

SECTION 4 – COMPENSATION

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View complete WEA Negotiated Contract 2021-2021 [here](#).

ARTICLE 33 – SEVERANCE PAY

- A. In accordance with Section 124.39 of the Ohio Revised Code, the Board of Education shall, at the time of retirement of a member from the District, grant payment for one-fourth (1/4) of the number of days of a member's unused accumulated sick leave not to exceed seventy-five (75). The daily rate for regular teaching duties at the time of retirement shall be used to determine the amount of such pay. Said pay to be made in a single payment at the time of retirement upon the member presenting to the Treasurer of the Board a copy of his/her first retirement check.
- B. Upon service retirement from the Wilmington City School District, a professional employee with less than five (5) years of service to the Wilmington City Schools but a combined total of ten (10) or more years with the State of Ohio, any political subdivisions, or any combination thereof shall be entitled to payment equal to one-fourth of the value of the employee's accrued but unused sick leave credit, payable at the employee's rate of pay at the time of retirement, not to exceed thirty (30) days.
- C. Retirement as used herein means service in the State Teachers Retirement System provided it takes place simultaneously with the member's termination of employment with the Board. If a member is eligible for retirement in accordance to STRS at the time of death but has not elected to retire, at the time of death, his/her estate shall be paid the appropriate severance pay.
- D. In the event a member resigns his/her employment with the Board for retirement purposes effective the end of the work year that he/she first becomes eligible to retire through the State Teachers Retirement System, he/she shall receive a lump sum payment equal to 35% of his/her accumulated but unused sick leave. Payment of such severance shall be at the member's daily rate of pay at the time of retirement. Any member who elects not to resign his/her employment with the Board at the end of the work year in which he/she first becomes eligible to retire through the State Teachers Retirement System shall forfeit his/her right to any payment pursuant to this provision and shall be entitled only to severance pay pursuant to Section A and B above.

Retirement eligibility shall be as defined by the State Teachers Retirement System.

Payment pursuant to this provision shall be made in the year earned.

ARTICLE 34 – HOSPITALIZATION, SURGICAL, MAJOR MEDICAL INSURANCE

- A. The Board shall provide basic Hospital-Surgical and Major Medical Insurance coverage which meets the general specifications below for each eligible member, if he/she so chooses and makes application, and his/her eligible dependents. The Board shall pay eighty-five percent (85.0%) of the single coverage and eighty percent (80%) of the family coverage. Plan Design is attached as Appendix 1.
- B. A member who does not elect to participate in the Board's health insurance plan will receive a yearly stipend of one thousand dollars (\$1,000). A part-time member's stipend will be prorated. A member shall notify the treasurer's office of his/her interest in

receiving this stipend by sending a written note no later than June 30. All married couples who are employed by the District before July 1, 2014, and who participated in the Board's health insurance plan, will be provided one (1) family plan and will qualify for the yearly stipend as referenced above. Thereafter, any married couples who are first employed by the District or married on or after July 1, 2014, and who participate in the Board's health insurance plan, will be provided one (1) family plan and will be ineligible for a yearly stipend as referenced above.

C. Application by Individual for Coverage

Newly employed teachers may, if they so choose, be covered by the hospitalization, surgical and major medical insurance effective on the first billing date after thirty (30) days if application is submitted within thirty (30) days of hire.

All teachers hired on or after July 1, 2005 will be subject to a spousal limitation on family coverage if the employee's spouse has health insurance coverage available through his/her employer. If such coverage is available, the employee's spouse must elect his/her employer's plan as the primary insurer.

D. Period of Coverage

The Board shall provide coverage to all full time certified employees upon application, commencing on the first billing date after thirty (30) days, if application is submitted within thirty (30) days of hire and continue until employee's resignation or termination.

E. Flexible Spending Plan

The Board will facilitate implementation of a Section 125 flexible spending plan to allow members to shelter health insurance premiums, unreimbursed health care costs, dependent care costs and other related expenses as provided by law.

F. The specification of benefits provided below is intended as a general guide and specific benefits are outlined in the master contract with the insurance carrier on file with the Board of Education.

G. The Board will offer single or family vision coverage for all eligible members. The Board will pay ninety percent (90%) of the cost of the plan.

ARTICLE 35 – LIFE INSURANCE

A. The Board shall purchase group term life insurance for each eligible member in the amount of fifty thousand dollars (\$50,000) paying one hundred percent (100%) of the premium. Such insurance shall include provisions for double indemnity in the case of accidental death, dismemberment waiver of premium due to disability, and conversion privilege as well as guaranteed insurability.

