

RESOLUTION TO APPROVE THE COLLECTIVELY BARGAINED AGREEMENTS BETWEEN THE TOLEDO BOARD OF EDUCATION AND EMPLOYEES REPRESENTED BY THE TOLEDO FEDERATION OF TEACHERS

The Board of Education believes that all employees play an essential role in creating a school district where students are college and career ready upon graduation. This goal is achieved through the hard work and commitment of each and every Toledo Public Schools' staff member.

In the fall of 2016, the administration and leaders from the Toledo Federation of Teachers agreed to adopt an interest-based bargaining approach to this round of contract negotiations. While the process required additional time and commitments from both sides, in the end it has brought a positive outcome – one that will benefit our students.

The Board of Education understands the importance of recruiting and retaining highly qualified teachers and staff to our district and the positive impact that has on a student's ability to learn and succeed. The contracts presented here demonstrate our commitment to a high standard of excellence. And to working together so that Toledo Public Schools will continue to build upon the positive momentum that can be seen across the district.

WHEREAS, the Board of Education has, through representatives designated pursuant to Section 4117.04(B) of the Ohio Revised Code, negotiated and reached tentative agreement on provisions modifying and extending as modified the Collective Bargaining Agreements with the Toledo Federation of Teachers covering respectively Teachers, Para-Professionals, and Substitute Teachers (hereinafter "the Agreements"); and

WHEREAS, under the language and financial arrangements defined in the Agreements the parties have agreed to changes that will allow the district to continue providing the best educational opportunities to its students and families, and that demonstrates a mutual commitment to recruiting and retaining highly qualified teachers and staff;

WHEREAS, the Superintendent and the Board's designated representatives have recommended that the Board of Education approve the Agreements presented to the Board with this resolution and that the Board appropriate funds for their implementation; and

WHEREAS, the Toledo Board of Education has reviewed and considered the Agreements presented; now, therefore

BE IT RESOLVED, by the Board of Education of the Toledo City School District, Lucas County, Ohio, that the Board, in accordance with the foregoing recommendation, hereby approves the Agreements and directs it representatives to sign the above-mentioned Agreements.

Section 1. The Board hereby directs the Superintendent of Schools and the Treasurer of the Board to take all steps necessary to implement the Agreements.

Section 2. The Board hereby finds and determines that all formal action of this Resolution were taken in open meetings of this Board; and that all deliberations of this Board and of its

committees, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable law.

Section 3. This Resolution shall be in full force and effect from and immediately after its adoption.

OUTLINE OF THE CONTRACTUAL AGREEMENT FOR 2017-2020

BETWEEN

THE TOLEDO BOARD OF EDUCATION ("BOARD")

AND

THE TOLEDO FEDERATION OF TEACHERS ("TFT")

The negotiating teams of TFT and the Board (collectively "the Parties") have tentatively agreed to a three-year contract based upon the general terms and conditions provided in this Outline of the Contractual Agreement for 2017-2020 (the "Agreement") for the Teachers' bargaining unit.

The Parties have agreed to certain language items in subcommittee and these items have been approved by the main negotiating table, these items shall be incorporated into the successor agreement for the 2017-2020 school years beginning July 1, 2017 until June 30, 2020. Copies of these signed tentative agreements are **attached as Exhibit 1**.


The Parties agree upon a financial framework for the 2017-2020 school year:

