



MASTER CONTRACT

2025-2029

SOLO COMMUNITY EDUCATION ASSOCIATION

and the

SOLO COMMUNITY BOARD OF EDUCATION

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ARTICLE I
WAGES & SALARIES

A. 2024-2025 Salary Schedule Generator Base \$32,513 TSS Base \$3,990

	BA	BA12	BA24	BA36	MA	MA15	MA30	
D	\$36,902	\$38,284	\$39,666		\$42,429	\$43,811	\$45,193	Generator
	\$4,529	\$4,698	\$4,868		\$5,207	\$5,377	\$5,546	TSS
	<u>\$6,069</u>	<u>\$4,518</u>	<u>\$2,966</u>					TSS2
	\$47,500	\$47,500	\$47,500		\$47,636	\$49,188	\$50,739	Step D Total
E	\$38,365	\$39,828	\$41,292		\$44,218	\$45,681	\$47,144	Generator
	\$4,708	\$4,888	\$5,067		\$5,426	\$5,606	\$5,786	TSS
	<u>\$4,427</u>	<u>\$2,784</u>	<u>\$1,141</u>					TSS2
	\$47,500	\$47,500	\$47,500		\$49,644	\$51,287	\$52,930	Step E Total
F	\$39,828	\$41,373	\$42,917		\$46,006	\$47,550	\$49,095	Generator
	\$4,888	\$5,077	\$5,267		\$5,646	\$5,835	\$6,025	TSS
	<u>\$2,784</u>	<u>\$1,050</u>						TSS2
	\$47,500	\$47,500	\$48,184		\$51,652	\$53,385	\$55,120	Step F Total
G	\$41,292	\$42,917	\$44,543		\$47,794	\$49,420	\$51,045	Generator
	\$5,067	\$5,267	\$5,466		\$5,865	\$6,065	\$6,264	TSS
	<u>\$1,141</u>							TSS2
	\$47,500	\$48,184	\$50,009		\$53,659	\$55,485	\$57,309	Step G Total
H	\$42,755	\$44,462	\$46,168		\$49,582	\$51,289	\$52,996	Generator
	<u>\$5,247</u>	<u>\$5,456</u>	<u>\$5,666</u>		<u>\$6,085</u>	<u>\$6,294</u>	<u>\$6,504</u>	TSS
	\$48,002	\$49,918	\$51,834		\$55,667	\$57,583	\$59,500	Step H Total
I	\$44,218	\$46,006	\$47,794		\$51,371	\$53,159	\$54,947	Generator
	<u>\$5,426</u>	<u>\$5,646</u>	<u>\$5,865</u>		<u>\$6,304</u>	<u>\$6,524</u>	<u>\$6,743</u>	TSS
	\$49,644	\$51,652	\$53,659		\$57,675	\$59,683	\$61,690	Step I Total
J	\$45,681	\$47,550	\$49,420		\$53,159	\$55,028	\$56,898	Generator
	<u>\$5,606</u>	<u>\$5,835</u>	<u>\$6,065</u>		<u>\$6,524</u>	<u>\$6,753</u>	<u>\$6,983</u>	TSS
	\$51,287	\$53,385	\$55,485		\$59,683	\$61,781	\$63,881	Step J Total
K	\$47,144	\$49,095	\$51,045		\$54,947	\$56,898	\$58,849	Generator
	<u>\$5,786</u>	<u>\$6,025</u>	<u>\$6,264</u>		<u>\$6,743</u>	<u>\$6,983</u>	<u>\$7,222</u>	TSS
	\$52,930	\$55,120	\$57,309		\$61,690	\$63,881	\$66,071	Step K Total
L	\$48,607	\$50,639	\$52,671		\$56,735	\$58,767	\$60,799	Generator
	<u>\$5,965</u>	<u>\$6,214</u>	<u>\$6,464</u>		<u>\$6,963</u>	<u>\$7,212</u>	<u>\$7,461</u>	TSS
	\$54,572	\$56,853	\$59,135		\$63,698	\$65,979	\$68,260	Step L Total
M	\$50,070	\$52,183	\$54,297		\$58,523	\$60,637	\$62,750	Generator
	\$6,1415	\$6,404	\$6,6663		\$7,182	\$7,441	\$7,701	TSS
	<u>\$3,785</u>	<u>\$1,413</u>						TSS2
	\$60,000	\$60,000	\$60,960		\$65,705	\$68,078	\$70,451	Step M Total
N	\$51,533	\$53,728	\$55,922		\$60,312	\$62,506	\$64,701	Generator
	\$6,324	\$6,593	\$6,863		\$7,401	\$7,671	\$7,940	TSS
	<u>\$2,143</u>							TSS2
	\$60,000	\$60,321	\$62,785		\$67,713	\$70,177	\$72,641	Step N Total

