be paid at 100% of the requesting member's daily rate of pay.
- 5) Once qualified to receive an allotment from the Bank, the maximum number of days a member may receive from the Sick Leave Bank shall not exceed forty-five (45) days per request. If additional time is needed, the bargaining unit member must make another application accompanied by a doctor's note and seek approval of the SLBC. The maximum number of days a bargaining unit member may receive from the SLB shall not exceed ninety (90) days per contract year unless the bargaining unit member is scheduled to work less days in a contract.
- 6) Allotments from the Sick Leave Bank will be made only for absences of members who **ARE CONTRACTED TO** work between a **ONE-HUNDRED AND EIGHTY-FIVE (185) and 260 days OR MORE** contracted work. Allotments will not be made for absences in supplemental work.
- 7) Days may not be received from the Bank for absences due to disabilities which qualify the member for Workers Compensation personal benefits, unless the member has exhausted all such benefits and his/her own accumulated sick, vacation, and personal leave days.
- 8) Whenever the total number of available days in the Sick Leave Bank falls below sixty (60), the SLBC may request the Sick Leave Bank enrollees to donate up to ~~one (1)~~ **TEN (10) FIVE (5)** additional days of their accumulated sick days to the Sick Leave Bank.
- 9) Contributions to the Sick Leave Bank shall not count against a member's record of perfect attendance.

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/12/24
Date/Time


Scott Hamman
4/12/24 10:00
Date/Time

10:00

A Contract Counterproposal Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations

April 12, 2024

ARTICLE 27
EMPLOYEE UNIFORM


- A. The Association and the Board agree that all school employees should dress in an appropriate and professional manner as it relates to their job at Troy City Schools and planned activities for the day. The Board has the right to address what is appropriate and professional in each building. The Board will make a concerted effort to ensure that appropriate and professional dress is applied as consistently as possible.
- ~~B. Closed toed shoes with a non-slip sole are required for all food service personnel.~~
- B.** The Board will select and provide a uniform service for maintenance and mechanics that must be worn.
- C.** Maintenance, bus mechanics, **DRIVERS, FOOD SERVICE**, and custodial staff will wear closed toed shoes during their scheduled work hours.
- D. Other than items A-**C**, the cost of all safety equipment required by the Board will be supplied by or paid for by the Board. Items to be reimbursed must be pre-approved by the bargaining unit member's supervisor prior to purchase. Once approved, the bargaining unit member will be reimbursed by the Board within two (2) weeks of having presented a receipt for the item(s) to the Board Treasurer verifying the cost of the item. Normal purchasing provisions must be followed.

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/12/24
11:27
Date/Time


Scott Hamman
4/12/24 11:23
Date/Time

A Contract Counterproposal Package Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations
April 23, 2024

** Note: Definitions have been reordered to be in alphabetical order.*

ARTICLE 3
DEFINITIONS

9-MONTH – REFERS TO A BARGAINING UNIT MEMBER WHO IS CONTRACTED TO WORK FOR LESS THAN TWO HUNDRED (200) DAYS PER CONTACT YEAR, INCLUDING PAID HOLIDAYS. REFERENCE TO A “185- OR 186-DAY” EMPLOYEE SHALL BE CONSIDERED “9-MONTH”.

10-MONTH – REFERS TO A BARGAINING UNIT MEMBER WHO IS CONTRACTED TO WORK BETWEEN TWO HUNDRED (200) AND TWO HUNDRED FORTY-FOUR (244) DAYS PER CONTACT YEAR, INCLUDING PAID HOLIDAYS. REFERENCE TO A “210-DAY” EMPLOYEE SHALL BE CONSIDERED “10-MONTH”. ↑
Contract

12-MONTH – REFERS TO A BARGAINING UNIT MEMBER WHO IS CONTRACTED TO WORK TWO HUNDRED FORTY-FIVE (245) DAYS OR MORE PER CONTACT YEAR, INCLUDING PAID HOLIDAYS. REFERENCE TO A “260-DAY” OR “YEAR-ROUND” EMPLOYEE SHALL BE CONSIDERED “12-MONTH”.

BARGAINING UNIT – Classified employees who are listed in Article 2, Unit Defined.

BARGAINING UNIT MEMBERS – All personnel eligible for membership in the Association as defined in Article 2, UNIT DEFINED.

BARGAINING UNIT WORK – Work or similar work that is currently done by bargaining unit members.

BASE DAILY RATE – Current hourly rate multiplied by number of hours worked per day, excluding supplemental pay.

CLASSIFICATION SENIORITY – Length of continuous service within a classification listed in Article 10, Section C, EMPLOYMENT, ASSIGNMENT, TRANSFER AND LAYOFF since last date of hire.

CLASSIFICATION/LEVEL/POSITION –

- 1. CLASSIFICATION IS A BROAD CATEGORY FOR SIMILAR LEVELS AS SHOWN IN ARTICLE 10, SECTION C(3).**

2. LEVEL IS A GENERAL HIERARCHY OF DIFFERENT BARGAINING UNIT JOBS IN THE DISTRICT. LEVELS ARE RANKED IN EACH CLASSIFICATION FROM HIGHEST TO LOWEST, GENERALLY SHOWING SKILL LEVEL. A PERSON IS HIRED AND PAID AT A SPECIFIC LEVEL.
3. POSITION IS A MORE DEFINED ROLE UNDER EACH LEVEL. EACH POSITION WILL HAVE ITS OWN TITLE (WHICH COULD BE THE SAME AS "LEVEL") AND JOB DESCRIPTION. FOR INSTANCE, ALL ADMINISTRATIVE ASSISTANTS ARE ON THE SAME LEVEL, BUT THE POSITION CAN BE SET AS HIGH SCHOOL, ELEMENTARY, ATHLETICS, ETC.
4. EVERY FUTURE JOB DESCRIPTION, HIRING FORM, AND RELATED EMPLOYMENT RECORDS WILL STATE THE CORRESPONDING CLASSIFICATION, LEVEL, AND POSITION.
5. ~~An employee may be reassigned to the same level, but change their position, without Board approval.~~

CONTRACT YEAR – Shall begin on July 1 and end on June 30.

DAY – A day shall mean a school calendar day, except that, in the summer, a "day" shall mean any Monday through Friday, exclusive of calamity days, **AND** recognized state and/or federal holidays.

FULL-TIME – Six (6) hours or more of work per day or thirty (30) or more hours per week.

PART-TIME – Less than (6) hours of work per day and less than thirty (30) hours per week.

REGULAR EMPLOYEE – A bargaining unit member.

SERVICE YEAR – A service year is at least one hundred and twenty (120) days during the contract year.

~~The one hundred and twenty (120) days shall include all paid days of service for all work performed in all classifications held by the bargaining unit member including weekends, holidays, calamity days, and approved leaves of paid absences. All service days will adhere to the SERS standards.~~

**TCSSA reserves the right to retain its original "ANNIVERSARY DATE" and "ROTATING BASIS" language as a separate proposal in the event it is not addressed elsewhere in this agreement.*

ARTICLE 10

EMPLOYMENT, ASSIGNMENT, TRANSFER AND LAYOFF

A. Qualifications and Appointment of Employees

Educational background, successful work experiences, successful completion of a criminal background check, good character, and evidence to get along with people shall be among the factors considered in the appointment of personnel. There shall be no ~~illegal~~ discrimination because of ~~sex~~, race, color, national origin, age, ~~or~~ disability, **RELIGION, GENDER, GENDER IDENTITY, GENDER EXPRESSION, SEXUAL ORIENTATION, MARITAL STATUS, VETERAN STATUS, POLITICAL AFFILIATION, OR UNION MEMBERSHIP/ACTIVISM** ~~as provided by law.~~

C. Seniority and Classification Defined

3. ~~For purpose of position bidding and reduction in force procedures;~~ **Job classifications/LEVELS** shall be grouped as follows:

Job Classifications and Levels

Classification	Administrative	Treasurer's	Delivery	Mechanic	Custodial	Maintenance	Transportation
Level 1	Administrative Assistant	Treasurer's Assistant	Delivery / Maintenance	Lead Bus Mechanic	Lead HS Custodian	Plumber / Boiler Maintenance	Bus Driver Trainer
Level 2			Delivery Helper / Courier	Bus Mechanic	Head Custodian	General Maintenance	Bus Driver
Level 3					Custodian	GROUND s Maintenance Helper/Painter	Bus Aide

Classification	Para-Professional	Technology	Library / Media	Food Service	ELL	Clinic
Level 1	Education Aide	Senior District Network Coordinator	LIBRARY MEDIA SPECIALIST Library-Parapro	Head HS Kitchen Manager	Translator	Health Clinic LPN
Level 2	Supervisory Aide	District Network Coordinator / District Client Services Coordinator		JH Kitchen Manager/Cook		
Level 3		Technology Assistant		Assistant Kitchen Manager / Elementary Kitchen Manager/Cook		
Level 4		Computer Facilitator TECHNICIAN		Food Service Assistant/Cook		

D. Position Bid Procedure and Selection Criteria

6. **HIRING OUTSIDE THE BARGAINING UNIT -- TCSSA WITHDRAWS THEIR PROPOSED CHANGES.**

ARTICLE 20
PAY FOR SCHOOL CLOSINGS

- A. All custodians, maintenance workers, and mechanics are essential personnel and will be required to work when school is closed due to weather or other public calamity, unless the Superintendent states otherwise. The Superintendent reserves the right to require additional personnel to report to work on a calamity day if circumstances warrant. The bargaining unit members who are required to report to work will be paid double-time, for a maximum of the first six (6) days. All other **10- OR 12-MONTH** bargaining unit members ~~contracted to work 210 days or more per year~~ will be required to report to work after the first six (6) calamity days and they will receive their regular rate of pay.
1. If during the first six (6) school closings, an essential personnel member is absent due to a vacation day which was scheduled at least 48 hours in advance of the school closing, the member will not be charged for that vacation day.
 2. **DURING THE FIRST SIX (6) CALAMITY DAYS, IF ESSENTIAL SECOND AND THIRD SHIFT PERSONNEL DO NOT HAVE ANY REQUIRED WORK TO PERFORM (E.G. SNOW REMOVAL), they will have the option to come to work at their normal time and work a full shift, paid as double time, or THE SUPERINTENDENT, OR DESIGNEE, MAY ALLOW THEM TO STAY HOME AT THEIR REGULAR RATE OF PAY.**
- B. **9-MONTH** bargaining unit members ~~who are contracted for less than 210 days~~ will be paid their regular rate of pay for a day on which school is closed due to calamity, and they shall not be required to report to work that day. Bargaining unit members, who report to work even though they are not required, will not receive any additional pay. If the number of calamity days exceeds five (5) days, all bargaining unit members will be required to work on the make-up days, and they will not receive additional compensation except as required by the Fair Labor Standards Act.
- C. Bargaining unit members required to be at their jobs before school is ~~cancelled~~ will be paid double-time for time spent on duty.
- D. In the event that a level 3 road emergency or its equivalent is declared in a bargaining unit member's local jurisdiction of residence, he/she will not be charged for any leave or lost time.
- E. On days when there is a delay,
1. **ALL ESSENTIAL EMPLOYEES WILL REPORT AT THEIR REGULAR TIME.**
 2. All **NON-ESSENTIAL, 10- OR 12-MONTH** bargaining unit members ~~contracted for 210 days or more~~ will **BE ALLOWED TO** report to work **ONE (1) HOUR LATE** ~~at their regular time.~~
THEY WILL NOT BE PAID DOUBLE TIME IF THEY REPORT IN THIS FIRST HOUR OF THE DELAY, SCHOOL IS CANCELED, AND THEY GO HOME, UNLESS THEY ARE REQUIRED TO REPORT IN THIS FIRST HOUR.

3. Transportation employees will report at a time equal to the delay, but will be paid at double-time for one (1) hour for a 1-hour delay or for two (2) hours for a 2-hour delay, if they work their normal contract hours. Bargaining unit members who work in both Transportation and another classification will only be paid double-time for their transportation position.
 4. Food service employees will report to work at a time set by the Board and will be paid double-time from the time they are required to report and the time the delay ends.
 5. All other classifications will be required to report at a time equal to the time of the delay (e.g. on a 2-hour delay, these classifications will be required to report to work **TWO** (2) hours later than their normal reporting time).
- F. On days when school is released early due to calamity, all bargaining unit members ~~contracted for 210 days or more will report to work at their regular time~~ **WILL FOLLOW THIS DISMISSAL SCHEDULE, BUT MAY BE ALLOWED TO LEAVE EARLY WHEN GRANTED BY THE SUPERINTENDENT OR DESIGNEE:**
1. **SCHOOL ADMINISTRATIVE ASSISTANTS WILL BE ALLOWED TO LEAVE ONE (1) HOUR AFTER SCHOOL IS DISMISSED.**
 2. **FOOD SERVICE STAFF WILL BE ALLOWED TO LEAVE WHEN THEIR NORMAL END-OF-THE-DAY DUTIES ARE COMPLETED.**
 3. Transportation employees who work their full contracted hours will be paid double-time for one (1) hour for a 1-hour early release or for two (2) hours for a 2-hour release, if they work their normal contract hours.
 - ~~3. All other 9-month employees will be allowed to leave once students are safely dismissed, or at their regular time, whichever comes first.~~
 4. **ALL OTHER ~~10-and 12-month~~ EMPLOYEES WILL BE ALLOWED TO LEAVE AT THE DISCRETION OF THEIR SUPERVISOR, BUT NO LATER THAN THEIR REGULAR TIME.**

ARTICLE 31
SALARY SCHEDULES

SECTIONS A THROUGH E WILL BE SPLIT OFF AS A SEPARATE ITEM, REMAINING AS TCSSA'S ORIGINAL PROPOSAL LANGUAGE.

F. Travel Reimbursement

Mileage, authorized for use of bargaining unit members' personal automobile while conducting school business, shall be reimbursed at the **CURRENT** rate allowed by the IRS ~~effective on January 1, and shall apply for that entire calendar year.~~ Administrative Assistants conducting official school business shall be reimbursed provided all business is cleared through the principal and the principal signs the monthly travel voucher. **BARGAINING UNIT MEMBERS WHO ARE CONTRACTED/REQUIRED TO WORK IN TWO (2) OR MORE DIFFERENT BUILDINGS DURING THEIR SHIFT, WILL BE PAID FOR MILEAGE BETWEEN THOSE BUILDINGS, PROVIDED THEY COMPLETE A MONTHLY TRAVEL VOUCHER.**

G. Pickup of Retirement Contribution

Current contract language.

H. Payroll Deduction for Purchase of Retirement Credit

Current contract language.

I. Third Shift Differential

Current contract language.

J. Criminal Background Checks

Current contract language.

K. Cost of Certification/License

Current contract language.

L. Annual Employment Stipend

Annually, on the second pay in November, an employment stipend of five-hundred dollars (\$500) will be paid to each bargaining unit member who is on active pay status as of November 15th of that same year. Staff members who elect the HSA will have the option to have the annual employment stipend deposited to their HSA account. ~~The Board will provide each fall, to all~~

members with an HSA, directions on how to request the stipend be deposited, followed by at least a two (2) week window to submit. (Withdrawal)

M. ParaPro Test for Paraprofessionals

Current contract language.

N. Mechanics Tools

Current contract language.