B. The Board shall provide such coverage to all full time members commencing on the first day of the month following the date of hire and continue until member's resignation or termination.

- C. A member shall have the option of purchasing additional coverage.

ARTICLE 36 – DENTAL INSURANCE

- A. The Board shall purchase dental insurance coverage which meets the general specifications below for each eligible member, and his/her eligible dependents, the Board shall pay 90% of the premium.

These specifications are intended as a general guide and specific benefits are outlined in the master agreement on file with the Board of Education. Interpretations of these specifications will be determined by the insurance contract in effect during the 1987-88 school year.

Specifications

- 1. Maximum benefits per person per calendar year for all services except Orthodontics - \$1,500.
- 2. Deductible:
 - Individual - \$25 per calendar year per person.
 - Family - \$50 per calendar year.
 - Dependent children to age 26.
 - Deductible not applicable to preventive, diagnostic and orthodontics services.
- 3. Benefits Paid:
 - a. Preventive and diagnostic services 100% UCR.
 - b. Basic restorative services 80% UCR.
 - c. Major restorative services 60%.
 - d. Orthodontia services 60% to a maximum per person of \$1,000.

- B. The Board shall provide coverage to all full time members and dependents commencing on the first day of the month following the date of hire and continue until member's resignation or termination.

ARTICLE 37 – SALARY

- A. The base salary will be increased by three percent (3%) for the 2021-2022 school year, two percent (2%) for the 2022-2023 school year and two percent (2%) for the 2023-2024 school year.
- B. Teachers entering the Wilmington system will receive credit for years of service in armed forces of the United States, up to a maximum of five (5) years, applicable to "Years of Experience" on the current salary schedule. Teachers entering the Wilmington system will receive credit of previous teaching experiences, military service, overseas teaching service, or any combination thereof, applicable to "Years of Experience" on the current salary schedule up to a maximum of ten (10) years.

- C. Members selected and agreeing to attend and participate in any committee or meeting outside the work day shall be paid at the curriculum rate.
- D. Summer school instructors shall be paid at the curriculum rate.
- E. A member required to attend an IEP conference outside the scheduled workday shall be paid at the curriculum rate for each hour of attendance.
- F. A step increase and horizontal movement on the salary schedule, for eligible employees, shall apply for each year of service during the term of this Agreement. No missed steps as a result of prior contractual agreements shall be applied. The parties understand and agree that a teacher's years of actual service and placement on the salary schedule will not necessarily match.
- G. Supplemental salaries shall be paid according the supplemental salary schedules attached hereto as Exhibits B and C. Increases to the supplemental salary schedule shall be applied based upon the percentage increases to the salary schedule.
- H. The Board shall designate each member's mandatory contribution to the State Teachers Retirement System of Ohio as "picked-up" by the Board although they shall continue to be designated as member contributions. The amount of the members' income reported by the Board as subject to federal and state income tax shall be the members total gross income reduced by the then current percentage amount of the member's mandatory STRS contribution. No member's total salary shall be increased by such "pick-up," nor shall the Board's total contribution to STRS be increased thereby. There shall be no increase to the Board, except administrative costs necessary to implement this program.

The members of the bargaining unit acknowledge that the Board is not liable as the result of the implementation of this program and that the employee shall assume any liability as the result of an adverse ruling by the Internal Revenue Service. If there is an adverse determination by the Courts or the Internal Revenue Service, this pick-up provision shall become null and void.

- I. The District will pay members of the bargaining unit on a semi-monthly schedule. Paychecks will be directly deposited on the tenth (10th) and twenty-fifth (25th) of the month, except in the event either date falls on a holiday or weekend. In that event, paychecks shall be directly deposited on the previous business day.
- J. Member's share of the monthly insurance premiums shall be processed through a Section 125-A Internal Revenue Code Plan.
- K. All bargaining unit members shall utilize electronic direct deposit.
- L. Members who have attained or reach thirty-two (32) years of service shall receive a one-time bonus of twelve hundred fifty dollars (\$1,250.00). This bonus is not otherwise payable for years of service over 30.

ARTICLE 38 – EMERGENCY PERIOD SUBSTITUTES

- A. In the event substitutes are not available, members will be asked to volunteer to serve as period substitutes during their regularly scheduled preparation periods.
- B. Requests for period substitutes shall be made as far ahead as reasonable.
- C. In the event no one volunteers, the principal will assign members on planning time on a rotating basis to serve as a period substitute.
- D. When events scheduled by the board and/or administration require a member to be away from his/her teaching assignment, an attempt will be made to provide a substitute for his/her classroom periods.
- E. Any member assigned to or volunteering for such assignment will be paid at the curriculum rate of \$23.00 per preparation period. This hourly rate will increase the same percentage as the base salary for each year of the contract.
- F. Class absorption, as defined as a member or members temporarily adding a class or a portion of a class into their existing classroom when the district cannot find a substitute teacher, will be compensated at the curriculum rate. This hourly rate will increase the same percentage as the base salary for each year of the contract.

