

APPENDIX A

LOCAL ISSUES

John F. Kennedy Catholic School
Salary, Fringe Benefits and Local Issues
2022-2025

Section 1: Benefit Reimbursement Fund

John F. Kennedy Catholic School shall pay \$50 per month for each Confederation teacher enrolled in the diocesan insurance program at John F. Kennedy Lower Campus School and Middle School to the Confederation Elementary Reimbursement Fund. Monthly payments shall be sent to the Confederation before the 20th of each month.

Section 2: Conformity to Law

John F. Kennedy Catholic School shall abide by all state and federal laws governing contributions to FICA, unemployment compensation and workers' compensation.

Section 3: Class Size

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

- A. John F. Kennedy Catholic School will follow the class size guidelines as defined in Article X, Section 5, of the current contract.
- B. In March of each year covered by this local agreement, an advisory committee to the chief administrator, comprised of administrative and teacher representatives, will review the issue of class size. The committee will be responsible for:
 - 1. evaluating the effectiveness of the current standards with respect to the needs of John F. Kennedy Catholic School; and
 - 2. recommending any changes that would provide John F. Kennedy Catholic School the opportunity to define the class size option best suited to the needs of its students.

Section 4: Credit Union

Every teacher may belong to the Diocese of Youngstown (DOY) Credit Union and deposit to this credit union through payroll deduction. A two (2)-week notice must be given.

Section 5: Early Retirement

An early retirement may be offered to eligible teachers during the term of this contract.

- A. A teacher is eligible for early retirement if he/she has accumulated 20 or more years of service in a school under the jurisdiction of the Diocese of Youngstown.
- B. The chief administrator of John F. Kennedy Catholic School will determine the number of early retirement buyouts offered.
- C. If the early retirement buyout option is offered, the chief administrator or administrative designee will notify the eligible teacher(s), in writing, by March 1. Eligible teachers must respond to the chief administrator, in writing, by April 15. Where there are more teachers eligible than buyouts offered, the teacher(s) offered early retirement will be those with the most seniority at John F. Kennedy Catholic School.
- D. The employee shall receive the following financial package:
 - 1. buyout stipend equal to 130% of his/her salary;
 - 2. severance as defined in Section 9; and
 - 3. sick day buyback as defined in Section 10.
- E. The financial package is to be paid over a three (3) year period according to the John F. Kennedy Catholic School regular payday schedule and all tax laws will apply.
- F. If the teaching position vacated by the early retiree(s) needs to be filled, the replacement of that teacher will be exempt from any seniority and/or layoff policies as stated in the Basic Contract or otherwise for a period of three (3) years.
- G. 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.
- H. In the event of John F. Kennedy Catholic School closing, the remainder of the buyout contract will be paid in full by the legal successor in interest as determined by the Diocese of Youngstown.

Section 6: Life Insurance

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 still 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 life insurance benefit ever goes below \$25,000 of coverage, any party may re-open negotiations on this part of the contract only. Notification to re-open must be made within 30 days of this change.

Section 7: Paychecks

- A. All teachers of John F. Kennedy Catholic School will receive their salary bi-weekly in equal paychecks through direct deposit to the bank of their choosing.

- B. Direct deposits will be available to the teacher by the start of the business day on the scheduled payday.

Section 8: Religious Education Stipend

- A. All teachers who have earned and hold a current religious education certificate shall receive the following stipend in addition to their salary:

Elementary Certificate	\$350
Masters or 150 CHRE	\$400
Masters or 180 CHRE	\$450
Masters and 30 hours or 210 CHRE	\$500
Masters and 60 hours or 240 CHRE	\$550
Masters and 90 hours or 270 CHRE	\$600
Masters and 120 hours or 300 CHRE	\$650

- B. Teachers should provide proof of religious education hours or notification of pending change in level to the administration by April 1. Contracts will be held until administration is shown proof of completed hours.

Section 9: Retirement Bonus

Teachers who have accumulated 20 years of service in the Diocese of Youngstown school system will receive a one-time bonus of \$6,500 at the time of retirement. The payment will be prorated to the employing parishes and/or schools.

Section 10: Sick Leave Buyback

- A. If the total number of unused personal days and sick days exceeds 186 days at the end of the school year, those days will be bought back at a rate of \$50 per day. Unused personal days each year, regardless of buyback eligibility, will be paid \$50.00 per day, not to exceed a total of \$150. Teachers who qualify for this benefit will receive payment no later than June 30th of the current fiscal year.
- B. Teachers shall have the right to donate sick days as the need arises to their colleagues.