~~O. Cell phone Reimbursement (Withdrawal)~~

- ~~1. Any bargaining unit members required to use a cell phone on the job will have their cell phone expenses reimbursed per District/Board policy if the employee so chooses.~~
- ~~2. If not required, an employee may choose not to take or make a call, listen to voicemail, or read/respond to texts, unless in extreme circumstances where the safety of students, staff, community, or district property is at risk. No reprisal will be taken against an employee in such circumstances.~~
- ~~3. If an employee is required to have a cell phone and is receiving reimbursement, the employee will be required to answer and return calls and texts, as well as listen to voicemail immediately during work hours or as soon as it is safe to do so. They will also be required to do the same after hours, but at reasonable hours for the circumstances. The Supervisor will supply a list of phone numbers each year, and as they are updated, so that the employee can add them to their allow list on their phone.~~
- ~~4. Reimbursement will be paid to the employee within four (4) weeks of the Board receiving all the required paperwork.~~

ARTICLE ____ {NEW}

SPECIAL AGREEMENTS

TCSSA WITHDRAWALS SECTION B. DISTRICT ATTENDANCE & SUBSTITUTES

Both parties agree that during formatting the new agreement, all references to “X-day” or “year-round” employees/bargaining unit members in the previous negotiated agreement shall be changed to the corresponding defined terms in Article 3 – Definitions for the new agreement. Section D. of this new article can then be removed from the Association’s initial proposal.

Both parties agree to post/hire a Maintenance Grounds position by July 1, 2024. Section C can be removed from the Association’s initial proposal.

Name of Employee: _____

Page 2 of 2

Attendance*Note: No matrix will be used for this evaluation. Only personal and sick leave will be considered.*** 1 or 2 may only be used if attendance issues have been previously addressed in the current contract year, and the employee has had a reasonable amount of time to improve to expectations.*

1	2	3	4	5
Is consistently late or absent from work. Is consistently late or absent and it has a great affect on their work for the district.	Is occasionally late or absent from work. Is occasionally late and has missed a fair amount of days, but has only minor affect on work.	Usually is punctual and regular in attendance. Usually is punctual and occasionally absent without a reasonable excuse, with a minor affect on their work.	Is rarely late and rarely absent from work. Is rarely late and sometime absent, but it has no affect on their work.	Is not late or absent from work. Attendance and punctuality is perfect or almost perfect.

Overall Performance Rating*(Rate shall be the average of the 6 proceeding criteria)*

1	2	3	4	5
Unsatisfactory	Marginal	Satisfactory	Very Good	Outstanding

1. List specific strengths exhibited by the employee: _____

2. List specific areas which require improvement: _____


3. Describe a mutually agreed upon plan for improving unsatisfactory areas: _____


Employee Signature_____
Date_____
Evaluator Signature_____
Date

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
4/23/24
Date/Time
1:25


Scott Hamman
4/23/24 1:23
Date/Time

A Contract Counterproposal Package Submitted by the
Troy City Support Staff Association
to the
Troy City Schools Board of Education
for the Purpose of Contract Negotiations
May 1, 2024

ARTICLE 3

DEFINITIONS

ANNIVERSARY DATE – ANNIVERSARY DATE SHALL BE THE CALENDAR DATE THAT THE BARGAINING UNIT MEMBER FIRST WORKED AS A REGULAR EMPLOYEE FOR CURRENT CONTINUOUS SERVICE WITH THE BOARD. THE FIRST ANNIVERSARY SHALL BE ONE (1) YEAR AFTER THE BARGAINING UNIT MEMBER'S FIRST DAY OF WORK, AND SO FORTH. IF A BARGAINING UNIT MEMBER DOES NOT WORK ONE-HUNDRED AND TWENTY (120) PAID DAYS BETWEEN ANNIVERSARIES, INCLUDING HOLIDAYS AND PAID TIME OFF, THAT YEAR WILL NOT COUNT TOWARD THE TOTAL ANNIVERSARY YEARS. WHEN CALCULATING ANNIVERSARY YEARS, "CONTRACT YEAR" AND "SERVICE YEAR" WILL NOT APPLY.

*** TCSSA WITHDRAWS THE DEFINITION FOR "ROTATING BASIS".**

ARTICLE 10

EMPLOYMENT, ASSIGNMENT, TRANSFER AND LAYOFF

D. Position Bid Procedure and Selection Criteria

3. VOLUNTARY TRANSFER PROCEDURE

- a. Bargaining unit members who have an overall evaluation rating of "Satisfactory" or better on the most recent formal evaluation, shall have the right to apply for a voluntary transfer.
- b. The Board may utilize an interview process to determine qualifications. They also may require the individual to provide licensing and/or certification as related to the vacancy.
- c. The Board will post the vacancy *only to the* **ALL** bargaining unit members *of that classification, and those.* **BARGAINING UNIT** members will have five (5) days to file a voluntary transfer request with the Board, **WHICH SHALL BE A SIMPLIFIED INTERNAL PROCESS SHARED WITH EACH POSTING. THE FIVE (5) DAY WINDOW MUST INCLUDE A FULL SCHOOL DAY, EXCLUSIVE OF SUMMER BREAK.**

- d. When there is an applicant in the same classification of the vacancy, the bargaining unit member in the highest classification/level requesting the transfer, who meets the stated position certification, license, and/or entry level qualifications, shall be transferred to the position.
- e. ~~If no bargaining unit member in the same classification of the vacancy applies or is able to be hired, then any other bargaining unit member shall have five (5) days after the second posting date of a vacancy, which is now open to all bargaining unit members, to file a voluntary transfer request with the Board.~~
- e. When there is ~~an~~ **NO** applicant **IN THE SAME CLASSIFICATION**, the most qualified bargaining unit member who meets the stated position certification, license, and/or entry level qualifications, shall be transferred to the position.
- g. No vacancy shall be filled through any other means if a bargaining unit member meeting the stated qualifications has made a voluntary transfer request.
- h. If the position remains vacant, the Board shall fill the position by hiring a new employee possessing the stated qualifications in the posting, or use involuntary transfer procedures.
- i. A bargaining unit member can only re-apply for the same vacancy if they prove their qualifications or other related situation has changed since the most recent denial.
- j. If a bargaining unit member chosen to fill the vacancy rescinds their request or is unable to start the job, the Board will choose the next, most qualified applicant without having to repost the position.
- k. Upon request, a bargaining unit member who was denied a transfer, shall be given written reasons for the denial, including a written explanation in areas in which they are deficient and/or steps that can be taken to improve for the next transfer.
- l. A new position shall not be withheld from a bargaining unit member based upon their current contracted hours. When applying for any position that affords hours which would take the bargaining unit member over forty (40) hours per week, the bargaining unit member will be given the opportunity to give up their current position to ensure that they will only be contracted for forty (40) hours or less per week. The position relinquished shall be posted in accordance with Article 10, Section D.
- m. **FOR THE PURPOSES OF THIS VOLUNTARY TRANSFERS A DAY SHALL MEAN A SCHOOL CALENDAR DAY, EXCEPT THAT, IN THE SUMMER, WINTER BREAK, AND SPRING BREAK A "DAY" SHALL MEAN ANY MONDAY THROUGH FRIDAY, EXCLUSIVE OF CALAMITY DAYS, RECOGNIZED STATE AND/OR FEDERAL HOLIDAYS.**

** Note: Reference to "mid-day" in the current NA should be changed to "midday" for proper grammar.*

** Note: The Board agrees that the Drivers Manual will be updated and provided to all drivers by August 1, 2024.*

ARTICLE 11

TRANSPORTATION REGULATIONS

Transportation regulations, as printed in the Bus Driver's Manual of Rules and Regulations, and approved by the Superintendent **AND/OR BUSINESS MANAGER/HUMAN RESOURCES DIRECTOR** *Designee*, shall be maintained in an up-to-date manner, and shall be used as the basis for operation in the Troy Schools Transportation Department. **THE TRANSPORTATION SUPERVISOR SHALL BE RESPONSIBLE FOR UPDATING THE MANUAL ANNUALLY.** The Bus Driver's Manual of Rules AND REGULATIONS shall not conflict with the Negotiated Agreement **OR OTHER LEGAL AUTHORITY.** **THE ASSOCIATION WILL BE NOTIFIED EVERY TIME THERE IS A CHANGE TO THE MANUAL.**

A. Bus Routes

1. Bus drivers will be paid a minimum of two (2) hours for **THE** morning route, midday route and afternoon route each. Any additional routes will be paid at actual driving/warm-up time.
2. Drivers will be paid overtime based on actual time for warm-up, morning layover time, and actual driving time over forty (40) hours per week. *Driving times will be established in September. (Moved)*
3. A driver may not be awarded any combination of routes that exceed forty (40) hours per week.
4. On days when Troy City Schools is not in session, drivers/bus aides will be required to work their assigned routes for other schools, and they will be paid **IN ACCORDANCE WITH ITEMS 1. AND 2. ABOVE** *a minimum of one (1) hour*. Each driver/bus aide will be given a work calendar **EACH YEAR BY AUGUST 1ST** based on the assigned routes, scheduled days in session and schools assigned for that driver/bus aide. If a driver/bus aide is unable to drive/work an assigned non-TCS school route on a day when Troy City Schools is not in session for whatever reason, he/she must find another qualified bargaining unit member of his/her choice to work his/her route and notify the Superintendent or Designee of the change by filling out a Route Replacement Form, Addendum B. Both bargaining unit members shall sign the form to signify the agreement and turn into the Superintendent or Designee to serve as notification.

THE OTHER DRIVER WILL BE PAID A MINIMUM OF TWO (2) HOURS PER MORNING, MIDDAY, AND AFTERNOON ROUTE, AND THE REGULAR DRIVER WILL BE DOCKED THE SAME NUMBER OF HOURS THE ALTERNATE DRIVER RECEIVES. If another bargaining unit member is not willing to work the route, the assigned bargaining unit member will be responsible for working the route. In the event the bargaining unit member, who has committed to working the route while the assigned driver/bus aide is out, cannot work ~~due~~ DUE to unforeseen circumstances, the assigned driver/bus aide will not have any negative recourse brought against him/her, and the bargaining unit member replacement will then be responsible for finding another driver/bus aide.

B. Extracurricular Assignments

1. Safely transporting students to and from school each day is the first priority of the Transportation Department. The Superintendent or Designee has the right to reassign drivers to different routes to efficiently enable transporting students to and from school while still covering extracurricular trips as directed below. Any reassignment shall be at the sole discretion of the Superintendent or Designee. At no point will a driver's paid contracted hours be reduced in the process. Any reassignment that requires the bargaining unit member to work beyond their contracted hours will be paid for time worked at their regular rate of pay and in accordance with Article 18 Overtime.
2. All extracurricular trips, in which more than 14 students participate, will be assigned to bus drivers on a rotating basis.
3. EACH TRIP WILL BE PAID FOR A MINIMUM OF TWO (2) HOURS.
4. All bargaining unit members who desire to drive extra trips, shall be offered extra trips even though the extra trips may conflict with their regular route.
5. ~~Special~~ Extra-curricular TRIPS, AND ~~or~~ field trips during normal school hours, that are outside a 100 mile radius, IS AN OVERNIGHT TRIP, or ~~sponsored by PTO or groups~~ ARE FUNDED BY A SOURCE other than THE ~~Trey~~ Board, will be HAVE DRIVERS assigned as mutually agreed UPON BY ~~between~~ the Association PRESIDENT, OR DESIGNEE, ~~Executive Committee~~ and the Superintendent, or ~~his/her~~ designee on a discretionary basis. IF THE DRIVER CHOSEN AGREES TO TAKE THE TRIP, THIS WILL COUNT AS AN ASSIGNED TRIP IN THE TRIP POOL AND SHALL BE ROTATED IN THE POOL ACCORDINGLY.
6. If a driver takes an extra trip that conflicts with one or more parts of his regular route, the Superintendent or Designee shall assign sub drivers to drive the regular routes not taken by the driver.

7. ~~Regular drivers taking extra trips shall be paid their regular hourly rate of pay for hours worked up to the daily contracted hours and the extra trip hourly rate for all additional hours worked that day. The Extracurricular AND trip hourly rate shall be paid at Step One Bus Driver rate of pay for the given school year.~~ Board approved, non-routine, extra trips will be paid at the driver's current rate of pay. If a bargaining unit member performs another job during the layover/field trip, he/she may be paid at that job's rate of pay, or ~~the layover~~ **THEIR REGULAR** rate, whichever is greater, but in no event can a bargaining unit member be paid more than one hourly rate for the same hours worked.
8. The Superintendent or Designee may withhold any extracurricular trips from a bargaining unit member who is on his/her probationary period.
9. **A DRIVER WHO DRIVES AN OVERNIGHT TRIP WILL HAVE HOURS PAID UP TO THE TIME THE BUS IS SECURED AT THE OVERNIGHT FACILITY. THEIR START TIME THE NEXT DAY WILL BE WHEN THEY COMMENCE THEIR REGULAR WARM-UP AND SAFETY CHECKS. DURING OVERNIGHT STAYS, DRIVERS WILL NOT BE RESPONSIBLE FOR THE SUPERVISION OF STUDENTS. DOWNTIME WILL BE FOLLOWED BASED ON STATE AND FEDERAL REGULATIONS. DRIVERS WILL NOT BE RESPONSIBLE FOR ANY DAMAGE TO A BUS SO LONG AS THEY FOLLOW ESTABLISHED TRANSPORTATION POLICIES. ON OVERNIGHT TRIPS, ALL MEALS AND HOTELS WILL BE PROVIDED OR REIMBURSED PER DISTRICT POLICY.**
10. **IF AN ASSIGNED TRIP HAS ITS HOURS REDUCED BY FIFTY PERCENT (50%) OR MORE, OR BY FOUR (4) HOURS, WHICHEVER IS GREATER, THE ASSIGNED DRIVER WILL BE ASSIGNED THE NEXT AVAILABLE FIELD TRIP OF SIMILAR LOST HOURS TO COMPENSATE. IF THE POSTED HOURS OF A TRIP INCREASES BY MORE THAN TWENTY FIVE PERCENT (25%) OF THE ORIGINAL HOURS IN THE FIVE (5) DAYS BEFORE THE START OF THE TRIP, THE DRIVER MAY TURN DOWN THE TRIP AND WILL GET THE NEXT AVAILABLE TRIP, AND THIS WILL NOT AFFECT THEIR ROTATION.**
11. **IF A TRIP IS CANCELLED LESS THAN 24-HOURS BEFORE THE POSTED START TIME, THE DRIVER WILL BE PAID FOR ONE (1) HOUR FOR A TRIP SCHEDULED ON A STUDENT SCHOOL DAY AND TWO (2) FOR A TRIP ON A NON-STUDENT SCHOOL DAY, AND WILL RECEIVE THE NEXT AVAILABLE TRIP WITHOUT AFFECTING THEIR ROTATION IN THE TRIP POOL.**
12. **IF A TRIP IS TURNED BACK IN, OR A NEW TRIP NEEDS A DRIVER, WITHIN FIVE (5) DAYS OF THE START OF THE TRIP, THE TRANSPORTATION SUPERVISOR OR THEIR DESIGNEE WILL AWARD IT TO THE MOST SENIOR TRIP POOL DRIVER WHO DESIRES IT. IF NO ONE FROM THE TRIP POOL TAKES THE TRIP, THE TRANSPORTATION SUPERVISOR MAY USE DRIVERS OUTSIDE THE TRIP POOL AT THEIR DISCRETION.**

C. **Bus Route Changes**

1. In the event of bus route additions or changes, seniority shall be observed in making the assignment. If no contracted driver applies for the open route, it should then be offered to the present substitute drivers.
2. DRIVING TIMES FOR EACH ROUTE WILL BE ESTABLISHED IN SEPTEMBER. THE METHOD OF TIMING ROUTES WILL BE ESTABLISHED IN THE DRIVERS' MANUAL. DRIVERS AND AIDES WILL BE NOTIFIED, IN WRITING, OF THEIR CONTRACTED HOURS FOR THE SCHOOL YEAR AS SOON AS POSSIBLE, BUT NO LATER THAN SEPTEMBER 30. IF CHANGES TO A ROUTE CAUSES REGULAR HOURS TO INCREASE, DRIVERS AND AIDES WILL SUBMIT TIME SHEETS FOR THE EXTRA TIME.
3. DRIVERS AND AIDES WILL BE PAID THE SAME PER PAY AMOUNT FROM OCTOBER THROUGH SEPTEMBER. STARTING THE FIRST PAY IN OCTOBER AFTER ROUTES ARE TIMED, PER PAY AMOUNTS WILL BE RECALCULATED BASED NEW CONTRACTED DAYS/HOURS AND YEARLY WAGE INCREASES FROM JULY TO JUNE. NEW DRIVERS AND AIDES TO A ROUTE WILL START WITH THE ESTIMATED ROUTE TIME.

