

APPENDIX A

LOCAL ISSUES

St. Rose, Girard
Salary, Fringe Benefits and Local Issues
2022-2025

The teacher contract between St. Rose Parish, Girard, and the Youngstown Diocesan Confederation of Teachers, which represents St. Rose School teachers, is for the school years 2022-2025.

ECONOMIC

Section 1: Conformity to Law

The parish shall abide by all state and federal laws governing contribution to FICA, unemployment and workers' compensation.

Section 2: Early Retirement

- A. The pastor/principal will offer and accept early retirement to at least 2 eligible teachers at St. Rose School each year and if administration can offer it to more teachers, they will.
- B. A teacher may be considered for early retirement if he/she has accumulated thirty (30) or more years of service in a school under the jurisdiction of the Diocese of Youngstown schools.
- C. Eligibility will be according to diocesan seniority.
- D. If the early retirement is offered, the pastor/principal will notify the eligible teacher, in writing, by April 15. The eligible teacher must respond, in writing, to the pastor/principal by May 1. An agreement must be signed by May 15.
- E. The employee shall receive the following financial package:
 - 1. Sick leave buyback at \$20 per day for each day accumulated over 180
 - 2. Buyout stipend equal to 140% of his/her current pay

3. Severance as defined in Section 6 (\$5,000, a one-time bonus)

- F. The financial package shall be paid over a three (3)-year period according to St. Rose School's regular payday schedule and all taxes will apply.
- G. If the teaching position vacated by the early retiree 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.
- H. The terms and conditions of the financial package for a retiring teacher, under this section, will be governed by this contract and not effected by any subsequent contracts or agreements.
- I. In the event of the death of the retiree before the full amount is paid, the balance due shall revert to the retiree's designated beneficiary.
- J. The retiree will assume all responsibility for his/her medical insurance.

Section 3: Salary

- A. For the school year 2022-2023, the starting salary for a bachelor's degree, no experience, will be \$27,000.
- B. For the school year 2023-2024, the starting salary for a bachelor's degree, no experience, will be \$27,300.
- C. For the school year 2024-2025, the starting salary for a bachelor's degree, no experience, will be \$27,600.
- D. Teachers at the top of the salary scale or on a frozen step will receive a stipend of \$1,000 half of which will be paid before Christmas and the remaining half before Easter for the 2022-2025 contract.

Section 4: Severance Pay

Teachers who have accumulated 20 years of service in the Diocese of Youngstown school system will receive a one-time bonus of \$5,000 at the time of retirement. The payment will be prorated to the employing parishes and/or schools.

Section 5: Sick Leave Buyback

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

2022-2023	-	189 days
2023-2024	-	189 days
2024-2025	-	189 days

at the end of the school year, those days in excess of these days will be bought back at a rate of \$50 per day. This payment will be issued by June 30, in a separate check, to those teachers involved.

Section 6: Tuition

A teacher who has children enrolled in a Diocese of Youngstown school is entitled to pay 1/2 of the tuition rate. The school of attendance absorbs the other half. In the event of the death or total disability of a teacher, his/her children will continue to be offered 1/2 the tuition rate. A teacher who teaches at St. Rose and has children enrolled in St. Rose School will receive free tuition.

Section 7: Lunch

Each teacher will have a continuous lunch period of thirty (30) minutes whenever possible.

Section 8: Paychecks

Paychecks will be issued on Friday every two weeks for a total of 26 pays.

Section 9: Term of Contract

This total salary and fringe benefit package will be in effect for three (3) years, for the 2022-2023, 2023-2024 and 2024-2025 school years.

Section 10: Religious Education Reimbursement

Teachers will be reimbursed for the registration fees of religious education classes provided by the Diocese of Youngstown.

