

Appendix A

Local Issues Saint Charles School 2022 - 2025

Salary, Fringe Benefits and Local Issues

The teacher contract between Saint Charles School and the Youngstown Diocese Confederation of Teachers, which represents Saint Charles School teachers, is for the school years 2022 - 2025.

1. The system shall abide by all state and federal laws governing contributions of FICA, unemployment compensation, and worker's compensation.
2. Teachers who have accumulated 20 years of service in the Diocese of Youngstown school system will receive a one-time bonus of \$6,000.00 at the time of retirement.
3. If the total number of personal and sick days exceeds 189 days at the end of the school year, those days will be bought back at a rate of \$45.00 per day. They are to be reported by the teacher to the principal by June 15. The teachers will be paid in a separate check by June 30.
4. Eligible lay employees will be provided a paid-by-the-employer life insurance policy. The benefit payable is 1.5 times an employee's annual salary for a minimum of \$30,000, maximum of \$150,000, payable per claim. Reductions in the benefit payable are taken for employees age 65 and older who are actively employed. This benefit is in effect for all eligible employees until their termination or retirement.

The parties agree that if the amount of the diocesan insurance benefit ever goes below \$25,000 of coverage, any party may reopen negotiations on this part of the contract only. Notification to reopen must be made within 30 days of this change.

5. A \$500.00 stipend will be given to those holding a current religious education certificate. Teachers whose stipend had been greater than \$500.00 are grandfathered in at that rate so that they keep their religious education current.

6. A stipend of \$3,000.00 will be allotted per school, per year extracurricular activities. These are to be determined by school and listed. (ex. Liturgy coordinator, student council leader, those who prepare students to receive Sacraments).

A Confederation representative and the school principal will determine stipends for extracurricular activities on a yearly basis. These activities and stipends will be listed by the first teacher inservice in August.

7. A minimum of 200 minutes of preparation time will be given to full-time teachers per week within the parameters of the instructional day. When special circumstances arise (emergencies, staffing changes, and any agreement in a memorandum of understanding) the amount of time given and when it will be given will be agreed upon by the principal, the classroom teacher, and a Confederation representative. Principals will make every effort to see that these periods are made available to the teachers.
8. Teachers will arrive each morning by 7:20 am., Monday through Friday. Monday through Thursday, teachers will be permitted to leave by 3:00, pm. Because these times exceeds the 30 minutes, teachers will be permitted to leave at 2:30 pm on Fridays.
9. Every teacher employed by Saint Charles School will be offered a 100 % free tuition rate for all of their children attending Saint Charles School.

St. Charles Salary 2022-23						
Step	2022-23 \$900 Raise (\$26,100)	\$913.50 BA+15	MA	MA+15	MA+30	
1	\$26,100.00		\$27,013.50	\$27,927.00	\$28,840.50	\$29,754.00
2	\$27,013.50		\$27,927.00	\$28,840.50	\$29,754.00	\$30,667.50
3	\$27,927.00		\$28,840.50	\$29,754.00	\$30,667.50	\$31,581.00
4	\$28,840.50		\$29,754.00	\$30,667.50	\$31,581.00	\$32,494.50
5	\$29,754.00		\$30,667.50	\$31,581.00	\$32,494.50	\$33,408.00
6	\$30,667.50		\$31,581.00	\$32,494.50	\$33,408.00	\$34,321.50
7	\$31,581.00		\$32,494.50	\$33,408.00	\$34,321.50	\$35,235.00
8	\$32,494.50		\$33,408.00	\$34,321.50	\$35,235.00	\$36,148.50
9	\$33,408.00		\$34,321.50	\$35,235.00	\$36,148.50	\$37,062.00
10	\$34,321.50		\$35,235.00	\$36,148.50	\$37,062.00	\$37,975.50
11	\$35,235.00		\$36,148.50	\$37,062.00	\$37,975.50	\$38,889.00
12	\$36,148.50		\$37,062.00	\$37,975.50	\$38,889.00	\$39,802.50
13	\$37,062.00		\$37,975.50	\$38,889.00	\$39,802.50	\$40,716.00
14	\$37,975.50		\$38,889.00	\$39,802.50	\$40,716.00	\$41,629.50
15	\$38,889.00		\$39,802.50	\$40,716.00	\$41,629.50	\$42,543.00
16	\$39,802.50		\$40,716.00	\$41,629.50	\$42,543.00	\$43,456.50
17	\$40,716.00		\$41,629.50	\$42,543.00	\$43,456.50	\$44,370.00
18	\$41,629.50		\$42,543.00	\$43,456.50	\$44,370.00	\$45,283.50
19	\$42,543.00		\$43,456.50	\$44,370.00	\$45,283.50	\$46,197.00
20	\$43,456.50		\$44,370.00	\$45,283.50	\$46,197.00	\$47,110.50
21	\$44,370.00		\$45,283.50	\$46,197.00	\$47,110.50	\$48,024.00
22	\$45,283.50		\$46,197.00	\$47,110.50	\$48,024.00	\$48,937.50
23	\$46,197.00		\$47,110.50	\$48,024.00	\$48,937.50	\$49,851.00
24	\$47,110.50		\$48,024.00	\$48,937.50	\$49,851.00	\$50,764.50
25	\$48,024.00		\$48,937.50	\$49,851.00	\$50,764.50	\$51,678.00
26	\$48,937.50		\$49,851.00	\$50,764.50	\$51,678.00	\$52,591.50
27	\$49,851.00		\$50,764.50	\$51,678.00	\$52,591.50	\$53,505.00
28	\$50,764.50		\$51,678.00	\$52,591.50	\$53,505.00	\$54,418.50
29	\$51,678.00		\$52,591.50	\$53,505.00	\$54,418.50	\$55,332.00
30	\$52,591.50		\$53,505.00	\$54,418.50	\$55,332.00	\$56,245.50
31	\$53,505.00		\$54,418.50	\$55,332.00	\$56,245.50	\$57,159.00
32	\$54,418.50		\$55,332.00	\$56,245.50	\$57,159.00	\$58,072.50
33	\$55,332.00		\$56,245.50	\$57,159.00	\$58,072.50	\$58,986.00
34	\$56,245.50		\$57,159.00	\$58,072.50	\$58,986.00	\$59,899.50
35	\$57,159.00		\$58,072.50	\$58,986.00	\$59,899.50	\$60,813.00
36	\$58,072.50		\$58,986.00	\$59,899.50	\$60,813.00	\$61,726.50
37	\$58,986.00		\$59,899.50	\$60,813.00	\$61,726.50	\$62,640.00
38	\$59,899.50		\$60,813.00	\$61,726.50	\$62,640.00	\$63,553.50
39	\$60,813.00		\$61,726.50	\$62,640.00	\$63,553.50	\$64,467.00
40	\$61,726.50		\$62,640.00	\$63,553.50	\$64,467.00	\$65,380.50