D. **Midday Routes**

Midday routes will be considered separate routes. The present midday route **BUS** drivers/**AIDES** shall retain their routes for the next school year if they so desire. Midday routes vacated shall be passed down in order of **DISTRICT** seniority and ~~driven~~ **WORKED** by one (1) **BUS** driver/**AIDE** for the duration of the vacancy, except when time does not permit such a procedure. Once assigned to a temporary vacancy, the bargaining unit member must work the duration of the vacancy (excluding approved leaves of absences) or lose all rights to work the vacancy, and the next **BUS** driver/**AIDE** who desires it shall be assigned to it.

E. **Bus Preparation**

School bus drivers will be paid their regular hourly rate of pay for preparation and cleaning of the buses prior, during, and at the close of the school year, subject to the approval of the Superintendent or Designee. Upon completion of this work, a time sheet will be filled out, and submitted to the ~~Director of Transportation~~ **SUPERVISOR** for approval.

F. **Assignment of Buses**

Assignment of new buses will be made based on the following factors:

1. Age, mileage, and condition of bus to be replaced
2. Number of students on the route
3. Length of bus route

In the event all three factors are equal, seniority will be the determining factor.

~~G. Any Transportation employee, who substitutes on a mid-day route, within their classification will be paid at his/her regular step of pay.~~

- G.** Bus drivers shall be paid their regular rate of pay, except as noted elsewhere in this article, for additional time worked when authorized by their Superintendent or Designee.
- H.** The Board shall reimburse bargaining unit bus drivers for their regular licensing fees required for a Commercial Driver's License.
- I.** Driver-trainers shall receive their regular rate of pay for all hours affiliated with training.

J. Driver Insurability

1. The Board will provide annual training on driver insurability for all bargaining unit members who drive district-owned vehicles.
2. A bargaining unit member who is uninsurable per insurance company criteria will be automatically placed on an unpaid leave of absence, not to exceed six (6) months, without Board action. If, at any time during that six-month period, the bargaining unit member becomes insurable, he/she will be placed back in his former position. If a bargaining unit member fails to meet these criteria within six (6) months, he/she will be terminated by the Superintendent without Board action. The bargaining unit member may exercise this right only one (1) time during his/her employment with Troy Schools.

- K.** ~~The list of grandfathered bus driver names and physician names, approved April 1, 2004 will be maintained in the transportation office. These drivers will be reimbursed for the actual cost they incur for this physical, up to the standard negotiated cost incurred by the Board for Board provided physicals. All other~~ Drivers will be required to obtain their bus driver physicals by the Board approved physician/facility. **THE BOARD WILL COVER ALL COSTS INCURRED IN OBTAINING THIS PHYSICAL.**

L. School Bus Safety Classes

Assignment of bus safety class presentations will be made on a rotating basis for all regular drivers who sign up at the beginning of each school year. No driver will be assigned any safety class that would require a sub driver for any part of his bus routes.

M. DRIVER TRAINEES

1. DRIVER TRAINEES ARE NOT BARGAINING UNIT MEMBERS.
2. AFTER SUCCESSFULLY GETTING PROPER CERTIFICATION/ENDORSEMENTS TO DRIVE A SCHOOL BUS FOR THE DISTRICT, THE DRIVER WILL BE PAID THE REGULAR SUB RATE UNTIL THEY ARE HIRED BY THE BOARD.
3. ONCE A DRIVER HAS DRIVEN A BUS FOR ONE-HUNDRED TWENTY (120) DAYS FOR THE DISTRICT, EITHER AS A SUB OR BARGAINING UNIT MEMBER, THEY WILL RECEIVE A ONE-THOUSAND-DOLLAR (\$1,000) BONUS, PAID WITHIN TWO (2) PAY PERIODS OF THIS DATE.

N. NEW BUS DRIVER HIRES

1. ANY NEW BUS DRIVER HIRED WHO HAS DOCUMENTED SERVICE YEARS (120 DAYS PER YEAR) DRIVING A SCHOOL BUS WILL BE PLACED ON THE STEP EQUAL TO THEIR NUMBER OF DRIVER YEARS PLUS ONE (+1), UP TO STEP 12.
2. ANY OTHER CDL EXPERIENCE THAT DIRECTLY RELATES TO DRIVING A BUS, COMMERCIAL PASSENGER VEHICLES, OR OTHER CDL VEHICLES MAY RECEIVE ADDITIONAL STEPS FOR EVERY DOCUMENTED SERVICE YEAR (120 DAYS PER YEAR) NOT TO EXCEED STEP 10.

O. VAN TRIPS

1. TEMPORARY VAN RUNS WILL BE OFFERED FIRST TO DRIVER FLOATS (WHEN NOT NEEDED TO COVER ABSENCES ON REGULAR ROUTES), THEN TO ALL OTHER TRANSPORTATION EMPLOYEES ~~drivers~~ BASED ON THE TRANSPORTATION SUB WORK PROCEDURES, THEN TO DRIVER TRAINEES, AND FINALLY SUBSTITUTES.
2. BARGAINING UNIT BUS DRIVERS WILL BE PAID THEIR REGULAR RATE OF PAY. ALL OTHER VAN CERTIFIED DRIVERS WILL BE PAID TWO DOLLARS (\$2) LESS PER HOUR THAN THE CORRESPONDING RATE OF PAY FOR A BUS DRIVER. COACHES, EXTRA-CURRICULAR ADVISORS, CERTIFIED STAFF, AND VOLUNTEERS WILL NOT RECEIVE VAN DRIVER PAY.

P. BENEFITS

TRANSPORTATION EMPLOYEES WHO WORK TWELVE HUNDRED (1,200) HOURS FOR THE DISTRICT BETWEEN JULY 1 AND JUNE 30 EACH YEAR, WILL BE ELIGIBLE FOR BOARD PAID HEALTHCARE BENEFITS EQUAL TO A REGULAR FULL-TIME EMPLOYEE. FROM JULY 1 TO JUNE 30 THE FOLLOWING YEAR.

Q. TRANSPORTATION SUB WORK

THIS SECTION SUPERSEDES ARTICLE 19 – ELIGIBILITY FOR ADDITIONAL WORK FOR BARGAINING UNIT TRANSPORTATION DRIVERS AND AIDES ONLY. WHEN THERE IS AN ABSENCE FOR A DRIVER OR BUS AIDE, THE TRANSPORTATION SUPERVISOR, OR THEIR DESIGNEE, SHALL ADHERE TO THE FOLLOWING PROCEDURES:

1. AN INTERNAL ~~driver sub list and an internal bus aide~~ TRANSPORTATION SUB LIST WILL BE KEPT. TRANSPORTATION BARGAINING UNIT MEMBERS ~~employees~~ WILL BE ABLE TO ADD OR REMOVE THEMSELVES FROM THE INTERNAL SUB LISTS AT ANY TIME. THE LIST WILL BE IN ORDER OF DISTRICT SENIORITY. ~~A driver and aide may be on either list if they currently hold proper certification/qualifications for the position. {moved below}~~
2. WHEN THERE IS AN ABSENCE OR TEMPORARY VACANCY, EMPLOYEES ON THE ~~corresponding~~ INTERNAL SUB LIST WILL BE CONTACTED IN ORDER FROM HIGHEST DISTRICT SENIORITY TO LOWEST DISTRICT SENIORITY TO BE ASKED IF THEY WOULD LIKE THE ADDITIONAL WORK, SO LONG AS THEY ARE NOT WORKING UNDER CONTRACT HOURS FOR THE BOARD AND CURRENTLY HOLD PROPER CERTIFICATION/QUALIFICATIONS FOR THE POSITION. FOR EACH OPPORTUNITY, CONTACT WILL RESTART AT THE TOP OF THE LIST. THERE WILL BE NO ROTATION. THE SAME BARGAINING UNIT MEMBER WILL WORK THE DURATION OF THE ABSENCE/VACANCY UNTIL THEY EITHER ARE NOT ABLE TO FULFILL THE OPPORTUNITY OR THE REGULAR EMPLOYEE RETURNS.
3. CONTACT SHALL BE MADE BY RADIO WHEN THE EMPLOYEE IS ON DUTY, OR BY PHONE/TEXT USING AN EMPLOYEE PROVIDED NUMBER. IF CONTACT IS NOT MADE, A VOICEMAIL AND/OR TEXT MESSAGE WILL BE LEFT IN WHICH EMPLOYEES WILL HAVE NO LESS THAN TEN (10) MINUTES TO RESPOND BEFORE THE NEXT PERSON ON THE SUB LIST IS CONTACTED.
4. RECORDS OF THESE CONTACTS WILL BE MAINTAINED BY THE TRANSPORTATION DEPARTMENT FOR A PERIOD OF NO LESS THAN SIX (6) MONTHS AND SHALL BE AVAILABLE TO EMPLOYEES ON THE SUB LIST, AND THE ASSOCIATION, FOR INSPECTION UPON REQUEST.
5. TRANSPORTATION EMPLOYEES WILL BE PAID AT THEIR CURRENT STEP FOR THE POSITION FOR WHICH THEY ARE SUBBING IN TRANSPORTATION. EXAMPLE: IF A STEP 10 DRIVER SUBS AS AN AIDE, THEY WILL RECEIVE STEP 10 BUS AIDE.

ARTICLE 13
DISCIPLINE AND DISCHARGE

D. Probation

1. Each new bargaining unit member shall serve ~~an INITIAL~~ probationary period of *ninety (90) actual workdays*, during which the Superintendent or his/her designee may discharge the bargaining unit member at any time without providing reasons and without the need to establish cause, ~~OR IMPLEMENT AN IMPROVEMENT PLAN WITH THE BARGAINING UNIT MEMBER WITH REASONABLE GOALS TO ACHIEVE.~~
2. ~~IF AN IMPROVEMENT PLAN IS IMPLEMENTED, THE BARGAINING UNIT MEMBER WILL HAVE FORTY-FIVE (45) ACTUAL WORKDAYS TO SHOW NEEDED IMPROVEMENT OR MAY BE DISCHARGED. IF THE BARGAINING UNIT MEMBER IS SHOWING IMPROVEMENT, BUT STILL HAS NOT REACHED THE GOALS OF THE IMPROVEMENT PLAN, THE DISTRICT MAY EXTEND THE PROBATIONARY PERIOD FOR ANOTHER FORTY-FIVE (45) ACTUAL WORKDAYS. ONCE THE BARGAINING UNIT MEMBER REACHES THE GOALS OF THE PLAN, THEIR PROBATION WILL END. ON OR BEFORE THE ONE-HUNDRED AND EIGHTIETH (180TH) DAY OF PROBATION, THE BOARD WILL EITHER DISCHARGE THE EMPLOYEE OR THEIR PROBATION WILL END.~~
3. In the event a probationary bargaining unit member is discharged, the Association President and bargaining unit member shall receive a copy of the notice of discharge. If a bargaining unit member is retained after completion of the ~~ninety (90)-workday~~ **THEIR** probationary period, he/she may not be discharged except as provided in this article.
4. Each new bargaining unit member shall receive informal evaluation(s) conducted by his/her supervisor. The results of said evaluation(s) shall be shared with the bargaining unit member. Job-related areas of improvement may be addressed at the convenience of the supervisor or at the request of the bargaining unit member.
5. Neither the Association nor bargaining unit member may file a grievance or any other challenge to a bargaining unit member's discharge during this probationary period. The bargaining unit member, however, may file a timely grievance concerning any rights he/she may have under other articles of this Agreement if he/she believes any such rights have been violated.
6. Notwithstanding O.R.C. Ch. 124, this article shall exclusively govern the initial probation, discipline and removal of bargaining unit member.

ARTICLE 19

ELIGIBILITY FOR ADDITIONAL WORK/SUBSTITUTE WORK

{Current contract language for new H, accept this one line.}

5. The email chain recording the request, offer(s), ~~and~~ acceptances, denials, and assignments shall be kept electronically for a period of one (1) year and then deleted.

{Moved from Article 25 Proposal}

- K. FOR MAINTENANCE BARGAINING UNIT MEMBERS ONLY, THEIR SUBSTITUTE RATE OF PAY WHEN PERFORMING CUSTODIAL DUTIES, OUTSIDE THEIR NORMAL CONTRACTED HOURS, WILL BE THEIR CORRESPONDING MAINTENANCE STEP BUT IN THE CLASSIFICATION/LEVEL IN WHICH THEY ARE SUBBING.**

ARTICLE 25

ASSIGNMENT OF WORK/SUBCONTRACTING

SECTION D: TCSSA will withdrawal, but will instead bump the pay for education aides slightly on the salary scale (with pay being agreed upon separately).

SECTION E: TCSSA withdrawals items 1-3. Item 4 moves to ARTICLE 19 as shown above.

ARTICLE 28

INSURANCE

A. HEALTH INSURANCE

1. All bargaining unit members working hours four (4) per day or more are eligible for health insurance. Bargaining unit members working less than thirty (30) hours weekly may enroll in the benefits program and have payroll deductions for the cost of enrollment in the plan. The bargaining unit members cost shall equate to the providers COBRA rate.

2. Each year the Board will conduct an open enrollment.
3. ~~The Board will provide four (4) different levels of plans: Single, Employee Plus Children, Employee Plus Spouse, and Family.~~ **THE BARGAINING UNIT MEMBER SHALL PAY NO MORE THAN THE EMPLOYEE SHARE OF THE COBRA RATE FROM THE PREVIOUS YEAR FOR A SINGLE, EMPLOYEE PLUS CHILDREN, EMPLOYEE PLUS SPOUSE, OR FAMILY PLAN UNLESS OTHERWISE CHANGED AS ALLOWED BELOW FOR EACH PLAN.**

4. PPO PLAN

The Board will offer a PPO (Preferred Provider Organization) option. All benefits will be negotiated as a separate item and be outlined in the summary plan description which is posted on the district website and outlines the bargaining unit member's percentage of coverage and co-pays not addressed within this Article.

- a. The bargaining unit members' per pay contribution toward the cost of health insurance through the PPO shall be:

~~1) During FY22, the bargaining unit member shall pay no more than 14% of the COBRA rate for a Single, Employee Plus Children, Employee Plus Spouse, or Family plan.~~

~~2) During FY 23 increases in COBRA rates will be divided as follows:~~

- 1) In the event the COBRA rate increases by **FIVE PERCENT (5%)** or less in one (1) year, the employee share of the COBRA rate will equal the employee share from **THE PREVIOUS YEAR** ~~FY 22 plus one percent (1%) of the COBRA rate.~~

- 2) In the event the COBRA rate increases by more than **FIVE PERCENT (5%)** in one (1) year, the Board will pay the dollar amount equal to the first **FIVE PERCENT (5%)** and the employee will pay the balance. The employee share will increase to reflect the new percentage plus 1% for the duration of this agreement.