1. Effective July 1 of the 2017/2018 school year teachers will receive a 3% increase as reflected in the attached Salary Schedules. The payment of the 3% increase along with any movement on the Salary Schedule will be provided on the first paycheck of the 2017/2018 school year (i.e., August). **Attached as Exhibit 2 is the Teachers Salary Schedule Effective 1/1/2017; Attached as Exhibit 3 is the Teachers Salary Schedule 2017/2018; Attached as Exhibit 4 is the 2017/2018, 2018/2019, 2019/2020 Hourly Teacher Rates.**
2. Effective July 1 of the 2018/2019 school year teachers will receive a 2% increase as reflected in the attached Salary Schedules. The payment of the 2% increase along with any movement on the Salary Schedule will be provided on the first paycheck of the 2018/2019 school year (i.e., August). **Attached as Exhibit 5 is the Teachers Salary Schedule 2018/2019. Attached as Exhibit 4 2017/2018, 2018/2019, 2019/2020 Hourly Teacher Rates.**
3. Teachers will receive a one-time Cash Payment of two hundred fifty dollars and 00/100 (\$250.00). This one-time Cash Payment does not include any substitutes (i.e., Daily; Long-Term; etc.). This payment will be paid the week after the second payroll in October 2019. This payment will not be added to any salary schedule or other form of wages. There will be no additional increases in compensation for teachers in 2019, other than those attributable to regular movement on the salary schedule.
4. Effective the second payroll of January 2020 teachers will be removed from the Teacher Salary Schedule and placed on the new 2020 Teacher Salary Schedule attached to this


Agreement. The Parties understand that the 2020 Teacher Salary Schedule eliminates the half (1/2) year increments in years of service ("steps") and agree that effective the second payroll of January 2020: (1) any teacher who was on a full step in December, 2019 will remain on that same full step on the 2020 schedule; and (2) any teacher who was on a half-step in December, 2019 will be moved down to the next lowest full step. For example, a teacher who is at Step 12 in December, 2019 will be placed at Step 12 on the 2020 schedule. A teacher who is at Step 12.5 in December, 2019 will be placed at Step 12 on the 2020 schedule. Teachers who are in between steps on the Salary Schedule but have previously been placed at a half-year increment will have their years of service for purposes of the salary schedule adjusted downward to the nearest full year of service. For example, a teacher identified as having 14.5 years of service in December, 2019 will have their years of service adjusted to 14 years of service in January 2020. Teachers' adjusted years of service or steps as of January, 2020 will become their new steps or years of service for purposes of the salary schedule and will not be subject to readjustment in the future. This provision will have no impact on the Teachers system seniority. **Attached as Exhibit 6 is the Teachers Salary Schedule Effective 1/1/2020.**

- 5. The Parties agree that they are committed to continue the interest based bargaining approach and also continue the respective timeline, and general ground rules that were used to reach this tentative agreement in negotiating successor collective bargaining agreements.
- 6. The Parties agree that their respective designees will meet and finalize within sixty days (60) days of the acceptance of this Agreement by the Toledo Board of Education the 2017/2020 Collective Bargaining Agreement and submit the same for printing. To ensure the efficient and compliant operations of the district, the Parties agree to discuss the contract dates provided in the 2017/2020 Collective Bargaining Agreement. Adjusted dates mutually agreed in writing by the Parties will be reflected in the 2017/2020 Collective Bargaining Agreement. The costs of printing shall be equally shared by TFF and the Board. The Parties agree that the 2017/2020 Collective Bargaining Agreement will be distributed to the Board and TFF no later than one hundred and twenty (120) days from acceptance of this Agreement by the Toledo Board of Education.

FOR THE BOARD


James R. Gant, Esq. 5/8/17
Date

FOR THE UNION:


Kevin Dalton, President 5/8/17
Date

OUTLINE OF THE CONTRACTUAL AGREEMENT FOR 2017-2020

BETWEEN

THE TOLEDO BOARD OF EDUCATION ("BOARD")

AND

THE TOLEDO FEDERATION OF TEACHERS ("TFT")

The negotiating teams of TFT and the Board (collectively "the Parties") have tentatively agreed to a three-year contract based upon the general terms and conditions provided in this Outline of the Contractual Agreement for 2017-2020 (the "Agreement") for Substitute Teachers.

The Parties have agreed to certain language items in subcommittee and these items have been approved by the main negotiating table, these items shall be incorporated into the successor agreement for the 2017-2020 school years beginning July 1, 2017 until June 30, 2020. Copies of these signed tentative agreements are **attached as Exhibit 1**.