St. Charles Salary 2023-25						
Step	Raise Base \$1,800 @3.5%	\$945.00	BA+15	MA	MA+15	MA+30
1	27,000		27,945	28,890	29,835.00	30,780
2	27,945.00		28,890	29,835.00	30,780	31,725.00
3	28,890		29,835.00	30,780	31,725.00	32,670
4	29,835.00		30,780	31,725.00	32,670	33,615.00
5	30,780		31,725.00	32,670	33,615.00	34,560
6	31,725.00		32,670	33,615.00	34,560	35,505.00
7	32,670		33,615.00	34,560	35,505.00	36,450
8	33,615.00		34,560	35,505.00	36,450	37,395.00
9	34,560		35,505.00	36,450	37,395.00	38,340
10	35,505.00		36,450	37,395.00	38,340	39,285.00
11	36,450		37,395.00	38,340	39,285.00	40,230
12	37,395.00		38,340	39,285.00	40,230	41,175.00
13	38,340		39,285.00	40,230	41,175.00	42,120
14	39,285.00		40,230	41,175.00	42,120	43,065.00
15	40,230		41,175.00	42,120	43,065.00	44,010
16	41,175.00		42,120	43,065.00	44,010	44,955.00
17	42,120		43,065.00	44,010	44,955.00	45,900
18	43,065.00		44,010	44,955.00	45,900	46,845.00
19	44,010		44,955.00	45,900	46,845.00	47,790
20	44,955.00		45,900	46,845.00	47,790	48,735.00
21	45,900		46,845.00	47,790	48,735.00	49,680
22	46,845.00		47,790	48,735.00	49,680	50,625
23	47,790		48,735.00	49,680	50,625	51,570
24	48,735.00		49,680	50,625	51,570	52,515
25	49,680		50,625	51,570	52,515	53,460
26	50,625		51,570	52,515	53,460	54,405
27	51,570		52,515	53,460	54,405	55,350
28	52,515		53,460	54,405	55,350	56,295
29	53,460		54,405	55,350	56,295	57,240
30	54,405		55,350	56,295	57,240	58,185
31	55,350		56,295	57,240	58,185	59,130
32	56,295		57,240	58,185	59,130	60,075
33	57,240		58,185	59,130	60,075	61,020
34	58,185		59,130	60,075	61,020	61,965
35	59,130		60,075	61,020	61,965	62,910
36	60,075		61,020	61,965	62,910	63,855
37	61,020		61,965	62,910	63,855	64,800
38	61,965		62,910	63,855	64,800	65,745
39	62,910		63,855	64,800	65,745	66,690
40	63,855		64,800	65,745	66,690	67,635