- 3) The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first **FIVE PERCENT (5%)** decrease to the Board and the balance to the employee.

~~3) During FY 24 following, increases in COBRA rates will be divided as follows:~~

~~i. In the event the COBRA rate increases by 5% or less in one (1) year, the Employee share of the COBRA rate will equal the Employee share from FY 23 plus one percent (1%) of the COBRA rate.~~

~~ii. In the event the COBRA rate increases by more than 5% in one (1) year, the Board will pay the dollar amount equal to the first 5% and the employee will pay~~

~~the balance. The employee share will increase to reflect the new percentage plus 1% for the duration of this agreement.~~

~~iii. The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first 5% decrease to the Board and the balance to the employee.~~

5. HDHP/HSA PLAN

The Board will offer a High Deductible Health Plan/HSA option. All benefits will be negotiated as a separate item and be outlined in the summary plan description which is posted on the district website and outlines the staff member's percent~~AGE~~ of coverage and co-pays not addressed within this Article.

- a. The Board shall deposit into the employee's HSA account \$1,500/Single or \$2,500/Family, 50% by July 15 and 50% by January 15 each year.
 - 1) A bargaining unit member may request the Superintendent, or designee, to have the second contribution amount deposited earlier if a financial need arises.
 - 2) A bargaining unit member whose hours increase changing his/her eligibility will have an additional prorated amount deposited during the second scheduled deposit or within thirty (30) days, whichever is later.
 - 3) Should the bargaining unit ~~MEMBER~~ leave employment, drop or lose eligibility for insurance coverage mid-year, the bargaining unit member will refund to the Board a prorated amount of any Board HSA deposits.
- b. The bargaining unit members' per pay contribution toward the cost of health insurance through the High Deductible Health Plan/HSA option shall be:
 - ~~1) During FY 22, the staff member contribution shall be no more than 5% of the COBRA rate for a Single, Employee Plus Children, Employee Plus Spouse, or Family plan.~~
 - ~~2) During FY 23 following, increases in COBRA rates will be divided as follows:~~
 - 1) In the event the COBRA rate increases by **FIVE PERCENT (5%)** or less in one (1) year, the employee share of the COBRA rate will equal the employee share from **THE PREVIOUS YEAR** ~~FY 22 plus one percent (1%) of the COBRA rate.~~
 - 2) In the event the COBRA rate increases by more than **FIVE PERCENT (5%)** in one (1) year, the Board will pay the dollar amount equal to the first **FIVE PERCENT (5%)** and the employee will pay the balance. The employee share will increase to reflect the new percentage ~~plus 1%~~ for the duration of this agreement.

- 3) The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first **FIVE PERCENT (5%)** decrease to the Board and the balance to the employee.
- ~~3) During FY 24 following, increases in COBRA rates will be divided as follows:~~
- ~~i. In the event the COBRA rate increases by 5% or less in one (1) year, the Employee share of the COBRA rate will equal the Employee share from FY 23 plus one percent (1%) of the COBRA rate.~~
 - ~~ii. In the event the COBRA rate increases by more than 5% in one (1) year, the Board will pay the dollar amount equal to the first 5% and the employee will pay the balance. The employee share will increase to reflect the new percentage plus 1% for the duration of this agreement.~~
 - ~~iii. The Board and Association further agree that, in the event that COBRA rates decrease during the life of this contract, the above formula will be utilized in the allocation contribution reduction by the first 5% decrease to the Board and the balance to the employee.~~
- c. **IT IS RECOGNIZED THAT AN INSURANCE-ELIGIBLE EMPLOYEE MAY BE OR BECOME LEGALLY INELIGIBLE TO PARTICIPATE IN AN HSA (THROUGH, FOR EXAMPLE, PARTICIPATION IN SOCIAL SECURITY BENEFITS, MEDICARE BENEFITS OR MEDICAID BENEFITS, AMONG OTHER REASONS). THE EMPLOYEE IS RESPONSIBLE FOR PROMPTLY INFORMING THE DISTRICT TREASURER, IN WRITING, OF HIS/HER INELIGIBILITY. ANY EMPLOYEE WHO FAILS TO PROVIDE A WRITTEN NOTIFICATION TO THE TREASURER SHALL BE RESPONSIBLE FOR ALL PENALTIES ASSOCIATED WITH CONTINUED CONTRIBUTIONS TO THE HSA. ANY EMPLOYEE WHO PROVIDES WRITTEN NOTIFICATION WILL RECEIVE A REDUCTION IN THE EMPLOYEE PREMIUM CONTRIBUTIONS UP TO THE AMOUNT OF WHAT WOULD HAVE BEEN CONTRIBUTED TO THE EMPLOYEE'S HSA PURSUANT TO SECTION A.5 ABOVE.**
- d. Bargaining unit members who elect the HSA will have the option to have the annual employment stipend deposited to their HSA account.

{No change to the rest of the article}

ARTICLE 31 **SALARY SCHEDULES**

B. Salary

- ~~1. Effective July 1, 2024, a 3.0% increase on the base salary, normal salary schedule movement of one (1) step.~~
- ~~2. Effective July 1, 2022, a 3.0% increase on the base salary, normal salary schedule movement of one (1) step.~~
- ~~3. Effective July 1, 2023, a 3.0% increase on the base salary, normal salary schedule movement of one (1) step.~~

- 1. SALARY SCHEDULES FOR FISCAL YEARS 25-27 ARE LISTED ON ADDENDUM ____.**
- 2. A BARGAINING UNIT MEMBER WILL MOVE UP ONE (1) STEP ON JULY 1 FOR ALL THE POSITIONS THEY HOLD AFTER COMPLETING AN ADDITIONAL SERVICE YEAR WITH THE BOARD. *If they hold more than one bargaining unit position, they shall advance one (1) step for all positions July 1.* **ON JULY 1, 2024**, ANY BARGAINING UNIT MEMBER CURRENTLY HOLDING MULTIPLE POSITIONS AT DIFFERENT STEPS WILL HAVE ALL POSITIONS ADVANCED TO THEIR HIGHEST STEP.**
- 3. FOR THIS SECTION "SERVICE YEAR WITH THE BOARD" SHALL BE LIMITED TO YEARS AS A BARGAINING UNIT MEMBER, INCLUDING PRIOR SERVICE YEARS IF THERE WAS A BREAK IN SERVICE.**

** Additionally, the Board agrees to move any bargaining unit member, that was frozen on a step due to previous negotiated agreements, to the appropriate step for their years of service with the Board on July 1, 2024.*

C. Longevity

An annual longevity step ~~of \$300~~ will be paid to each bargaining unit member having worked ~~fourteen (14)~~ **SEVEN (7)** years in Troy City Schools; ~~a longevity step of \$600 will be paid to each bargaining unit member having worked twenty (20) years in Troy City Schools; a longevity step of \$900 will be paid to each bargaining unit member having worked twenty five (25) years in Troy City Schools; and a longevity step of \$1,200 will be paid to each bargaining unit member having worked thirty (30) years in Troy City Schools.~~ **\$500 WILL BE PAID ON THE BARGAINING UNIT MEMBER'S 7TH THROUGH 13TH ANNIVERSARY DATE, \$1,000 ON THEIR 14TH THROUGH 19TH ANNIVERSARY DATE, \$1,500 ON THEIR 20TH THROUGH 24TH ANNIVERSARY DATE, \$2,000 ON THEIR 25TH THROUGH 29TH ANNIVERSARY DATE, AND \$2,500 ON THEIR 30TH ANNIVERSARY DATE UNTIL THEY LEAVE THE BARGAINING UNIT.** Payment will be made within thirty (30)

days from the ~~day the~~ bargaining unit member 'S ANNIVERSARY DATE completes his/her 14th, 20th, 25th, or 30th year, respectively. A year of service shall mean at least ONE HUNDRED TWENTY (120) actual workdays between ANNIVERSARY DATES in a contract year (July 1—June 30).

E. Attendance Bonus

* TCSSA withdraws changes to Section E.

ARTICLE 35

INFORMATION PACKETS NEW OR MODIFIED EMPLOYMENTS

A. Each newly hired bargaining unit member shall be given a packet of pertinent information upon employment containing the following:

- 1) A letter of welcome from the Superintendent
- 2) A list of available insurance programs
- 3) A hardcopy of the Negotiated Agreement
- 4) A written job description
- 5) The Association information sheet

ADDITIONALLY, A COPY OF THEIR CONTRACT WITH THE BOARD, STATING THEIR NEW A) JOB TITLE, B) JOB ~~Classification~~ LEVEL AS STATED IN ARTICLE 10, C) NUMBER OF CONTRACTED DAYS, AND D) NUMBER OF CONTRACTED HOURS PER DAY, WILL BE PROVIDED ONCE APPROVED BY THE BOARD.

B. EACH NEWLY HIRED BARGAINING UNIT MEMBER SHALL PARTICIPATE IN A PAID NEW EMPLOYEE ORIENTATION, PROVIDED BY THE HUMAN RESOURCES DEPARTMENT AND/OR THE EMPLOYEE'S SUPERVISOR, WITHIN EIGHT (8) WEEKS OF STARTING THEIR JOB, AND COVER TOPICS THAT INCLUDE, BUT NOT LIMITED TO:

- 1) JOB SPECIFIC RULES IN THE NEGOTIATED AGREEMENT
- 2) APPLICABLE RULES IN BOARD POLICY.
- 3) OTHER APPLICABLE RULES PERTAINING TO THEIR INDIVIDUAL CLASSIFICATION.
- 4) TRAINING ON THE EMPLOYEE KIOSK.
- 5) TRAINING ON PUBLIC SCHOOL WORKS.

ADDITIONALLY, THE ASSOCIATION PRESIDENT, OR DESIGNEE, SHALL BE ALLOWED TO HOLD A VOLUNTARY MEETING WITH NEWLY HIRED BARGAINING UNIT MEMBERS WITHIN TWO (2) MONTHS OF STARTING WORK FOR THE PURPOSE OF EDUCATION ON THE NEGOTIATION AGREEMENT, EMPLOYEE RIGHTS AND RESPONSIBILITIES, AND ASSOCIATION BENEFITS. THE NEW EMPLOYEE WILL BE PAID FOR TIME IN THE MEETING, UP TO ONE (1) HOUR, BY SUBMITTING A TIMESHEET. MEETINGS WILL BE OUTSIDE THE EMPLOYEE'S WORKDAY, OR ON PROFESSIONAL DEVELOPMENT DAYS WITH THE DIRECTOR OF HUMAN RESOURCES' APPROVAL. THE MEETING SHALL TAKE PLACE WITHOUT THE PRESENCE OF THE ADMINISTRATION AND ATTENDANCE IS NOT REQUIRED.

C. EMPLOYEES WHO ACCEPT A NEW OR ADDITIONAL BARGAINING UNIT POSITION WILL BE GIVEN THE FOLLOWING:

- 1) A WRITTEN JOB DESCRIPTION.
- 2) A COPY OF THEIR CONTRACT WITH THE BOARD, OR IF A NEW CONTRACT IS NOT NEEDED, A WRITTEN LETTER/DOCUMENT, STATING THEIR NEW A) JOB TITLE, B) JOB ~~Classification~~ LEVEL AS STATED IN ARTICLE 10, C) NUMBER OF CONTRACTED DAYS, AND D) NUMBER OF CONTRACTED HOURS PER DAY.

** This new article will be inserted after Article 35, and the following articles will be renumbered accordingly.*

ARTICLE 36

STAFFING NEW SCHOOL BUILDINGS

When the Board closes current school buildings and opens new school buildings (anticipated summer/fall 2027), the following will be observed:

- A. The Board and the Association will work together to help make the transition as smooth as possible and ensure that employees are protected as best as possible. However, unless otherwise stated in this article, the Board will follow all language in this Negotiated Agreement without relinquishing any administrative rights.
- B. The Board will follow the voluntary and involuntary transfer guidelines in Article 10, except that:
 - 1) Only staff assigned to buildings being closed will initially have the opportunity to apply for available positions in new buildings. If the Board is unable to fill positions in new

buildings from displaced staff, then openings will be posted and made available to all bargaining unit members in the district per Article 10.

- 2) Displaced staff will have priority to fill vacancies in other buildings if there are more staff than positions in the new buildings.
 - 3) For displaced staff only, the requirement for an overall evaluation rating of 3 will be waved until they are awarded a new permanent position.
 - 4) Transportation drivers and aides will have a special process below for choosing routes.
- C. Staff who are not awarded a position in a new building or other district building be it by voluntary or involuntary transfer, or are demoted in title, hourly pay and/or benefit eligibility, will be considered RIF'ed and may elect to follow the RIF procedures in Article 10.
- D. Postings for vacancies in new buildings will be done before the last day of school prior to new buildings opening.
- E. The Board will not let needed positions go unfilled, or use temporary, long-term, or subcontracted staffing for the purpose of filling vacant positions until new buildings open, unless otherwise allowed in this Agreement, or as mutually agreed upon by the Board and the Association.
- F. Transportation Route Assignments
- The Board will determine routes and approximate timing at least fifteen (15) days before the start of the school year with the new buildings. At the same time, they will determine where aides are needed. Within ten (10) days of the start of school, the District will hold a route bid session in which drivers/aides, in decreasing order of seniority, will bid on their route for the year. For Noon Routes, anyone holding a Noon Route on the last day of school the prior spring will need to declare before the start of bidding if they want to retain a Noon Route position. Drivers/aides wanting to retain a Noon Routes will bid on them in order of decreasing seniority at the same time they do their AM/PM route. If there are more Noon Routes than drivers/aides declaring they want to retain a Noon Route, the number of additional routes will be offered at the same time drivers/aides are bidding on AM/PM routes. For Floats, they will not be included in the bid for routes, unless there are more routes than regular drivers/aides, at which point, they will be allowed to bid based on seniority and may choose to bid on a route or retain their current "Float" position. Procedures for this bid, additional details, communications, and/or forms will be mutually agreed upon by both the Board and the Association, so long as it does not supersede the stated administrative rights in this Agreement.
- G. This article will sunset once all displaced staff have an assigned position; transportation routes with new buildings have been set, bid on, and filled; and new buildings have opened to students.

ARTICLE 37
DURATION OF AGREEMENT

This agreement, developed and agreed to by the Troy, Ohio, Board of Education, hereinafter referred to as the "Board" and the Troy City Support Staff Association, hereinafter referred to as the "Association" shall be in force from July 1, **2024** to June 30, **2027**.

ADDENDUM: E

*** REMOVE THE "PRIMARY CARE PHYSICIAN ANNUAL HEALTH CHECKUP VERIFICATION FORM".**

ADDENDUM "G" - Wage Schedules

*** See attached/below.**

TENTATIVE AGREEMENT

Board of Education

Troy City Schools Support Assoc.