O	\$52,996	\$55,272	\$57,548		\$62,100	\$64,376	\$66,652	Generator
	\$6,504	\$6,783	\$7,062		\$7,621	\$7,900	\$8,180	TSS
	\$500							TSS2
	\$60,000	\$62,055	\$64,610		\$69,721	\$72,276	\$74,832	Step O Total
P	\$54,459	\$56,816	\$59,174		\$63,888	\$66,245	\$68,602	Generator
	\$6,683	\$6,973	\$7,262		\$7,840	\$8,130	\$8,419	TSS
	\$61,142	\$63,789	\$66,436		\$71,728	\$74,375	\$77,021	Step P Total
Q	\$55,922	\$58,361	\$60,799		\$65,676	\$68,115	\$70,553	Generator
	\$6,863	\$7,162	\$7,461		\$8,060	\$8,359	\$8,658	TSS
	\$62,785	\$65,523	\$68,260		\$73,736	\$76,474	\$79,211	Step Q Total
R	\$57,385	\$59,905	\$62,425		\$67,464	\$69,984	\$72,504	Generator
	\$7,042	\$7,352	\$7,661		\$8,279	\$8,588	\$8,898	TSS
	\$64,427	\$67,257	\$70,086		\$75,743	\$78,572	\$81,402	Step R Total
S	\$58,849	\$61,450	\$64,051		\$69,253	\$71,854	\$74,455	Generator
	\$7,222	\$7,541	\$7,860		\$8,499	\$8,818	\$9,137	TSS
	\$66,071	\$68,991	\$71,911		\$77,752	\$80,672	\$83,592	Step S Total
T	\$60,312	\$62,994	\$65,676		\$71,041	\$73,723	\$76,406	Generator
	\$7,401	\$7,731	\$8,060		\$8,718	\$9,047	\$9,377	TSS
	\$67,713	\$70,725	\$73,736		\$79,759	\$82,770	\$85,783	Step T Total
U	\$61,775	\$64,538	\$67,302	\$70,066	\$72,829	\$75,593	\$78,356	Generator
	\$7,581	\$7,920	\$8,259	\$8,598	\$8,938	\$9,277	\$9,616	TSS
	\$69,356	\$72,458	\$75,561	\$78,664	\$81,767	\$84,870	\$87,972	Step U Total

Beginning 2007-2008 there will no longer be lane advancement to the BA36 lane.

Beginning July 1, 2019, rows A-C will be deleted and any employee currently sitting in those rows will advance to row D.

Nurses holding a BSN will be placed on the BA lane. Those holding an RN will be placed on the BA lane at 80% of the step.

Longevity for all years beyond Step U - \$500 in addition to base increase multiplier. The intent of the \$500 longevity increase on the schedule is for those that no longer receive a step increase.