Section 11: Tuition

- A. A full-time teacher, who has children enrolled in John F. Kennedy Catholic School, Pre-Kindergarten through 8 is entitled to full tuition credit. A full-time teacher who has children enrolled in John F. Kennedy Catholic School is entitled to pay one-half of the tuition rate. However, a K-8 teacher may receive full tuition credit at John F. Kennedy School if they: 1. Put the request in writing each year by April 1st of the school year prior to receiving the tuition credit. 2. Surrender the 1% raise for the upcoming school year in exchange for the free tuition credit. 3. Volunteer for three (3) major school events during the year that the free tuition credit is granted. Teachers will move to their next step, but forfeit the raise. There is no guarantee that this provision will remain in effect after the contract expires in 2019. In the event of the death or total disability of a teacher, his/her children will continue to be offered this tuition rate.

- B. A “part-time” teacher, in John F. Kennedy Catholic School, who is contracted for at least 14 hours but less than the number of hours per week required by current diocesan policy to qualify for full-time benefits and who has children enrolled in John F. Kennedy Catholic School, is entitled to one-third (1/3) remission of the tuition rate for John F. Kennedy Catholic School.

Section 12: Calendar

Copies of school calendars for the next school year will be distributed to all teachers at the end of the current school year.

Section 13: Duties

- A. To ensure that morning and after-school duties are fair, the total number of school days will be divided by the total number of teachers. A committee of teachers will assist the principal in making and notifying teachers of this duty schedule which will be given to teachers the week before school begins. The schedule will also be posted in the teachers’ lounge.
- B. Full-time traditional classroom teachers will not be subject to lunch duty.
- C. Other teachers may be assigned no more than two lunch duties per day.
- D. A minimum of 200 minutes of preparation time will be given to each full-time teacher per week within the parameters of the instructional day. When special circumstances arise (emergencies), the amount of preparation time given and when it is given will be agreed upon by the principal/president and classroom teacher. Principals/presidents will make every effort to see that these periods are made available to their teachers.

Section 14: Inservices

- A. Inservices will be administered under the Basic Contract, Article IV, Section 5, Individual Contracts.
- B. Teachers will be expected to attend their building’s Catholic Schools Week Open House on the scheduled Sunday of Catholic Schools Week. In case of multiple “Open Houses,” teachers will be expected to attend only one of these for a maximum of 2.5 hours.
- C. Teachers will be expected to attend only one (1) after-school inservice for a maximum of 90 minutes.
- D. The inservices that teachers are required to attend will qualify for Individual Professional Development Plan hours. (Open House does not qualify for IPDP hours.)
- E. K-5 teachers will have one (1) day without students at the end of each semester for finalizing grades. Teachers must report to the building for the entire length of the school day. Teachers may not take a personal or sick day during this time. (These days do not qualify for IPDP hours.)

Section 15: Observations

Teachers will be formally observed one (1) time a year, or as specified by the Office of Catholic Schools. Principals will also do informal observations throughout the school year.

Section 16: Assignments/Activities

- A. In order to be well prepared for a class assignment, adequate time should be given to teachers for new assignments. Notification of assignments is to be made by August 1 whenever possible.
- B. The local faculty will be notified by posting in the John F. Kennedy Catholic Schools of openings of compensated extracurricular activities. All eligible faculty members in John F. Kennedy Catholic School may apply. The local building representatives will be notified of the results.

Section 17: Salary

- A. Index salary schedule attached.
- B. Teachers (K-8) are entitled to receive a free lunch, if they choose.