Chris Piper
5/29/24
Date/Time


Scott Hamman
5/29/24
Date/Time

Troy City Schools Classified Staff

TCSSA
Counter
Proposal
5/1/24

2024/2025	Treasurer's Assistant	Administrative Assistant	Senior District Network Coordinator	District Network Coordinator	Client Service Coordinator	Technology Assistant	Computer Technician	Library Media Specialist
Step 1 Index	\$ 18.26 1.0000	\$ 18.31 1.0000	\$ 28.82 1.0000	\$ 25.70 1.0000	\$ 25.70 1.0000	\$ 18.64 1.0000	\$ 16.06 1.0000	\$ 15.66 1.0000
Step 2 Index	\$ 18.81 1.0300	\$ 18.86 1.0300	\$ 29.69 1.0300	\$ 26.48 1.0300	\$ 26.48 1.0300	\$ 19.20 1.0300	\$ 16.55 1.0300	\$ 16.13 1.0300
Step 3 Index	\$ 19.35 1.0600	\$ 19.41 1.0600	\$ 30.55 1.0600	\$ 27.25 1.0600	\$ 27.25 1.0600	\$ 19.76 1.0600	\$ 17.03 1.0600	\$ 16.60 1.0600
Step 4 Index	\$ 19.90 1.0900	\$ 19.96 1.0900	\$ 31.42 1.0900	\$ 28.02 1.0900	\$ 28.02 1.0900	\$ 20.32 1.0900	\$ 17.51 1.0900	\$ 17.06 1.0900
Step 5 Index	\$ 20.45 1.1200	\$ 20.51 1.1200	\$ 32.28 1.1200	\$ 28.79 1.1200	\$ 28.79 1.1200	\$ 20.87 1.1200	\$ 17.99 1.1200	\$ 17.53 1.1200
Step 6 Index	\$ 21.00 1.1500	\$ 21.05 1.1500	\$ 33.15 1.1500	\$ 29.56 1.1500	\$ 29.56 1.1500	\$ 21.43 1.1500	\$ 18.47 1.1500	\$ 18.00 1.1500
Step 7 Index	\$ 21.55 1.1800	\$ 21.60 1.1800	\$ 34.01 1.1800	\$ 30.33 1.1800	\$ 30.33 1.1800	\$ 21.99 1.1800	\$ 18.95 1.1800	\$ 18.47 1.1800
Step 8 Index	\$ 22.09 1.2100	\$ 22.15 1.2100	\$ 34.88 1.2100	\$ 31.10 1.2100	\$ 31.10 1.2100	\$ 22.55 1.2100	\$ 19.44 1.2100	\$ 18.94 1.2100
Step 9 Index	\$ 22.64 1.2400	\$ 22.70 1.2400	\$ 35.74 1.2400	\$ 31.87 1.2400	\$ 31.87 1.2400	\$ 23.11 1.2400	\$ 19.92 1.2400	\$ 19.41 1.2400
Step 10 Index	\$ 23.19 1.2700	\$ 23.25 1.2700	\$ 36.61 1.2700	\$ 32.64 1.2700	\$ 32.64 1.2700	\$ 23.67 1.2700	\$ 20.40 1.2700	\$ 19.88 1.2700
Step 11 Index	\$ 23.74 1.3000	\$ 23.80 1.3000	\$ 37.47 1.3000	\$ 33.42 1.3000	\$ 33.42 1.3000	\$ 24.23 1.3000	\$ 20.88 1.3000	\$ 20.35 1.3000
Step 12 Index	\$ 24.28 1.3300	\$ 24.35 1.3300	\$ 38.34 1.3300	\$ 34.19 1.3300	\$ 34.19 1.3300	\$ 24.79 1.3300	\$ 21.36 1.3300	\$ 20.82 1.3300
Step 13 Index	\$ 24.83 1.3600	\$ 24.90 1.3600	\$ 39.20 1.3600	\$ 34.96 1.3600	\$ 34.96 1.3600	\$ 25.35 1.3600	\$ 21.85 1.3600	\$ 21.29 1.3600
Step 14 Index	\$ 25.38 1.3900	\$ 25.45 1.3900	\$ 40.07 1.3900	\$ 35.73 1.3900	\$ 35.73 1.3900	\$ 25.91 1.3900	\$ 22.33 1.3900	\$ 21.76 1.3900
Step 15 Index	\$ 25.93 1.4200	\$ 26.00 1.4200	\$ 40.93 1.4200	\$ 36.50 1.4200	\$ 36.50 1.4200	\$ 26.47 1.4200	\$ 22.81 1.4200	\$ 22.23 1.4200
Step 16 Index	\$ 26.48 1.4500	\$ 26.55 1.4500	\$ 41.80 1.4500	\$ 37.27 1.4500	\$ 37.27 1.4500	\$ 27.03 1.4500	\$ 23.29 1.4500	\$ 22.70 1.4500

2024/2025	Educational Aide	Supervisory Aide	Transportation Administrative Assistant	Bus Driver Trainer	Bus Driver	Bus Aide	Lead Bus Mechanic	Bus Mechanic
Step 1 Index	\$ 15.21 1.0000	\$ 14.21 1.0000	\$ 21.17 1.0000	\$ 24.03 1.0000	\$ 24.03 1.0000	\$ 15.21 1.0000	\$ 23.12 1.0000	\$ 21.59 1.0000
Step 2 Index	\$ 15.67 1.0300	\$ 14.64 1.0300	\$ 21.80 1.0300	\$ 24.75 1.0300	\$ 24.75 1.0300	\$ 15.67 1.0300	\$ 23.82 1.0300	\$ 22.23 1.0300
Step 3 Index	\$ 16.13 1.0600	\$ 15.06 1.0600	\$ 22.44 1.0600	\$ 25.47 1.0600	\$ 25.47 1.0600	\$ 16.13 1.0600	\$ 24.51 1.0600	\$ 22.88 1.0600
Step 4 Index	\$ 16.58 1.0900	\$ 15.49 1.0900	\$ 23.07 1.0900	\$ 26.19 1.0900	\$ 26.19 1.0900	\$ 16.58 1.0900	\$ 25.20 1.0900	\$ 23.53 1.0900
Step 5 Index	\$ 17.04 1.1200	\$ 15.92 1.1200	\$ 23.71 1.1200	\$ 26.91 1.1200	\$ 26.91 1.1200	\$ 17.04 1.1200	\$ 25.90 1.1200	\$ 24.18 1.1200
Step 6 Index	\$ 17.50 1.1500	\$ 16.34 1.1500	\$ 24.34 1.1500	\$ 27.63 1.1500	\$ 27.63 1.1500	\$ 17.50 1.1500	\$ 26.59 1.1500	\$ 24.82 1.1500
Step 7 Index	\$ 17.95 1.1800	\$ 16.77 1.1800	\$ 24.98 1.1800	\$ 28.36 1.1800	\$ 28.36 1.1800	\$ 17.95 1.1800	\$ 27.29 1.1800	\$ 25.47 1.1800
Step 8 Index	\$ 18.41 1.2100	\$ 17.20 1.2100	\$ 25.61 1.2100	\$ 29.08 1.2100	\$ 29.08 1.2100	\$ 18.41 1.2100	\$ 27.98 1.2100	\$ 26.12 1.2100
Step 9 Index	\$ 18.87 1.2400	\$ 17.62 1.2400	\$ 26.25 1.2400	\$ 29.80 1.2400	\$ 29.80 1.2400	\$ 18.87 1.2400	\$ 28.67 1.2400	\$ 26.77 1.2400
Step 10 Index	\$ 19.32 1.2700	\$ 18.05 1.2700	\$ 26.88 1.2700	\$ 30.52 1.2700	\$ 30.52 1.2700	\$ 19.32 1.2700	\$ 29.37 1.2700	\$ 27.41 1.2700
Step 11 Index	\$ 19.78 1.3000	\$ 18.47 1.3000	\$ 27.52 1.3000	\$ 31.24 1.3000	\$ 31.24 1.3000	\$ 19.78 1.3000	\$ 30.06 1.3000	\$ 28.06 1.3000
Step 12 Index	\$ 20.24 1.3300	\$ 18.90 1.3300	\$ 28.15 1.3300	\$ 31.96 1.3300	\$ 31.96 1.3300	\$ 20.24 1.3300	\$ 30.75 1.3300	\$ 28.71 1.3300
Step 13 Index	\$ 20.69 1.3600	\$ 19.33 1.3600	\$ 28.79 1.3600	\$ 32.68 1.3600	\$ 32.68 1.3600	\$ 20.69 1.3600	\$ 31.45 1.3600	\$ 29.36 1.3600
Step 14 Index	\$ 21.15 1.3900	\$ 19.75 1.3900	\$ 29.42 1.3900	\$ 33.40 1.3900	\$ 33.40 1.3900	\$ 21.15 1.3900	\$ 32.14 1.3900	\$ 30.01 1.3900
Step 15 Index	\$ 21.60 1.4200	\$ 20.18 1.4200	\$ 30.06 1.4200	\$ 34.12 1.4200	\$ 34.12 1.4200	\$ 21.60 1.4200	\$ 32.84 1.4200	\$ 30.65 1.4200
Step 16 Index	\$ 22.06 1.4500	\$ 20.61 1.4500	\$ 30.69 1.4500	\$ 34.84 1.4500	\$ 34.84 1.4500	\$ 22.06 1.4500	\$ 33.53 1.4500	\$ 31.30 1.4500

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2024/2025	Plumber/ Boiler Maintenance	General Maintenance	Grounds Maintenance	Lead HS Custodian	Head Custodian	Custodian	Health Clinic LPN	Translator
Step 1 Index	\$ 21.87 1.0000	\$ 20.64 1.0000	\$ 18.58 1.0000	\$ 20.65 1.0000	\$ 18.85 1.0000	\$ 17.91 1.0000	\$ 18.84 1.0000	\$ 24.38 1.0000
Step 2 Index	\$ 22.52 1.0300	\$ 21.26 1.0300	\$ 19.13 1.0300	\$ 21.27 1.0300	\$ 19.41 1.0300	\$ 18.45 1.0300	\$ 19.41 1.0300	\$ 25.11 1.0300
Step 3 Index	\$ 23.18 1.0600	\$ 21.88 1.0600	\$ 19.69 1.0600	\$ 21.89 1.0600	\$ 19.98 1.0600	\$ 18.98 1.0600	\$ 19.97 1.0600	\$ 25.84 1.0600
Step 4 Index	\$ 23.83 1.0900	\$ 22.50 1.0900	\$ 20.25 1.0900	\$ 22.51 1.0900	\$ 20.54 1.0900	\$ 19.52 1.0900	\$ 20.54 1.0900	\$ 26.57 1.0900
Step 5 Index	\$ 24.49 1.1200	\$ 23.12 1.1200	\$ 20.81 1.1200	\$ 23.13 1.1200	\$ 21.11 1.1200	\$ 20.06 1.1200	\$ 21.10 1.1200	\$ 27.30 1.1200
Step 6 Index	\$ 25.15 1.1500	\$ 23.74 1.1500	\$ 21.36 1.1500	\$ 23.75 1.1500	\$ 21.67 1.1500	\$ 20.60 1.1500	\$ 21.67 1.1500	\$ 28.03 1.1500
Step 7 Index	\$ 25.80 1.1800	\$ 24.36 1.1800	\$ 21.92 1.1800	\$ 24.37 1.1800	\$ 22.24 1.1800	\$ 21.13 1.1800	\$ 22.24 1.1800	\$ 28.76 1.1800
Step 8 Index	\$ 26.46 1.2100	\$ 24.98 1.2100	\$ 22.48 1.2100	\$ 24.99 1.2100	\$ 22.81 1.2100	\$ 21.67 1.2100	\$ 22.80 1.2100	\$ 29.49 1.2100
Step 9 Index	\$ 27.11 1.2400	\$ 25.60 1.2400	\$ 23.03 1.2400	\$ 25.61 1.2400	\$ 23.37 1.2400	\$ 22.21 1.2400	\$ 23.37 1.2400	\$ 30.23 1.2400
Step 10 Index	\$ 27.77 1.2700	\$ 26.21 1.2700	\$ 23.59 1.2700	\$ 26.23 1.2700	\$ 23.94 1.2700	\$ 22.75 1.2700	\$ 23.93 1.2700	\$ 30.96 1.2700
Step 11 Index	\$ 28.43 1.3000	\$ 26.83 1.3000	\$ 24.15 1.3000	\$ 26.85 1.3000	\$ 24.50 1.3000	\$ 23.28 1.3000	\$ 24.50 1.3000	\$ 31.69 1.3000
Step 12 Index	\$ 29.08 1.3300	\$ 27.45 1.3300	\$ 24.71 1.3300	\$ 27.47 1.3300	\$ 25.07 1.3300	\$ 23.82 1.3300	\$ 25.06 1.3300	\$ 32.42 1.3300
Step 13 Index	\$ 29.74 1.3600	\$ 28.07 1.3600	\$ 25.26 1.3600	\$ 28.09 1.3600	\$ 25.63 1.3600	\$ 24.36 1.3600	\$ 25.63 1.3600	\$ 33.15 1.3600
Step 14 Index	\$ 30.39 1.3900	\$ 28.69 1.3900	\$ 25.82 1.3900	\$ 28.71 1.3900	\$ 26.20 1.3900	\$ 24.90 1.3900	\$ 26.19 1.3900	\$ 33.88 1.3900
Step 15 Index	\$ 31.05 1.4200	\$ 29.31 1.4200	\$ 26.38 1.4200	\$ 29.33 1.4200	\$ 26.76 1.4200	\$ 25.43 1.4200	\$ 26.76 1.4200	\$ 34.61 1.4200
Step 16 Index	\$ 31.71 1.4500	\$ 29.93 1.4500	\$ 26.94 1.4500	\$ 29.94 1.4500	\$ 27.33 1.4500	\$ 25.97 1.4500	\$ 27.32 1.4500	\$ 35.34 1.4500

2024/2025	Head HS Kitchen Manager	JH Kitchen Manager and Cook	Asst/Elem Kitchen Manager and Cook	Food Service Assistant Cook	Delivery Maintenance	Delivery Helper
Step 1 Index	\$ 18.67 1.0000	\$ 17.30 1.0000	\$ 15.91 1.0000	\$ 15.22 1.0000	\$ 19.15 1.0000	\$ 18.47 1.0000
Step 2 Index	\$ 19.23 1.0300	\$ 17.82 1.0300	\$ 16.39 1.0300	\$ 15.68 1.0300	\$ 19.72 1.0300	\$ 19.02 1.0300
Step 3 Index	\$ 19.79 1.0600	\$ 18.34 1.0600	\$ 16.87 1.0600	\$ 16.14 1.0600	\$ 20.30 1.0600	\$ 19.58 1.0600
Step 4 Index	\$ 20.35 1.0900	\$ 18.86 1.0900	\$ 17.35 1.0900	\$ 16.59 1.0900	\$ 20.87 1.0900	\$ 20.13 1.0900
Step 5 Index	\$ 20.91 1.1200	\$ 19.38 1.1200	\$ 17.82 1.1200	\$ 17.05 1.1200	\$ 21.45 1.1200	\$ 20.68 1.1200
Step 6 Index	\$ 21.47 1.1500	\$ 19.90 1.1500	\$ 18.30 1.1500	\$ 17.51 1.1500	\$ 22.02 1.1500	\$ 21.24 1.1500
Step 7 Index	\$ 22.04 1.1800	\$ 20.42 1.1800	\$ 18.78 1.1800	\$ 17.96 1.1800	\$ 22.59 1.1800	\$ 21.79 1.1800
Step 8 Index	\$ 22.60 1.2100	\$ 20.93 1.2100	\$ 19.26 1.2100	\$ 18.42 1.2100	\$ 23.17 1.2100	\$ 22.35 1.2100
Step 9 Index	\$ 23.16 1.2400	\$ 21.45 1.2400	\$ 19.73 1.2400	\$ 18.88 1.2400	\$ 23.74 1.2400	\$ 22.90 1.2400
Step 10 Index	\$ 23.72 1.2700	\$ 21.97 1.2700	\$ 20.21 1.2700	\$ 19.33 1.2700	\$ 24.32 1.2700	\$ 23.45 1.2700
Step 11 Index	\$ 24.28 1.3000	\$ 22.49 1.3000	\$ 20.69 1.3000	\$ 19.79 1.3000	\$ 24.89 1.3000	\$ 24.01 1.3000
Step 12 Index	\$ 24.84 1.3300	\$ 23.01 1.3300	\$ 21.17 1.3300	\$ 20.25 1.3300	\$ 25.47 1.3300	\$ 24.56 1.3300
Step 13 Index	\$ 25.40 1.3600	\$ 23.53 1.3600	\$ 21.64 1.3600	\$ 20.71 1.3600	\$ 26.04 1.3600	\$ 25.12 1.3600
Step 14 Index	\$ 25.96 1.3900	\$ 24.05 1.3900	\$ 22.12 1.3900	\$ 21.16 1.3900	\$ 26.62 1.3900	\$ 25.67 1.3900
Step 15 Index	\$ 26.52 1.4200	\$ 24.57 1.4200	\$ 22.60 1.4200	\$ 21.62 1.4200	\$ 27.19 1.4200	\$ 26.22 1.4200
Step 16 Index	\$ 27.08 1.4500	\$ 25.09 1.4500	\$ 23.08 1.4500	\$ 22.08 1.4500	\$ 27.76 1.4500	\$ 26.78 1.4500

