

APPENDIX A

LOCAL ISSUES

St. James School, Waynesburg
Salary, Fringe Benefits and Local Issues
2022-2025

Section 1: Conformity to Law

The parish shall abide by all state and federal laws governing contributions to FICA, unemployment compensation and worker's compensation.

Section 2: Retirement "Buyout" Option

A retirement "buyout" plan may be offered to all eligible teachers during the term of this contract.

- A. A certified St. James employee, who has accumulated thirty (30) or more years of service in a school under the jurisdiction of the Diocese of Youngstown, is eligible for the "buyout" option.
- B. If the early retirement buyout option is offered, the pastor/principal will notify the eligible teacher(s), in writing, by April 15. Eligible teachers must respond to the pastor/principal, in writing, by May 1. An agreement must be signed by June 1.
- C. The employee shall receive the following financial package:
 1. Sick day buyout: 1% of current base x number of accumulated sick days
 2. Buyout stipend: \$5,000 per year for three (3) years
 3. Severance pay: \$50 for each sick day over 100
- D. The financial package is to be paid over a three (3)-year period according to St. James School regular payday schedule and all tax laws will apply.

- E. A vacancy created by an early retirement buyout is exempt from the layoff policy as stated in Article VI, Section 1, of the Basic Contract for a period of three (3) years.
- F. In the event of the death of the retiree before the full amount has been paid, the balance due shall revert to the retiree's designated beneficiary.
- G. Any eligible teacher who retires under the "buyout" option is ineligible to receive severance pay as delineated under this local contract, Section 7, Severance Pay.

Section 3: Salary

- A. See Attached Salary Scale
 - Step 1: \$23,000
 - Step 2: \$23,500
 - Step 3: \$24,000
 - Steps 4+ will increase by the percentage in the book
- B. In addition to the salary described above, a certified teacher who currently holds a master's religious education certificate or a four (4)-year religious education certificate will receive \$150. Teachers holding a one (1)-year religious education certificate shall receive \$100.

Section 4: Severance Pay

Teachers who have accumulated twenty (20) years of service in the Diocese of Youngstown school system will receive a one (1)-time bonus of \$4,000 at the time of retirement. The payment of the \$4,000 will be prorated to the employing parishes and/or schools.

Section 5: Sick Leave Buyback

- A. If the total number of unused personal and sick days exceeds the following:

2019-2020	-	189 days
2020-2021	-	189 days
2021-2022	-	189 days

at the end of the school year, those days in excess of these days will be bought back at a rate of \$25 per day.

- B. Maximum number of “buyable” days will not exceed 18.
- C. Payment will be issued no later than June 30 of the current fiscal year.

Section 6: Tuition

A teacher who has children enrolled in a Diocese of Youngstown school is entitled to pay one-half (1/2) of the parishioner tuition rate. In the event of the death or total disability of a teacher, his/her children will continue to be offered one-half (1/2) the tuition rate.

Section 7: Class Size

St. James School has a strong commitment to quality, Catholic education. Further, St. James School recognizes that class size is an important factor in providing quality, Catholic education, therefore, St. James School agrees to the following:

- A. St. James School will follow the class size guidelines, as defined in Article VIII, Section 5, of the current Basic Contract.
- B. In March of each year covered by this local agreement, an advisory committee, comprised of the pastor or his appointed representative, the principal and teacher representatives, will review the issue of class size and special needs students within a class. The committee will be responsible for:
 - 1. If more than one special needs student is enrolled in a combined grade-level classroom, every opportunity will be made to have an aide available to the classroom.
 - 2. evaluating the effectiveness of the current standards with respect to the needs of St. James School; and
 - 3. recommending any changes that would provide St. James School the opportunity to define the class size options best suited to meet the needs of its students.

Section 8: Lunch Duty

Every effort will be made to provide each teacher with a continuous duty-free lunch period of at least 45 minutes. In the event of an emergency or funeral, a teacher (meaning there is no one available for lunch duty) will be required to cover a duty. No teacher will be assigned more than one (1) twenty (20)-minute duty per week. The person assigned to duty will be determined by the schedule posted in the office.

Section 9: Substitute Teachers

Every effort will be made to insure that substitute teachers are employed to take the place of regular teachers who are absent. If a substitute teacher cannot be employed, only under extreme circumstances, will another teacher be asked to combine two (2) classes. Any teacher/teachers required to cover two (2) classroom combinations for either a whole or half (1/2) day will receive a per diem stipend of \$40 accordingly. If two (2) teachers share the duty, the monies will be divided equally.