B. 2024-2025 EXTRA SERVICE SALARY SCHEDULE*

15% Lane	12% Lane	10% Lane	7% Lane	5% Lane	3% Lane	1% Lane
\$5,267	\$4,214	\$3,511	\$2,458	\$1,756	\$1,053	\$351

*The extra duty base is calculated as 90% of the generator base times the applicable lane percentage times 1.20. The generator base for 2024-2025 is \$32,513

15% Lane Head Basketball Head Football Head Boys Wrestling Head Girls Wrestling Head Volleyball Head Baseball Head Softball Head Track Head Soccer Head Cross Country Sec Instrumental Music Sec Vocal Music Concessions	12% Lane Ass't Basketball Ass't Football Ass't Boys Wrestling Ass't Girls Wrestling Ass't Cross Country Ass't Baseball Ass't Softball Ass't Varsity Track Ass't Volleyball Ass't Soccer Varsity Dance Tech Technician (x2)	10% Lane Yearbook Boys Golf Girls Golf Freshman Sports 7% Lane MS Sports Drama HS Spanish Club/Trip Ass't Freshman Sports
5% Lane Ass't MS Sports Ass't Musical (Vocal) Speech MS Summer Band HS Spanish Club/Trip Musical Director Drama Tech Director Jr Class Sponsor (x2) Varsity Cheer (per sport) Musical Tech Director MS Vocal Music MS Instr Music Robotics MS Dance MS Show Choir Newspaper	3% Lane Ass't Musical (Instr) MS Mock Trial MS Drama Model House Math Counts HS Art Club HS Science Fair MS/JV Cheer (per sport) HS Student Council National Honor Society Color Guards/Flags FBLA Mock Trial	1% Lane Elementary Art Club Sr Class Sponsor Octagon

Any Extra Service positions are filled at the discretion of the Board of Education.

ARTICLE II
LEAVES OF ABSENCE

A. SICK LEAVE

Sick leave days with pay shall be granted each school year to each regular Employee in accordance with the following schedule:

At the beginning of each full year of employment, every employee, regardless of the number of accumulated sick days, will receive fifteen (15) days

Sick leave means an absence for an Employee's medically related disability. Accumulated employee sick leave days may be used for child(ren)(including foster child(ren) and serious illness of spouse, parent(s), sibling(s), step-relation in each of the forgoing designations or domestic partner/significant other* or individuals in cases where the employee is a legal appointed guardian or conservator or is acting under valid power of attorney requiring hospitalization or constant care.

(Information on domestic partner/significant other must be filed in the Central Office at the beginning of the school year for use of sick leave). Sick leave may also be used for doctor and dental appointments of employee, child(ren)(including foster child(ren)), spouse, parent(s), sibling(s), step-relation in each of the forgoing designations or for domestic partner/significant other or for individuals in cases where the employee is a legally appointed guardian or conservator or is acting under valid power of attorney. A regular Employee, for the purpose of this paragraph, is defined as an Employee who works each day on a regular basis. The above specified sick leave entitlements shall only apply to consecutive years of employment in the Solon Community School District. Sick leave may be used in no less than ½ day increments.

**Domestic partner/significant other shall be defined as unmarried cohabiting adults in a consensual relationship*

Sick leave entitlements may accumulate from year to year up to a maximum of one hundred (100) days.

Whenever an Employee will be absent from work, he/she shall, irrespective of whether the Employee is entitled to or receives sick leave benefits, notify his/her principal or the person designated by the principal to receive such notices. AESOP or electronic substitute process allowing for notification of principals will be considered acceptable notification. If the absence is for consecutive days, the principal or designee shall be kept advised of any changes in that probable date of return. The principal or designee may require substantiation by the physician of any illness.

Adoption, pregnancy and subsequent recovery shall be dealt with as any other illness with available sick leave applicable up to the first six weeks after the birth of the child. Additional sick leave may be used if substantiation by a physician states that additional medical recovery time is needed. After sick leave is fully utilized, unpaid leave may be used to complete the six-week leave after child-birth or adoption. Spouse, domestic partner/significant other is entitled to three (3) days of accumulated sick leave upon the birth of the child or adoption. This is in addition to leave already provided in the previous paragraph detailing hospitalization and/or constant care. Additional unpaid leave for both parents is available in accordance with the federal Family Medical Leave Act.

An Employee returning from any illness, irrespective of whether sick leave benefits were received by the Employee, may be required to furnish a medical doctor's certificate of health, prior to returning to work.