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2025/2026	Treasurer's Assistant	Administrative Assistant	Senior District Network Coordinator	District Network Coordinator	Client Service Coordinator	Technology Assistant	Computer Technician	Library Media Specialist
Step 1 Index	\$ 18.81 1.0000	\$ 18.86 1.0000	\$ 28.82 1.0000	\$ 26.98 1.0000	\$ 26.98 1.0000	\$ 19.70 1.0000	\$ 17.05 1.0000	\$ 16.48 1.0000
Step 2 Index	\$ 19.37 1.0300	\$ 19.42 1.0300	\$ 29.68 1.0300	\$ 27.78 1.0300	\$ 27.78 1.0300	\$ 20.29 1.0300	\$ 17.56 1.0300	\$ 16.97 1.0300
Step 3 Index	\$ 19.94 1.0600	\$ 19.99 1.0600	\$ 30.55 1.0600	\$ 28.59 1.0600	\$ 28.59 1.0600	\$ 20.88 1.0600	\$ 18.07 1.0600	\$ 17.46 1.0600
Step 4 Index	\$ 20.50 1.0900	\$ 20.55 1.0900	\$ 31.41 1.0900	\$ 29.40 1.0900	\$ 29.40 1.0900	\$ 21.47 1.0900	\$ 18.58 1.0900	\$ 17.96 1.0900
Step 5 Index	\$ 21.06 1.1200	\$ 21.12 1.1200	\$ 32.28 1.1200	\$ 30.21 1.1200	\$ 30.21 1.1200	\$ 22.06 1.1200	\$ 19.09 1.1200	\$ 18.45 1.1200
Step 6 Index	\$ 21.63 1.1500	\$ 21.69 1.1500	\$ 33.14 1.1500	\$ 31.02 1.1500	\$ 31.02 1.1500	\$ 22.65 1.1500	\$ 19.60 1.1500	\$ 18.95 1.1500
Step 7 Index	\$ 22.19 1.1800	\$ 22.25 1.1800	\$ 34.01 1.1800	\$ 31.83 1.1800	\$ 31.83 1.1800	\$ 23.24 1.1800	\$ 20.11 1.1800	\$ 19.44 1.1800
Step 8 Index	\$ 22.76 1.2100	\$ 22.82 1.2100	\$ 34.87 1.2100	\$ 32.64 1.2100	\$ 32.64 1.2100	\$ 23.83 1.2100	\$ 20.62 1.2100	\$ 19.94 1.2100
Step 9 Index	\$ 23.32 1.2400	\$ 23.38 1.2400	\$ 35.74 1.2400	\$ 33.45 1.2400	\$ 33.45 1.2400	\$ 24.42 1.2400	\$ 21.14 1.2400	\$ 20.43 1.2400
Step 10 Index	\$ 23.88 1.2700	\$ 23.95 1.2700	\$ 36.60 1.2700	\$ 34.26 1.2700	\$ 34.26 1.2700	\$ 25.02 1.2700	\$ 21.65 1.2700	\$ 20.92 1.2700
Step 11 Index	\$ 24.45 1.3000	\$ 24.51 1.3000	\$ 37.47 1.3000	\$ 35.07 1.3000	\$ 35.07 1.3000	\$ 25.61 1.3000	\$ 22.16 1.3000	\$ 21.42 1.3000
Step 12 Index	\$ 25.01 1.3300	\$ 25.08 1.3300	\$ 38.33 1.3300	\$ 35.88 1.3300	\$ 35.88 1.3300	\$ 26.20 1.3300	\$ 22.67 1.3300	\$ 21.91 1.3300
Step 13 Index	\$ 25.58 1.3600	\$ 25.65 1.3600	\$ 39.19 1.3600	\$ 36.69 1.3600	\$ 36.69 1.3600	\$ 26.79 1.3600	\$ 23.18 1.3600	\$ 22.41 1.3600
Step 14 Index	\$ 26.14 1.3900	\$ 26.21 1.3900	\$ 40.06 1.3900	\$ 37.50 1.3900	\$ 37.50 1.3900	\$ 27.38 1.3900	\$ 23.69 1.3900	\$ 22.90 1.3900
Step 15 Index	\$ 26.71 1.4200	\$ 26.78 1.4200	\$ 40.92 1.4200	\$ 38.30 1.4200	\$ 38.30 1.4200	\$ 27.97 1.4200	\$ 24.20 1.4200	\$ 23.40 1.4200
Step 16 Index	\$ 27.27 1.4500	\$ 27.34 1.4500	\$ 41.79 1.4500	\$ 39.11 1.4500	\$ 39.11 1.4500	\$ 28.56 1.4500	\$ 24.72 1.4500	\$ 23.89 1.4500

2025/2026	Educational Aide	Supervisory Aide	Transportation Administrative Assistant	Bus Driver Trainer	Bus Driver	Bus Aide	Lead Bus Mechanic	Bus Mechanic
Step 1 Index	\$ 15.82 1.0000	\$ 14.82 1.0000	\$ 21.80 1.0000	\$ 24.75 1.0000	\$ 24.75 1.0000	\$ 15.82 1.0000	\$ 23.82 1.0000	\$ 22.63 1.0000
Step 2 Index	\$ 16.30 1.0300	\$ 15.26 1.0300	\$ 22.46 1.0300	\$ 25.49 1.0300	\$ 25.49 1.0300	\$ 16.30 1.0300	\$ 24.53 1.0300	\$ 23.31 1.0300
Step 3 Index	\$ 16.77 1.0600	\$ 15.71 1.0600	\$ 23.11 1.0600	\$ 26.24 1.0600	\$ 26.24 1.0600	\$ 16.77 1.0600	\$ 25.25 1.0600	\$ 23.99 1.0600
Step 4 Index	\$ 17.24 1.0900	\$ 16.15 1.0900	\$ 23.76 1.0900	\$ 26.98 1.0900	\$ 26.98 1.0900	\$ 17.24 1.0900	\$ 25.96 1.0900	\$ 24.67 1.0900
Step 5 Index	\$ 17.72 1.1200	\$ 16.60 1.1200	\$ 24.42 1.1200	\$ 27.72 1.1200	\$ 27.72 1.1200	\$ 17.72 1.1200	\$ 26.68 1.1200	\$ 25.35 1.1200
Step 6 Index	\$ 18.19 1.1500	\$ 17.04 1.1500	\$ 25.07 1.1500	\$ 28.46 1.1500	\$ 28.46 1.1500	\$ 18.19 1.1500	\$ 27.39 1.1500	\$ 26.03 1.1500
Step 7 Index	\$ 18.67 1.1800	\$ 17.48 1.1800	\$ 25.73 1.1800	\$ 29.21 1.1800	\$ 29.21 1.1800	\$ 18.67 1.1800	\$ 28.10 1.1800	\$ 26.71 1.1800
Step 8 Index	\$ 19.14 1.2100	\$ 17.93 1.2100	\$ 26.38 1.2100	\$ 29.95 1.2100	\$ 29.95 1.2100	\$ 19.14 1.2100	\$ 28.82 1.2100	\$ 27.39 1.2100
Step 9 Index	\$ 19.62 1.2400	\$ 18.37 1.2400	\$ 27.03 1.2400	\$ 30.69 1.2400	\$ 30.69 1.2400	\$ 19.62 1.2400	\$ 29.53 1.2400	\$ 28.07 1.2400
Step 10 Index	\$ 20.09 1.2700	\$ 18.82 1.2700	\$ 27.69 1.2700	\$ 31.43 1.2700	\$ 31.43 1.2700	\$ 20.09 1.2700	\$ 30.25 1.2700	\$ 28.75 1.2700
Step 11 Index	\$ 20.57 1.3000	\$ 19.26 1.3000	\$ 28.34 1.3000	\$ 32.18 1.3000	\$ 32.18 1.3000	\$ 20.57 1.3000	\$ 30.96 1.3000	\$ 29.42 1.3000
Step 12 Index	\$ 21.04 1.3300	\$ 19.71 1.3300	\$ 29.00 1.3300	\$ 32.92 1.3300	\$ 32.92 1.3300	\$ 21.04 1.3300	\$ 31.68 1.3300	\$ 30.10 1.3300
Step 13 Index	\$ 21.52 1.3600	\$ 20.15 1.3600	\$ 29.65 1.3600	\$ 33.66 1.3600	\$ 33.66 1.3600	\$ 21.52 1.3600	\$ 32.39 1.3600	\$ 30.78 1.3600
Step 14 Index	\$ 21.99 1.3900	\$ 20.60 1.3900	\$ 30.30 1.3900	\$ 34.40 1.3900	\$ 34.40 1.3900	\$ 21.99 1.3900	\$ 33.11 1.3900	\$ 31.46 1.3900
Step 15 Index	\$ 22.47 1.4200	\$ 21.04 1.4200	\$ 30.96 1.4200	\$ 35.15 1.4200	\$ 35.15 1.4200	\$ 22.47 1.4200	\$ 33.82 1.4200	\$ 32.14 1.4200
Step 16 Index	\$ 22.94 1.4500	\$ 21.49 1.4500	\$ 31.61 1.4500	\$ 35.89 1.4500	\$ 35.89 1.4500	\$ 22.94 1.4500	\$ 34.53 1.4500	\$ 32.82 1.4500

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2025/2026	Plumber/ Boiler Maintenance	General Maintenance	Grounds Maintenance	Lead HS Custodian	Head Custodian	Custodian	Health Clinic LPN	Translator
Step 1 Index	\$ 22.52 1.0000	\$ 21.26 1.0000	\$ 19.26 1.0000	\$ 21.27 1.0000	\$ 19.42 1.0000	\$ 18.45 1.0000	\$ 19.42 1.0000	\$ 25.61 1.0000
Step 2 Index	\$ 23.20 1.0300	\$ 21.90 1.0300	\$ 19.84 1.0300	\$ 21.91 1.0300	\$ 20.01 1.0300	\$ 19.00 1.0300	\$ 20.00 1.0300	\$ 26.37 1.0300
Step 3 Index	\$ 23.87 1.0600	\$ 22.54 1.0600	\$ 20.42 1.0600	\$ 22.55 1.0600	\$ 20.59 1.0600	\$ 19.55 1.0600	\$ 20.58 1.0600	\$ 27.14 1.0600
Step 4 Index	\$ 24.55 1.0900	\$ 23.17 1.0900	\$ 21.00 1.0900	\$ 23.19 1.0900	\$ 21.17 1.0900	\$ 20.11 1.0900	\$ 21.17 1.0900	\$ 27.91 1.0900
Step 5 Index	\$ 25.23 1.1200	\$ 23.81 1.1200	\$ 21.58 1.1200	\$ 23.82 1.1200	\$ 21.75 1.1200	\$ 20.66 1.1200	\$ 21.75 1.1200	\$ 28.68 1.1200
Step 6 Index	\$ 25.90 1.1500	\$ 24.45 1.1500	\$ 22.15 1.1500	\$ 24.46 1.1500	\$ 22.34 1.1500	\$ 21.21 1.1500	\$ 22.33 1.1500	\$ 29.45 1.1500
Step 7 Index	\$ 26.58 1.1800	\$ 25.09 1.1800	\$ 22.73 1.1800	\$ 25.10 1.1800	\$ 22.92 1.1800	\$ 21.77 1.1800	\$ 22.91 1.1800	\$ 30.22 1.1800
Step 8 Index	\$ 27.25 1.2100	\$ 25.73 1.2100	\$ 23.31 1.2100	\$ 25.74 1.2100	\$ 23.50 1.2100	\$ 22.32 1.2100	\$ 23.50 1.2100	\$ 30.98 1.2100
Step 9 Index	\$ 27.93 1.2400	\$ 26.36 1.2400	\$ 23.89 1.2400	\$ 26.38 1.2400	\$ 24.08 1.2400	\$ 22.87 1.2400	\$ 24.08 1.2400	\$ 31.75 1.2400
Step 10 Index	\$ 28.60 1.2700	\$ 27.00 1.2700	\$ 24.47 1.2700	\$ 27.01 1.2700	\$ 24.67 1.2700	\$ 23.43 1.2700	\$ 24.66 1.2700	\$ 32.52 1.2700
Step 11 Index	\$ 29.28 1.3000	\$ 27.64 1.3000	\$ 25.04 1.3000	\$ 27.65 1.3000	\$ 25.25 1.3000	\$ 23.98 1.3000	\$ 25.24 1.3000	\$ 33.29 1.3000
Step 12 Index	\$ 29.96 1.3300	\$ 28.28 1.3300	\$ 25.62 1.3300	\$ 28.29 1.3300	\$ 25.83 1.3300	\$ 24.54 1.3300	\$ 25.83 1.3300	\$ 34.06 1.3300
Step 13 Index	\$ 30.63 1.3600	\$ 28.91 1.3600	\$ 26.20 1.3600	\$ 28.93 1.3600	\$ 26.42 1.3600	\$ 25.09 1.3600	\$ 26.41 1.3600	\$ 34.83 1.3600
Step 14 Index	\$ 31.31 1.3900	\$ 29.55 1.3900	\$ 26.78 1.3900	\$ 29.57 1.3900	\$ 27.00 1.3900	\$ 25.64 1.3900	\$ 26.99 1.3900	\$ 35.59 1.3900
Step 15 Index	\$ 31.98 1.4200	\$ 30.19 1.4200	\$ 27.35 1.4200	\$ 30.20 1.4200	\$ 27.58 1.4200	\$ 26.20 1.4200	\$ 27.57 1.4200	\$ 36.36 1.4200
Step 16 Index	\$ 32.66 1.4500	\$ 30.83 1.4500	\$ 27.93 1.4500	\$ 30.84 1.4500	\$ 28.16 1.4500	\$ 26.75 1.4500	\$ 28.16 1.4500	\$ 37.13 1.4500