Section 10: Teacher Supplies

A list of items wanted, by the teacher, will be given to the principal at the end of each school year.

In addition, each teacher will be given \$100 the first semester and \$100 the second semester to be spent for additional classroom supplies. Teachers will receive the supply monies within ten (10) days of the beginning of each semester.

Section 11: Religious Stipend

A certified teacher meeting the religious education requirements set forth by the Diocese of Youngstown, Office of Religious Education, shall receive the following stipend.

Elementary catechist certificate	\$50
Master's certificate or 180 or more CHRE *	\$100

* CHRE = clock hours of religious education

Base Salary		(\$ 22,000)	\$23,000	\$23,500	24,000			
Step	Index	Salary	BA+15	BA+15	BA+15	BA+15		
1	1.00	(\$ 22,000)	\$22,440	23,460	\$23,500	23,970	24,000	24,480
2	1.02	(\$ 22,440)	\$22,880	23,460	23,970	24,440	24,480	24,960
3	1.04	(\$ 22,880)	23,320	23,920	24,440	24,910	24,960	25,440
4	1.06	(\$ 23,320)	23,760	24,380	24,910	25,380	25,440	25,920
5	1.08	(\$ 23,760)	24,200	24,840	25,380	25,850	25,920	26,400
6	1.10	(\$ 24,200)	24,640	25,300	25,850	26,320	26,400	26,880
7	1.12	(\$ 24,640)	25,080	25,760	26,320	26,790	26,880	27,360
8	1.14	(\$ 25,080)	25,520	26,220	26,790	27,260	27,360	27,840
9	1.16	(\$ 25,520)	25,960	26,680	27,260	27,730	27,840	28,320
10	1.18	(\$ 25,960)	26,400	27,140	27,730	28,200	28,320	28,800
11	1.20	(\$ 26,400)	26,840	27,600	28,200	28,670	28,800	29,280
12	1.22	(\$ 26,840)	27,280	28,060	28,670	29,140	29,280	29,760
13	1.24	(\$ 27,280)	27,720	28,520	29,140	29,610	29,760	30,240
14	1.26	(\$ 27,720)	28,160	28,980	29,610	30,080	30,240	30,720
15	1.28	(\$ 28,160)	28,600	29,440	30,080	30,550	30,720	31,200
16	1.30	(\$ 28,600)	29,040	29,900	30,550	31,020	31,200	31,680
17	1.32	(\$ 29,040)	29,480	30,360	31,020	31,490	31,680	32,160
18	1.34	(\$ 29,480)	29,920	30,820	31,490	31,960	32,160	32,640
19	1.36	(\$ 29,920)	30,360	31,280	31,960	32,430	32,640	33,120
20	1.38	(\$ 30,360)	30,800	31,740	32,430	32,900	33,120	33,600
21	1.40	(\$ 30,800)	31,240	32,200	32,900	33,370	33,600	34,080
22	1.42	(\$ 31,240)	31,680	32,660	33,370	33,840	34,080	34,560
23	1.44	(\$ 31,680)	32,120	33,120	33,840	34,310	34,560	35,040
24	1.46	(\$ 32,120)	32,560	33,580	34,310	34,780	35,040	35,520
25	1.48	(\$ 32,560)	33,000	34,040	34,780	35,250	35,520	36,000
26	1.50	(\$ 33,000)	33,440	34,500	35,250	35,720	36,000	36,480

27	1.52	(\$ 33,440)	33,880	34,960	35,420	35,720	36,190	36,480	36,960
28	1.54	(\$ 33,880)	34,320	35,420	35,880	36,190	36,660	36,960	37,440
29	1.56	(\$ 34,320)	34,760	35,880	36,340	36,660	37,100	37,440	37,920
30	1.58	(\$ 34,760)	35,200	36,340	36,800	37,130	37,600	37,920	38,400
31	1.60	(\$ 35,200)	35,640	36,800	37,260	37,600	38,070	38,400	38,880
32	1.62	(\$ 35,640)	36,080	37,260	37,720	38,070	38,540	38,880	39,360
33	1.64	(\$ 36,080)	36,520	37,720	38,180	38,540	39,010	39,360	39,840
34	1.66	(\$ 36,520)	36,960	38,180	38,640	39,010	39,480	39,840	40,320
35	1.68	(\$ 36,960)	27,400	38,640	39,100	39,480	39,950	40,320	40,800
36	1.70	(\$ 37,400)	37,840	39,100	39,560	39,950	40,420	40,800	41,280
37	1.72	(\$ 37,840)	38,280	39,560	40,020	40,420	40,890	41,280	41,760