ARTICLE 39 – BONUS FOR ATTENDANCE

- A. Professional leave days taken shall not count as a missed day.
- B. The following bonus incentive shall be applicable;
 - 1. In an attempt to assure a high level of classroom instruction and to recognize the dedication of members, when members are absent on four (4) or fewer days during a school year they will be paid a one thousand dollar (\$1,000.00) stipend included in the first pay in July.

SECTION 7 - SALARY SCHEDULES

Certified Salary Schedule 2021-2022, Exhibit A63
Additional Duty Schedule 2021-2022, Exhibit B64
Curriculum 2021-2022, Exhibit C66
Retire/Rehire Agreement, Exhibit D.....67

WILMINGTON CITY SCHOOLS
 Certified Salary Schedule
2021-2022 [Update]

YEARS OF EXP.	II A.B. DEGREE	III A.B. +15*	IV A.B. +30*	V MASTERS A.B. +45 **	VI MASTERS +15***
0	34,519	36,331	38,143	39,956	41,768
1	36,331	38,143	39,956	41,768	43,582
2	38,143	39,956	41,768	43,582	45,392
3	39,956	41,768	43,582	45,392	47,205
4	41,768	43,582	45,392	47,205	49,019
5	43,582	45,392	47,205	49,019	50,829
6	45,392	47,205	49,019	50,829	52,642
7	47,205	49,019	50,829	52,642	54,455
8	49,019	50,829	52,642	54,455	56,265
9	50,829	52,642	54,455	56,265	58,078
10	52,642	54,455	56,265	58,078	59,890
11	54,455	56,265	58,078	59,890	61,703
12		58,078	59,890	61,703	63,515
13			61,703	63,515	65,327
15	59,890	61,703	63,515	65,327	67,139
20	61,703	63,515	65,327	67,139	68,952
25	63,515	65,327	67,139	68,952	70,764

2% increase on base from 2013-14

*All additional hours are semester hours.

**All 45 semester hours must be graduate level.

***All 15 semester hours must be graduate level.

Wilmington Schools Additional Duty Schedule **2021-2022 [Replace]**

Boys Varsity Football	\$4,932	Cross Country	\$2,049
Boys Varsity Basketball	\$4,932	Marching Band Advisors	\$2,049
Band Director	\$4,932	Swimming-Middle School	\$2,049
Girls Varsity Basketball	\$4,932	Girls Reserve Softball	\$2,049
Boys Varsity Wrestling	\$4,932	Wrestling Middle School Asst.	\$2,049
		Football Middle School Asst.	\$2,049
Weight Room Manager	\$4,279	Volleyball 7th Grade	\$2,049
Open Gym Supervisor-Boys/Girls	\$4,279	Varsity Lacrosse	\$2,049
Faculty Manager	\$4,279		
Site Manager	\$4,279	Boys 8th Grade Basketball "B"	\$1,421
		Boys 7th Grade Basketball "B"	\$1,421
Boys Asst. Varsity Football	\$2,930	Girls 8th Grade Basketball "B"	\$1,421
Assistant Band Director	\$2,930	Girls 7th Grade Basketball "B"	\$1,421
High School Cheerleader Adv.	\$2,930		
Boys Reserve Wrestling	\$2,930	LPDC Chair	\$1,384
Boys Reserve Basketball	\$2,930		
Girls Varsity Volleyball	\$2,930	Middle School Cheerleader	\$1,367
Girls Reserve Basketball	\$2,930	Student Council Advisor HS	\$1,367
Boys High School Soccer	\$2,930	A-V Club Advisor	\$1,367
Girls High School Soccer	\$2,930		
Boys Varsity Basketball Asst.	\$2,930	Boys Reserve Tennis	\$1,291
Girls Varsity Basketball Asst.	\$2,930	Girls Reserve Tennis	\$1,291
		Reserve Golf	\$1,291
Boys Head Baseball	\$2,652	Bowling Assistant	\$1,291
Boys Head Track	\$2,652		
Girls Softball	\$2,652	Technical Supervisor-Musical	\$1,173
Choral Dir.-High School	\$2,652	Spring Musical Director	\$1,173
Swimming	\$2,652	Choral Director M.S.	\$1,173
Girls Head Track	\$2,652	War of Wits Advisor	\$1,173
Boys Reserve Soccer	\$2,652	Power of the Pen	\$1,173
Girls Reserve Soccer	\$2,652	Class Advisor-Junior	\$1,173
		Class Advisor-Senior	\$1,173
Auditeria Site Manager	\$2,583	Yearbook Advisor	\$1,173
		Newspaper Advisor	\$1,173
Girls 9th Grade Basketball	\$2,513	Student Council Advisor M.S.	\$1,173
Boys 9th Grade Basketball	\$2,513	Technology Champions	\$1,173
Boys 9th Grade Head Football	\$2,513		
		Cross Country WMS	\$1,024
Boys 9th Grade Football Asst.	\$2,049		
Drama Coach	\$2,049	War of Wits -Assistant Advisor	\$589
Boys 8th Grade Basketball "A"	\$2,049	Class Advisor-Freshman	\$589
Boys 7th Grade Basketball "A"	\$2,049	Class Advisor-Sophomore	\$589
Boys Reserve Baseball	\$2,049	Problem Solving Coordinator	\$589
Boys Freshman Baseball	\$2,049	Student Council Elementary	\$589
Boys Assistant Track	\$2,049		
Girls Reserve Volleyball	\$2,049	Drama Production 3rd Performance	\$587
High School Wrestling Asst.	\$2,049		
Girls 8th Grade Basketball "A"	\$2,049	Club Advisors	
Girls 7th Grade Basketball "A"	\$2,049	Foreign Language	\$539
Girls Middle School Track	\$2,049	Interact	\$539
Boys Middle School Track	\$2,049	National Honor Society-HS	\$539
Boys Tennis	\$2,049	National Honor Society-M.S.	\$539