2025/2026	Head HS Kitchen Manager	JH Kitchen Manager and Cook	Asst/Elem Kitchen Manager and Cook	Food Service Assistant Cook	Delivery Maintenance	Delivery Helper
Step 1 Index	\$ 19.23 1.0000	\$ 17.90 1.0000	\$ 16.55 1.0000	\$ 15.83 1.0000	\$ 19.72 1.0000	\$ 19.02 1.0000
Step 2 Index	\$ 19.81 1.0300	\$ 18.44 1.0300	\$ 17.05 1.0300	\$ 16.31 1.0300	\$ 20.31 1.0300	\$ 19.59 1.0300
Step 3 Index	\$ 20.39 1.0600	\$ 18.97 1.0600	\$ 17.55 1.0600	\$ 16.78 1.0600	\$ 20.91 1.0600	\$ 20.16 1.0600
Step 4 Index	\$ 20.97 1.0900	\$ 19.51 1.0900	\$ 18.04 1.0900	\$ 17.26 1.0900	\$ 21.50 1.0900	\$ 20.73 1.0900
Step 5 Index	\$ 21.54 1.1200	\$ 20.05 1.1200	\$ 18.54 1.1200	\$ 17.73 1.1200	\$ 22.09 1.1200	\$ 21.30 1.1200
Step 6 Index	\$ 22.12 1.1500	\$ 20.59 1.1500	\$ 19.04 1.1500	\$ 18.21 1.1500	\$ 22.68 1.1500	\$ 21.88 1.1500
Step 7 Index	\$ 22.70 1.1800	\$ 21.12 1.1800	\$ 19.53 1.1800	\$ 18.68 1.1800	\$ 23.27 1.1800	\$ 22.45 1.1800
Step 8 Index	\$ 23.27 1.2100	\$ 21.66 1.2100	\$ 20.03 1.2100	\$ 19.16 1.2100	\$ 23.86 1.2100	\$ 23.02 1.2100
Step 9 Index	\$ 23.85 1.2400	\$ 22.20 1.2400	\$ 20.52 1.2400	\$ 19.63 1.2400	\$ 24.46 1.2400	\$ 23.59 1.2400
Step 10 Index	\$ 24.43 1.2700	\$ 22.73 1.2700	\$ 21.02 1.2700	\$ 20.11 1.2700	\$ 25.05 1.2700	\$ 24.16 1.2700
Step 11 Index	\$ 25.00 1.3000	\$ 23.27 1.3000	\$ 21.52 1.3000	\$ 20.58 1.3000	\$ 25.64 1.3000	\$ 24.73 1.3000
Step 12 Index	\$ 25.58 1.3300	\$ 23.81 1.3300	\$ 22.01 1.3300	\$ 21.06 1.3300	\$ 26.23 1.3300	\$ 25.30 1.3300
Step 13 Index	\$ 26.16 1.3600	\$ 24.34 1.3600	\$ 22.51 1.3600	\$ 21.53 1.3600	\$ 26.82 1.3600	\$ 25.87 1.3600
Step 14 Index	\$ 26.74 1.3900	\$ 24.88 1.3900	\$ 23.01 1.3900	\$ 22.01 1.3900	\$ 27.41 1.3900	\$ 26.44 1.3900
Step 15 Index	\$ 27.31 1.4200	\$ 25.42 1.4200	\$ 23.50 1.4200	\$ 22.48 1.4200	\$ 28.01 1.4200	\$ 27.01 1.4200
Step 16 Index	\$ 27.89 1.4500	\$ 25.96 1.4500	\$ 24.00 1.4500	\$ 22.96 1.4500	\$ 28.60 1.4500	\$ 27.58 1.4500

Troy City Schools Classified Staff

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2026/2027	Treasurer's Assistant	Administrative Assistant	Senior District Network Coordinator	District Network Coordinator	Client Service Coordinator	Technology Assistant	Computer Technician	Library Media Specialist
Step 1 Index	\$ 19.37 1.0000	\$ 19.42 1.0000	\$ 28.82 1.0000	\$ 27.79 1.0000	\$ 27.79 1.0000	\$ 20.30 1.0000	\$ 17.60 1.0000	\$ 16.97 1.0000
Step 2 Index	\$ 19.95 1.0300	\$ 20.01 1.0300	\$ 29.68 1.0300	\$ 28.63 1.0300	\$ 28.63 1.0300	\$ 20.91 1.0300	\$ 18.13 1.0300	\$ 17.48 1.0300
Step 3 Index	\$ 20.53 1.0600	\$ 20.59 1.0600	\$ 30.55 1.0600	\$ 29.46 1.0600	\$ 29.46 1.0600	\$ 21.52 1.0600	\$ 18.65 1.0600	\$ 17.99 1.0600
Step 4 Index	\$ 21.11 1.0900	\$ 21.17 1.0900	\$ 31.41 1.0900	\$ 30.30 1.0900	\$ 30.30 1.0900	\$ 22.13 1.0900	\$ 19.18 1.0900	\$ 18.50 1.0900
Step 5 Index	\$ 21.70 1.1200	\$ 21.75 1.1200	\$ 32.28 1.1200	\$ 31.13 1.1200	\$ 31.13 1.1200	\$ 22.73 1.1200	\$ 19.71 1.1200	\$ 19.01 1.1200
Step 6 Index	\$ 22.28 1.1500	\$ 22.34 1.1500	\$ 33.14 1.1500	\$ 31.96 1.1500	\$ 31.96 1.1500	\$ 23.34 1.1500	\$ 20.24 1.1500	\$ 19.52 1.1500
Step 7 Index	\$ 22.86 1.1800	\$ 22.92 1.1800	\$ 34.01 1.1800	\$ 32.80 1.1800	\$ 32.80 1.1800	\$ 23.95 1.1800	\$ 20.77 1.1800	\$ 20.02 1.1800
Step 8 Index	\$ 23.44 1.2100	\$ 23.50 1.2100	\$ 34.87 1.2100	\$ 33.63 1.2100	\$ 33.63 1.2100	\$ 24.56 1.2100	\$ 21.29 1.2100	\$ 20.53 1.2100
Step 9 Index	\$ 24.02 1.2400	\$ 24.08 1.2400	\$ 35.74 1.2400	\$ 34.47 1.2400	\$ 34.47 1.2400	\$ 25.17 1.2400	\$ 21.82 1.2400	\$ 21.04 1.2400
Step 10 Index	\$ 24.60 1.2700	\$ 24.67 1.2700	\$ 36.60 1.2700	\$ 35.30 1.2700	\$ 35.30 1.2700	\$ 25.78 1.2700	\$ 22.35 1.2700	\$ 21.55 1.2700
Step 11 Index	\$ 25.18 1.3000	\$ 25.25 1.3000	\$ 37.46 1.3000	\$ 36.13 1.3000	\$ 36.13 1.3000	\$ 26.39 1.3000	\$ 22.88 1.3000	\$ 22.06 1.3000
Step 12 Index	\$ 25.76 1.3300	\$ 25.83 1.3300	\$ 38.33 1.3300	\$ 36.97 1.3300	\$ 36.97 1.3300	\$ 27.00 1.3300	\$ 23.41 1.3300	\$ 22.57 1.3300
Step 13 Index	\$ 26.34 1.3600	\$ 26.42 1.3600	\$ 39.19 1.3600	\$ 37.80 1.3600	\$ 37.80 1.3600	\$ 27.61 1.3600	\$ 23.93 1.3600	\$ 23.08 1.3600
Step 14 Index	\$ 26.93 1.3900	\$ 27.00 1.3900	\$ 40.06 1.3900	\$ 38.63 1.3900	\$ 38.63 1.3900	\$ 28.22 1.3900	\$ 24.46 1.3900	\$ 23.59 1.3900
Step 15 Index	\$ 27.51 1.4200	\$ 27.58 1.4200	\$ 40.92 1.4200	\$ 39.47 1.4200	\$ 39.47 1.4200	\$ 28.82 1.4200	\$ 24.99 1.4200	\$ 24.10 1.4200
Step 16 Index	\$ 28.09 1.4500	\$ 28.16 1.4500	\$ 41.79 1.4500	\$ 40.30 1.4500	\$ 40.30 1.4500	\$ 29.43 1.4500	\$ 25.52 1.4500	\$ 24.61 1.4500

2026/2027	Educational Aide	Supervisory Aide	Transportation Administrative Assistant	Bus Driver Trainer	Bus Driver	Bus Aide	Lead Bus Mechanic	Bus Mechanic
Step 1 Index	\$ 16.30 1.0000	\$ 15.30 1.0000	\$ 22.46 1.0000	\$ 25.49 1.0000	\$ 25.49 1.0000	\$ 16.30 1.0000	\$ 24.53 1.0000	\$ 23.32 1.0000
Step 2 Index	\$ 16.78 1.0300	\$ 15.76 1.0300	\$ 23.13 1.0300	\$ 26.26 1.0300	\$ 26.26 1.0300	\$ 16.78 1.0300	\$ 25.27 1.0300	\$ 24.02 1.0300
Step 3 Index	\$ 17.27 1.0600	\$ 16.22 1.0600	\$ 23.80 1.0600	\$ 27.02 1.0600	\$ 27.02 1.0600	\$ 17.27 1.0600	\$ 26.00 1.0600	\$ 24.72 1.0600
Step 4 Index	\$ 17.76 1.0900	\$ 16.68 1.0900	\$ 24.48 1.0900	\$ 27.79 1.0900	\$ 27.79 1.0900	\$ 17.76 1.0900	\$ 26.74 1.0900	\$ 25.42 1.0900
Step 5 Index	\$ 18.25 1.1200	\$ 17.14 1.1200	\$ 25.15 1.1200	\$ 28.55 1.1200	\$ 28.55 1.1200	\$ 18.25 1.1200	\$ 27.48 1.1200	\$ 26.12 1.1200
Step 6 Index	\$ 18.74 1.1500	\$ 17.60 1.1500	\$ 25.82 1.1500	\$ 29.32 1.1500	\$ 29.32 1.1500	\$ 18.74 1.1500	\$ 28.21 1.1500	\$ 26.82 1.1500
Step 7 Index	\$ 19.23 1.1800	\$ 18.06 1.1800	\$ 26.50 1.1800	\$ 30.08 1.1800	\$ 30.08 1.1800	\$ 19.23 1.1800	\$ 28.95 1.1800	\$ 27.52 1.1800
Step 8 Index	\$ 19.72 1.2100	\$ 18.52 1.2100	\$ 27.17 1.2100	\$ 30.85 1.2100	\$ 30.85 1.2100	\$ 19.72 1.2100	\$ 29.68 1.2100	\$ 28.22 1.2100
Step 9 Index	\$ 20.21 1.2400	\$ 18.98 1.2400	\$ 27.84 1.2400	\$ 31.61 1.2400	\$ 31.61 1.2400	\$ 20.21 1.2400	\$ 30.42 1.2400	\$ 28.92 1.2400
Step 10 Index	\$ 20.70 1.2700	\$ 19.44 1.2700	\$ 28.52 1.2700	\$ 32.38 1.2700	\$ 32.38 1.2700	\$ 20.70 1.2700	\$ 31.16 1.2700	\$ 29.62 1.2700
Step 11 Index	\$ 21.18 1.3000	\$ 19.89 1.3000	\$ 29.19 1.3000	\$ 33.14 1.3000	\$ 33.14 1.3000	\$ 21.18 1.3000	\$ 31.89 1.3000	\$ 30.32 1.3000
Step 12 Index	\$ 21.67 1.3300	\$ 20.35 1.3300	\$ 29.87 1.3300	\$ 33.91 1.3300	\$ 33.91 1.3300	\$ 21.67 1.3300	\$ 32.63 1.3300	\$ 31.02 1.3300
Step 13 Index	\$ 22.16 1.3600	\$ 20.81 1.3600	\$ 30.54 1.3600	\$ 34.67 1.3600	\$ 34.67 1.3600	\$ 22.16 1.3600	\$ 33.36 1.3600	\$ 31.72 1.3600
Step 14 Index	\$ 22.65 1.3900	\$ 21.27 1.3900	\$ 31.21 1.3900	\$ 35.44 1.3900	\$ 35.44 1.3900	\$ 22.65 1.3900	\$ 34.10 1.3900	\$ 32.42 1.3900
Step 15 Index	\$ 23.14 1.4200	\$ 21.73 1.4200	\$ 31.89 1.4200	\$ 36.20 1.4200	\$ 36.20 1.4200	\$ 23.14 1.4200	\$ 34.84 1.4200	\$ 33.12 1.4200
Step 16 Index	\$ 23.63 1.4500	\$ 22.19 1.4500	\$ 32.56 1.4500	\$ 36.97 1.4500	\$ 36.97 1.4500	\$ 23.63 1.4500	\$ 35.57 1.4500	\$ 33.82 1.4500

Troy City Schools Classified Staff

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2026/2027	Plumber/ Boiler Maintenance	General Maintenance	Grounds Maintenance	Lead HS Custodian	Head Custodian	Custodian	Health Clinic LPN	Translator
Step 1 Index	\$ 23.20 1.0000	\$ 21.90 1.0000	\$ 19.90 1.0000	\$ 21.91 1.0000	\$ 20.01 1.0000	\$ 19.00 1.0000	\$ 20.00 1.0000	\$ 26.39 1.0000
Step 2 Index	\$ 23.89 1.0300	\$ 22.56 1.0300	\$ 20.50 1.0300	\$ 22.57 1.0300	\$ 20.61 1.0300	\$ 19.57 1.0300	\$ 20.60 1.0300	\$ 27.18 1.0300
Step 3 Index	\$ 24.59 1.0600	\$ 23.21 1.0600	\$ 21.10 1.0600	\$ 23.22 1.0600	\$ 21.21 1.0600	\$ 20.14 1.0600	\$ 21.20 1.0600	\$ 27.97 1.0600
Step 4 Index	\$ 25.29 1.0900	\$ 23.87 1.0900	\$ 21.69 1.0900	\$ 23.88 1.0900	\$ 21.81 1.0900	\$ 20.71 1.0900	\$ 21.80 1.0900	\$ 28.76 1.0900
Step 5 Index	\$ 25.98 1.1200	\$ 24.53 1.1200	\$ 22.29 1.1200	\$ 24.54 1.1200	\$ 22.41 1.1200	\$ 21.28 1.1200	\$ 22.40 1.1200	\$ 29.55 1.1200
Step 6 Index	\$ 26.68 1.1500	\$ 25.18 1.1500	\$ 22.89 1.1500	\$ 25.20 1.1500	\$ 23.01 1.1500	\$ 21.85 1.1500	\$ 23.00 1.1500	\$ 30.34 1.1500
Step 7 Index	\$ 27.37 1.1800	\$ 25.84 1.1800	\$ 23.49 1.1800	\$ 25.85 1.1800	\$ 23.61 1.1800	\$ 22.42 1.1800	\$ 23.60 1.1800	\$ 31.13 1.1800
Step 8 Index	\$ 28.07 1.2100	\$ 26.50 1.2100	\$ 24.08 1.2100	\$ 26.51 1.2100	\$ 24.21 1.2100	\$ 22.99 1.2100	\$ 24.20 1.2100	\$ 31.93 1.2100
Step 9 Index	\$ 28.77 1.2400	\$ 27.15 1.2400	\$ 24.68 1.2400	\$ 27.17 1.2400	\$ 24.81 1.2400	\$ 23.56 1.2400	\$ 24.80 1.2400	\$ 32.72 1.2400
Step 10 Index	\$ 29.46 1.2700	\$ 27.81 1.2700	\$ 25.28 1.2700	\$ 27.82 1.2700	\$ 25.41 1.2700	\$ 24.13 1.2700	\$ 25.40 1.2700	\$ 33.51 1.2700
Step 11 Index	\$ 30.16 1.3000	\$ 28.47 1.3000	\$ 25.87 1.3000	\$ 28.48 1.3000	\$ 26.01 1.3000	\$ 24.70 1.3000	\$ 26.00 1.3000	\$ 34.30 1.3000
Step 12 Index	\$ 30.85 1.3300	\$ 29.12 1.3300	\$ 26.47 1.3300	\$ 29.14 1.3300	\$ 26.61 1.3300	\$ 25.27 1.3300	\$ 26.60 1.3300	\$ 35.09 1.3300
Step 13 Index	\$ 31.55 1.3600	\$ 29.78 1.3600	\$ 27.07 1.3600	\$ 29.80 1.3600	\$ 27.21 1.3600	\$ 25.84 1.3600	\$ 27.20 1.3600	\$ 35.88 1.3600
Step 14 Index	\$ 32.25 1.3900	\$ 30.44 1.3900	\$ 27.67 1.3900	\$ 30.45 1.3900	\$ 27.81 1.3900	\$ 26.41 1.3900	\$ 27.80 1.3900	\$ 36.68 1.3900
Step 15 Index	\$ 32.94 1.4200	\$ 31.10 1.4200	\$ 28.26 1.4200	\$ 31.11 1.4200	\$ 28.41 1.4200	\$ 26.98 1.4200	\$ 28.40 1.4200	\$ 37.47 1.4200
Step 16 Index	\$ 33.64 1.4500	\$ 31.75 1.4500	\$ 28.86 1.4500	\$ 31.77 1.4500	\$ 29.01 1.4500	\$ 27.55 1.4500	\$ 29.00 1.4500	\$ 38.26 1.4500