The Parties agree upon a financial framework for the 2017-2020 school years:

1. Effective July 1 of the 2017/2018 school year Substitute Teachers will receive a 3% increase as reflected in the attached Salary Schedules. **Attached as Exhibit 2 is the 2018 Substitute Rates Effective 7/1/17, 2019 Substitute Rates Effective 7/1/18, 2020 Substitute Rates Effective 7/1/19.**
2. Effective July 1 of the 2018/2019 school year Substitute Teachers will receive a 2% increase as reflected in the attached Salary Schedules. **Attached as Exhibit 2 is the 2018 Substitute Rates Effective 7/1/17, 2019 Substitute Rates Effective 7/1/18, 2020 Substitute Rates Effective 7/1/19.**
3. Effective July 1 of the 2019/2020 school year Substitute Teachers will receive the increase as reflected in the attached Salary Schedules. **Attached as Exhibit 2 is the 2018 Substitute Rates Effective 7/1/17, 2019 Substitute Rates Effective 7/1/18, 2020 Substitute Rates Effective 7/1/19.**
4. The Parties agree that they are committed to continue the interest based bargaining approach and also continue the respective timeline, and general ground rules that were used to reach this tentative agreement in negotiating successor collective bargaining agreements.
5. The Parties agree that their respective designees will meet and finalize within sixty days (60) days of the acceptance of this Agreement by the Toledo Board of Education the 2017/2020 Collective Bargaining Agreement and submit the same for printing. To ensure the efficient and compliant operations of the district, the Parties agree to discuss the contract dates provided in the 2017/2020 Collective Bargaining Agreement. Adjusted dates mutually agreed in writing by the Parties will be reflected in the 2017/2020

OUTLINE OF THE CONTRACTUAL AGREEMENT FOR 2017-2020

BETWEEN

THE TOLEDO BOARD OF EDUCATION ("BOARD")

AND

THE TOLEDO FEDERATION OF TEACHERS ("TFT")

The negotiating teams of TFT and the Board (collectively "the Parties") have tentatively agreed to a three-year contract based upon the general terms and conditions provided in this Outline of the Contractual Agreement for 2017-2020 (the "Agreement") for the Paraprofessional Unit.

The Parties have agreed to certain language items in subcommittee and these items have been approved by the main negotiating table. These items shall be incorporated into the successor agreement for the 2017-2020 school years beginning July 1, 2017 until June 30, 2020. Copies of these signed tentative agreements are **attached as Exhibit 1**.

The Parties agree upon a financial framework for the 2017-2020 school year:

1. Effective July 1 of the 2017/2018 school year Paraprofessional will receive the increase as reflected in the attached Salary Schedules. **Attached as Exhibit 2 is the TFT Paraprofessionals Rates.**
2. Effective July 1 of the 2018/2019 school year Paraprofessional will receive a 3% increase to their base wages.
3. Effective July 1 of the 2018/2019 school year Paraprofessional will receive a 2% increase to their base wages.
4. Paraprofessionals will receive a one-time Cash Payment of One Hundred Seventy Five and 00/100 (\$175.00). This payment will be paid the week after the second payroll in October 2019. This payment will not be added to any salary schedule or other form of wages.
5. The Parties agree that they are committed to continue the interest based bargaining approach and also continue the respective timeline, and general ground rules that were used to reach this tentative agreement in negotiating successor collective bargaining agreements.
6. The Parties agree that their respective designees will meet and finalize within sixty days (60) days of the acceptance of this Agreement by the Toledo Board of Education the 2017/2020 Collective Bargaining Agreement and submit the same for printing. To ensure the efficient and compliant operations of the district, the Parties agree to discuss the

contract dates provided in the 2017/2020 Collective Bargaining Agreement. Adjusted dates mutually agreed in writing by the Parties will be reflected in the 2017/2020 Collective Bargaining Agreement. The costs of printing shall be equally shared by TFT and the Board. The Parties agree that the 2017/2020 Collective Bargaining Agreement will be distributed to the Board and TFT no later than one hundred and twenty (120) days from acceptance of this Agreement by the Toledo Board of Education.

FOR THE BOARD

JRG 5/8/17
James R. Gant, Esq. Date

FOR THE UNION:

Kevin Dalton 5/2/17
Kevin Dalton, President Date