Girls Tennis	\$2,049	Phi Delta Sigma	\$539
Boys Golf	\$2,049	Art Club WMS	\$539
Girls Golf	\$2,049	Art Club-H.S.	\$539
Girls M.S. Volleyball (8th)	\$2,049	Historical Society-M.S.	\$539
Boys Middle School Wrestling	\$2,049	SADD	\$539
Boys 8th Grade Football	\$2,049	Industrial Technology	\$539
Varsity Bowling	\$2,049	Yearbook Advisor WMS	\$539
Boys 7th Grade Football	\$2,049	Science Fair	\$539
Girls Assistant Track	\$2,049	Can We Talk	\$539

Resident Educator \$500

Virtual Learning Academy
(per student) \$288

Virtual Learning Semester \$180

Curriculum Rate \$26.30

Number of people hired in each job is determined by the recommendation of the appropriate administrator

Wilmington Schools
Curriculum **2021-2022**

Department chairpersons, curriculum coordinators and grade level chairpersons will not be responsible for the evaluation of any staff member during the life of this contract. Further, department chairpersons, team leaders, curriculum coordinators and grade level chairpersons shall remain members of the bargaining unit. Compensation for these curriculum positions will increase at the same percentage rate as the BA-0 step increases.

I. **Department Chairpersons**

Business Education	9-12	Language Arts	9-12
Foreign Language	9-12	Mathematics	9-12
Industrial Arts	9-12	Science	9-12
Social Studies	9-12		

Duties/Formula – (salary is total of following factors of responsibility)

- Curriculum study and writing:
Base \$193.34 + \$38.06/course in operation within department
- People supervision and organization:
\$98.21/person in department
- Equipment, materials, etc.
Base \$193.34 + \$193.34 for medium group + \$193.34 for a large group
NOTE: Medium Group-Business/PE/Science
Large Group IA
- Responsibility in building to Principal \$98.21

II. **Curriculum Coordinators**

Art	K-12	Physical Education/Health	K-12
Guidance	K-12	Science	K-5
Home Economics	9-12	Science	6-8
Instrumental Music	6-12	Social Studies	K-5
Language Arts	K-5	Social Studies	6-8
Language Arts	6-8	Unified Arts	6-8
Mathematics	K-5	Vocal Music	K-12
Mathematics	6-8		

Duties/Formula – (salary is total of following factors of responsibility)

- Curriculum study and writing:
Base \$193.34 + \$38.06/course in operation within study area
NOTE: K-8 – each grade considered once course in subject area (exceptions possible)
H.S. – each course currently being offered
- Equipment, materials, etc.
Base \$193.34 + \$193.34 for medium group + \$193.34 for large group
NOTE: Medium Group-Art/Music/P.E.; Large Group-Unified Arts

Whether any of the above positions are filled and the number of people hired in each job is determined by the recommendation of the appropriate administrator.