2026/2027	Head HS Kitchen Manager	JH Kitchen Manager and Cook	Asst/Elem Kitchen Manager and Cook	Food Service Assistant Cook	Delivery Maintenance	Delivery Helper
Step 1 Index	\$ 19.81 1.0000	\$ 18.44 1.0000	\$ 17.05 1.0000	\$ 16.31 1.0000	\$ 20.31 1.0000	\$ 19.59 1.0000
Step 2 Index	\$ 20.41 1.0300	\$ 18.99 1.0300	\$ 17.56 1.0300	\$ 16.80 1.0300	\$ 20.92 1.0300	\$ 20.18 1.0300
Step 3 Index	\$ 21.00 1.0600	\$ 19.54 1.0600	\$ 18.07 1.0600	\$ 17.28 1.0600	\$ 21.53 1.0600	\$ 20.77 1.0600
Step 4 Index	\$ 21.59 1.0900	\$ 20.10 1.0900	\$ 18.58 1.0900	\$ 17.77 1.0900	\$ 22.14 1.0900	\$ 21.36 1.0900
Step 5 Index	\$ 22.19 1.1200	\$ 20.65 1.1200	\$ 19.09 1.1200	\$ 18.26 1.1200	\$ 22.75 1.1200	\$ 21.94 1.1200
Step 6 Index	\$ 22.78 1.1500	\$ 21.20 1.1500	\$ 19.61 1.1500	\$ 18.75 1.1500	\$ 23.36 1.1500	\$ 22.53 1.1500
Step 7 Index	\$ 23.38 1.1800	\$ 21.76 1.1800	\$ 20.12 1.1800	\$ 19.24 1.1800	\$ 23.97 1.1800	\$ 23.12 1.1800
Step 8 Index	\$ 23.97 1.2100	\$ 22.31 1.2100	\$ 20.63 1.2100	\$ 19.73 1.2100	\$ 24.58 1.2100	\$ 23.71 1.2100
Step 9 Index	\$ 24.57 1.2400	\$ 22.86 1.2400	\$ 21.14 1.2400	\$ 20.22 1.2400	\$ 25.19 1.2400	\$ 24.29 1.2400
Step 10 Index	\$ 25.16 1.2700	\$ 23.42 1.2700	\$ 21.65 1.2700	\$ 20.71 1.2700	\$ 25.80 1.2700	\$ 24.88 1.2700
Step 11 Index	\$ 25.75 1.3000	\$ 23.97 1.3000	\$ 22.16 1.3000	\$ 21.20 1.3000	\$ 26.41 1.3000	\$ 25.47 1.3000
Step 12 Index	\$ 26.35 1.3300	\$ 24.52 1.3300	\$ 22.67 1.3300	\$ 21.69 1.3300	\$ 27.02 1.3300	\$ 26.06 1.3300
Step 13 Index	\$ 26.94 1.3600	\$ 25.07 1.3600	\$ 23.19 1.3600	\$ 22.18 1.3600	\$ 27.63 1.3600	\$ 26.65 1.3600
Step 14 Index	\$ 27.54 1.3900	\$ 25.63 1.3900	\$ 23.70 1.3900	\$ 22.67 1.3900	\$ 28.24 1.3900	\$ 27.23 1.3900
Step 15 Index	\$ 28.13 1.4200	\$ 26.18 1.4200	\$ 24.21 1.4200	\$ 23.15 1.4200	\$ 28.85 1.4200	\$ 27.82 1.4200
Step 16 Index	\$ 28.73 1.4500	\$ 26.73 1.4500	\$ 24.72 1.4500	\$ 23.64 1.4500	\$ 29.46 1.4500	\$ 28.41 1.4500

PROPOSAL FOR OVERNIGHT/EXTENDED STUDENT TRIPS

Type of Trip Three-Day Overnight Ohio State Volleyball Team Camp

Proposed Departure Date July 19th Return Date July 21st

Proposer Alexis Hagerman Position Head Volleyball Coach

Date by which response is needed 5-13-24 Proposal Date 5-6-2024

A. Purpose

1. What is the major place to be visited or event to be attended?

This is a three day camp that will take place on campus at The Ohio State University. The majority of the camp will be held in the "Covelli Center and other gyms around campus" according to the camp webpage.

2. How is the trip related to the educational program of the District?

Per our District strategic plan, objective #2, All teachers will provide engaging educational experiences that develop the skills and mindsets required for our students to be future ready. By going to Ohio State, our athletes can see a campus and dorm, and experience the college athlete experience first hand, while also experiencing the dorms and campus living. Our quality profile for the district also stresses athletics as an important aspect of student involvement

3. In what ways will the students benefit?

This camp provides young players with the opportunity to learn from coaches and players who have achieved the opportunity to play the game at the next level, which many of our athletes have aspirations of doing. This will be an opportunity for Troy athletes to learn new drills, strategies, and mindsets from successful mentors. They will get the chance to interact with both college athletes and coaches, which will help them improve game, but it will also give them inspiration and a model for what their future could look like. This will be an opportunity to learn new practice drills and game strategies that we will be able to bring back and implement into our own Troy Volleyball Program. This also provides extremely valuable team bonding experiences for our players, which will transfer into their ability to work together as a team on and off the court. By getting the opportunities to stay in the dorm, and eat in the commons, students are able to experience first-hand a large campus and see the relationship of the various buildings to the gyms, plus the football stadium etc.

4. In what ways will the District benefit?

The district will benefit by allowing our players to have an opportunity to be exposed to new experiences, ideas, and ways of thinking both about volleyball and potentially other aspects of life such as dedication, hard work, and perseverance which our Troy volleyball players will bring back to their school and community and act as leaders to demonstrate to others. In addition, as a coach I will be able to network with other coaches in the state and make valuable connections that will allow me to spread the name of Troy to be able to grow our program, which will help with scheduling scrimmages, athletes playing club, etc.

5. How will the trip be evaluated to determine the extent to which these benefits were realized?

We will know that the trip has been successful if it creates a tighter bond between our players, which will be obvious in their ability to work together during games, practices, and even outside of volleyball. We will also be able to measure the success by the amount of new drills, procedures, and ideas that we are able to implement into our program after the camp is over.

B. Students and Staff

1. Which students, (grade, class, or organization), will be going?

Student athletes who are interested in playing volleyball and who have demonstrated dedication to the sport/team by attending the majority of summer lifting sessions, open gyms, practices, camps, and other team activities. All seniors who were on the team last year will be invited to attend. There will be a handful of other athletes who will be offered an opportunity to attend based on attendance, varsity potential, and positions that need filled to construct a full team.

2. How many students in total?

The number of students may vary, but it will be between 12-16 players.

3. How many students are currently experiencing academic problems?

None.

4. Which staff member will be in charge?

Alexis Hagerman, the head volleyball coach, will be in charge of this event.

5. What previous experience has the staff member had in conducting overnight or extended field trips?

This will be the first experience that the staff member has with conducting overnight or extended field trips. However, Troy has attended this camp in the past before Covid, and Alexis has worked closely with previous head coach Michelle Owen for all planning and the camp director Caitlyn Insana is incredibly familiar with the Troy program.

6. What other staff members will be going?

There will be at least one other coach attending with Alexis Hagerman. Which coach that will be has not been determined at this time.

7. How many chaperones, in addition to staff members, will be going?

There will be two coaches who will be chaperoning. Parent drivers will be used to transport girls to and from The Ohio State Campus, but these parents will not be staying to chaperone.

8. What are their names and affiliations with the students?

Parent drivers will be determined at a later date. They will be parents of one of the players attending the camp.

9. How many school days will be missed?

No school days will be missed as this is a summer trip.

10. How will teachers be advised in advance that the students will be out of school?

This will not be applicable to our trip.

C. School Work

1. How will missed work be made up?

Not applicable to our situation.

2. What special assistance will be provided students with academic problems?

Not applicable to our situation.

D. Itinerary

1. What is the destination?

The Ohio State University is our destination.

2. What will be the mode of transportation? What liability insurance does the carrier have?

The mode of transportation will be parent drivers from Troy to The Ohio State University and back. We will not need transportation during the event. All parents have appropriate insurance.

3. Where will the group be housed and fed?

The group will be housed and fed on campus at OSU.

4. What enroute or supplementary activities are planned?

There are no enroute or supplementary activities planned.

5. What arrangements have been made for dealing with emergency situations?

All players will fill out an emergency medical form prior to attending the event. Coach Alexis will have parent contact information for all players prior to leaving.

6. What arrangements have been made for administering necessary medications to students while on this trip?

This will be covered during the player/ parent meeting regarding the camp.

7. If tour guides are involved, what liability insurance do they carry?

No tour guides are involved.

E. Finances

1. What is the estimated total cost and cost per student?

The cost is \$295 per student. Additionally, the first coach costs \$100 to attend while all other coaches cost \$150. This will be the extent of the cost because all housing and food are included.

2. What is the source of funds?

Players will pay for their own registration.

3. How will the funds be collected and safeguarded?

The funds will be paid directly to The Ohio State University, so there will be no collection of funds by Troy staff members.

4. How will any shortfall be made up or excess funds used?

This will not be applicable to our situation.

5. What provision has been made for students who are financially unable to pay any necessary costs?

There are no expected costs on this trip as food and housing are included, and we will not be traveling off campus. If an athlete is unable to pay for their way, the volleyball boosters will intervene.

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F. Communications

1. How will you communicate to parents prior to, during, and after the trip?

We will have a group Remind for all parents to join where I will send updates and important information throughout the season including prior to, during, and after this trip. This will be a place where I can send one message to all parents, and parents can message me individually if necessary.

2. List telephone numbers at destination and where group will be housed.

There is no telephone number listed for this destination. However, the general number for the university is (614) 292-6446. The group will be housed on campus at the university.

3. What information will be provided to the media and the community?

There will be pictures taken during this trip that will be posted on our team Facebook page.

Alexis Hagerman

5-6-24

Signature of the Requestor

Date

Approved:


Principal

5/9/24

5/15/24
Date

Date

Board of Education

Date

To: Chris Piper
From: Dave Dilbone
Date: 6/5/2024
Subject: Personnel Agenda: June 10, 2024 Board of Education Meeting

Exhibit: F

I. RESIGNATIONS, RETIREMENTS and DISCHARGE

Haley DePoy-- Educational Aide, Junior High, resignation effective 5/30/2024
Karyn Durbin-- Behavior Support Assistant, Junior High, resignation effective 5/30/2024
Nancy Franklin-- School Counselor, Forest, resignation effective 5/31/2024
Sierra Simon-- 2nd Grade teacher, Heywood, resignation effective 5/31/2024
Alivia Link-- Substitute teacher, resignation effective 5/30/2024

II. LEAVES OF ABSENCE

Jenna Huels-- Revision to extend her unpaid childrearing leave of absence for the 2024-2025 school year. Your anticipated return date will not be the beginning of the 2025-2026 school year.

III. NON-RENEWALS

Spring Sports Supplementals

Name	Position
Beeler, Matthew Scott	Softball: Head Var
Blair, Jesse L.	Track: Asst JH B/G
Bowen, Roger T.	Track: Asst Var B/G
Delwiche, Paul	Track: Head JH Boys
Gibbons, Aaron	Track: Asst Var B/G
Goldner, Mark	Tennis: Head Var Boys
Johnson, Aaron T.	Track: Asst JH B/G
Johnson, Gregory D.	Baseball: Head Freshman
Knapke, Scott M.	Track: Asst Var B/G
Matthews, Philip M.	Track: Asst Var B/G
McGaharan, Jason	Strength Coordinator-Spring
Metz, Deon Q.	Track: Head Var Boys
Morgan, Baylee M.	Track: Asst JH B/G
Morgan, Anthony J.	Softball: JV
Moser, Christine M.	Track: Asst Var B/G
Murray, Tristan	Track: Asst Var B/G
Olden, Jeffrey T.	Baseball: JV
Roberts, Barbara E.	Track: Head JH Girls
Rutledge, Megan R.	Softball: Asst. Varsity
Snyder, Kurt T.	Track: Head Var Girls
Steinke, Eugene T.	Track: Asst JH Girls
Welker, Ty E.	Baseball: Head Varsity
Wells, Jacob R.	Baseball: Asst. Varsity
West, Lori K.	Tennis: JV Boys
Wojciechowski, Mackenzie	Track: Asst Var B/G
Wright, Courtney L.	Track: Asst Var B/G

IV. EMPLOYMENTS • all subject to proper certification and experience, where required, and contingent upon negative fingerprinting results.

A. Administrative

Chris Piper-- 4% increase over 2023-2024 salary
Jeff Price-- 4% increase over 2023-2024 salary

B. Teaching

Olivia Buhrman-- 1st Grade Teacher, Heywood, M/Step 7, effective 8/14/2024
Michele Drake--3rd Grade Teacher, Heywood, M/Step 10, effective 8/14/2024
James Jansen-- **Revision to original contract:** Math Teacher, Junior High, M/Step 11, effective 8/14/2024
Rachel Mahoney-- Intervention Specialist, Junior High, M+15/Step 11, effective 8/14/2024
Megan Modschiedler-- 1st Grade Teacher, Cookson, B/Step 4, effective 8/14/2024
Kelsey Kirchner-- 3rd Grade Teacher, Heywood, B/Step 4, effective 8/14/2024
Karl Ratermann-- 1 Year Only Math Teacher, High School, M30/Step 9, effective 8/14/2024
Kayla Walker -- Kindergarten Teacher, Hook, M/Step 6, effective 8/14/2024
Cassandra Norman--School Psychologist, District, P/11, effective 8/1/2024
Macy Fuller--1st Grade Teacher, Cookson, B/Step 2, effective 8/14/2024
Sarah Byram—5th Grade Teacher, Concord, M/Step 2, effective 8/14/2024

C. Classified

Teri Stivers-- Bus Driver, Transportation, Step 9, effective 8/19/2024
Kaleb Elifritz—2nd Shift Custodian, Hook/Heywood, Step 3, effective 6/17/2024

- D. *Certified Substitutes and/or substitute athletic workers for the 2024-2025 school year, \$135.00/day as needed, contingent upon proper certification and criminal record report:*

Ashley Hoopes **Katie Wagner**

- E. *Classified Substitutes at Step 1 of the appropriate classification and/or substitute athletic workers for and 2024-2025 school year, as needed, contingent upon proper certification, where required, and criminal record report:*

Tammy Humphrey