All sick leave entitlements shall terminate and/or be forfeited upon termination of employment for any reason, unless provided otherwise in this Agreement.

B. BEREAVEMENT LEAVE

When an Employee is absent from work due to a death of the Employee's spouse, child, parent or parent-in-law and attends the funeral, the Board will pay the Employee the regular rate of pay up to five (5) business days. No payment shall be made for any part of the five (5) days which falls on Saturday, Sunday, paid holidays, or the Employee's vacation period or while the Employee is not scheduled to work.

When an Employee is absent from work due to a death in the Employee's immediate family and attends the funeral, the Board will pay the Employee the regular rate of pay up to three (3) business days. No payment shall be made for any part of the three (3) days which falls on Saturday, Sunday, paid holidays, or the Employee's vacation period or while the Employee is not scheduled to work. The Superintendent may grant an additional two (2) days with pay if travel or special circumstances indicate the need. The immediate family shall be construed to mean the brothers, sisters, daughters-in-law, sons-in-law, sisters-in-law, brothers-in-law, grandparents, grandchildren, grandparents of spouse, step-relation in each of the forgoing designation and domestic partner/significant other (as defined in the Sick Leave section of this Agreement).

Up to three (3) days of absence annually with full pay may be allowed to attend funerals of relatives or close friends.

If circumstances require bereavement be used in non-consecutive days, such use is permissible.

C. PERSONAL DAYS

Two (2) days Personal Leave

At the beginning of each school year, an Employee shall be credited with two (2) days to be used for the Employee's personal business. A personal business day may be used for any purpose at the discretion of the Employee. An Employee planning to use a personal leave day shall notify his/her principal at least one (1) day in advance. AESOP or electronic substitute process allowing for notifications of principals will be considered acceptable notification. There shall be a limit of three (3) personal days per building per day allowable except in the case of an emergency in which case an Employee must notify his/her principal. Employees shall deplete their personal leave bank prior to requesting day(s) of unpaid/no-pay day(s). A payment, equal to one day's substitute teacher pay, shall be made in the July payroll for each unused personal leave day, or the employee may elect to carry two days forward to the next year. An Employee may accumulate up to four unused personal days during the year, but in no event shall carry forward more than two days to the next year.

In addition, the Employee may trade 15 sick days in exchange for an additional personal day once a year. Employees electing this option shall complete the applicable form for the transfer and deliver to the Central Office prior to June 1st of the current school year. Employees who complete and turn in the form after June 1st will be notified that their request has been declined.

D. LIMITATION

Leave granted in this Article must be used in no less than one-half (1/2) day increments.

**ARTICLE III
COMPLIANCE CLAUSE AND DURATION**

A. DURATION

This Agreement shall be effective July 1, 2024, through June 30, 2029.

It is agreed both parties will continue to look at alternative salary distributions with possible implementation the following year if parties come to mutual agreement.

B. SPECIAL CONTRACT PROVISIONS

Total package for this multi-year Agreement is 17.50%.

Year 1	2024-2025	4.25%
Year 2	2025-2026	3.25%
Year 3	2026-2027	3.25%
Year 4	2027-2028	3.25%
Year 5	2028-2029	3.50%

C. REOPENER CLAUSE

Both parties agree to re-open the settlement under the following conditions:

1. The District SSA falls below 2% or is above 4%
2. The state changes formulas for teacher salaries that will impact the Salary Schedule (such as legislating minimum salaries).
3. By mutual agreement due to some unforeseen circumstance.

D. SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their chief negotiators, and their signatures placed thereon, all on the 9th day of August, 2024.

*Ratification by the Association occurred March 20, 2024 and approval by the Board of Education on March 21, 2024.

SOLON EDUCATION ASSOCIATION

By Karry Putzy
President

By Karry Putzy
Chief Negotiator

SOLON BOARD OF EDUCATION

By Timothy Leo Brown
President

By Davis Eidahl
Chief Negotiator