BA Step	BA +15	MA Step	MA +15
1	\$32,171	\$32,709	\$33,248
2	\$32,729	\$33,268	\$33,805
3	\$33,283	\$33,822	\$34,361
4	\$34,403	\$34,942	\$35,480
5	\$34,947	\$35,486	\$36,024
6	\$35,501	\$36,040	\$36,579
7	\$36,057	\$36,596	\$37,134
8	\$36,611	\$37,149	\$37,688
9	\$37,731	\$38,270	\$38,809
10	\$38,830	\$39,368	\$39,907
11	\$39,386	\$39,925	\$40,462
12	\$39,940	\$40,479	\$41,017
13	\$41,050	\$42,126	\$43,203
14	\$41,192	\$42,270	\$44,423
15	\$42,160	\$43,236	\$45,390
16	\$43,269	\$44,346	\$45,961
17	\$43,824	\$45,439	\$46,515
18	\$44,378	\$46,532	\$47,608
19	\$45,486	\$47,103	\$48,179
20	\$46,596	\$47,673	\$48,750
21	\$47,706	\$48,245	\$49,321
22	\$48,261	\$48,799	\$49,876
23	\$48,816	\$50,431	\$50,969
24	\$49,370	\$50,985	\$52,062
25	\$49,924	\$52,078	\$52,617
26	\$49,980	\$52,673	\$53,211
27	\$51,035	\$53,726	\$54,265
28	\$52,144	\$54,297	\$54,836
29	\$53,254	\$55,408	\$55,946
30	\$53,803	\$55,957	\$57,034
2022-2023			

BA Step	BA +15	MA Step	MA +15	2% raise
1	\$32,815	1	\$33,363	\$35,011
2	\$33,383	2	\$33,933	\$35,580
3	\$33,949	3	\$34,498	\$36,146
4	\$35,091	4	\$35,641	\$37,288
5	\$35,646	5	\$36,196	\$37,843
6	\$36,211	6	\$36,761	\$38,408
7	\$36,778	7	\$37,327	\$38,975
8	\$37,343	8	\$37,892	\$39,539
9	\$38,486	9	\$39,035	\$40,683
10	\$39,607	10	\$40,156	\$41,803
11	\$40,174	11	\$40,723	\$42,370
12	\$40,739	12	\$41,288	\$42,936
13	\$41,871	13	\$42,969	\$45,166
14	\$42,016	14	\$43,115	\$46,410
15	\$43,003	15	\$44,101	\$47,397
16	\$44,135	16	\$45,233	\$47,978
17	\$44,700	17	\$46,347	\$49,093
18	\$45,265	18	\$47,462	\$50,208
19	\$46,396	19	\$48,045	\$50,790
20	\$47,528	20	\$48,626	\$51,372
21	\$48,660	21	\$49,209	\$51,956
22	\$49,226	22	\$49,775	\$52,521
23	\$49,792	23	\$51,439	\$53,087
24	\$50,357	24	\$52,005	\$54,202
25	\$50,923	25	\$53,120	\$55,316
26	\$50,980	26	\$53,726	\$55,374
27	\$52,056	27	\$54,801	\$57,547
28	\$53,186	28	\$55,383	\$58,130
29	\$54,319	29	\$56,516	\$59,262
30	\$54,879	30	\$57,076	\$60,921
2023-2024				

BA Step	BA +15	MA Step	MA +15	2% Raise
1	\$33,143	1	\$33,697	\$34,252
2	\$33,717	2	\$34,272	\$34,826
3	\$34,288	3	\$34,843	\$35,398
4	\$35,442	4	\$35,997	\$36,551
5	\$36,003	5	\$36,558	\$37,111
6	\$36,574	6	\$37,129	\$37,684
7	\$37,146	7	\$37,701	\$38,256
8	\$37,717	8	\$38,271	\$38,826
9	\$38,871	9	\$39,426	\$39,981
10	\$40,003	10	\$40,557	\$41,112
11	\$40,575	11	\$41,130	\$41,684
12	\$41,146	12	\$41,701	\$42,255
13	\$42,290	13	\$43,398	\$44,507
14	\$42,436	14	\$43,546	\$45,764
15	\$43,433	15	\$44,542	\$46,761
16	\$44,576	16	\$45,685	\$47,349
17	\$45,147	17	\$46,811	\$47,920
18	\$45,718	18	\$47,937	\$49,046
19	\$46,860	19	\$48,525	\$49,634
20	\$48,003	20	\$49,112	\$50,222
21	\$49,147	21	\$49,702	\$50,810
22	\$49,719	22	\$50,273	\$51,383
23	\$50,290	23	\$51,954	\$52,509
24	\$50,861	24	\$52,525	\$53,635
25	\$51,432	25	\$53,651	\$54,206
26	\$51,490	26	\$54,264	\$54,818
27	\$52,576	27	\$55,349	\$55,904
28	\$53,718	28	\$55,937	\$56,492
29	\$54,863	29	\$57,081	\$57,635
30	\$55,428	30	\$57,647	\$58,756
2024-2025				