

SUMMARY AGREEMENT
BETWEEN
TOLEDO BOARD OF EDUCATION
AND
TOLEDO FEDERATION OF TEACHERS

1. Toledo Public Schools and the Toledo Federation of Teachers (the “Parties”) have reached a new three-year contract (the “Contract” or “CBA”). The Contract addresses the existing teachers, as defined and included within the Teachers Collective Bargaining Agreement, Article I, Section A, Recognition, including Long-term Substitutes, as defined in Article I, Section B, #9(c) within the Substitute Collective Bargaining Agreement (the “Teachers”); paraprofessional as defined and included with the Paraprofessional Collective Bargaining, Article 1, Union Recognition (the “Paraprofessionals”); and Daily Substitutes, as defined in Article I, Section B, #7 and #8 within the Substitute Collective Bargaining Agreement (the “Substitutes”).

The Contract is the result of months of interest-based bargaining between the district and union leaders and shows that both sides are committed to public education. The Parties have worked together during the pandemic and remained focused on doing what was best for our students during a challenging time. That commitment continued during contract negotiations and both sides are happy to have completed the process in a collaborative manner and without the need for fact-finding.

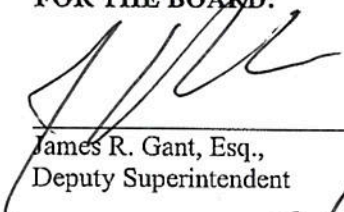
The Tentative Agreements reached during bargaining on modifications to certain Articles of the Contract are set forth in Exhibit 1, attached hereto, and shall be incorporated into each bargaining unit’s respective successor agreement.

2. The Parties agree that to continue growth in our District it is imperative to offer staff competitive wages. Towards that end, the Parties have agreed as follows:
 - a. Effective July 1, 2021, the TFT Members receive a 2.5% increase as set forth in the attached Salary Schedules, Exhibit 2.a.;
 - b. The Parties recognize the members of the bargaining unit have continued to provide services directly related to the COVID-19 pandemic. These services include, but are not limited to, addressing the unique needs of all students of Toledo Public Schools during the COVID-19 pandemic, providing students with summer school learning, and addressing learning loss due to the pandemic. Based upon the foregoing, the Parties agree that Teachers and Paraprofessionals employed as of August 1, 2021 shall receive One Thousand Dollars (\$1,000.00) on the second pay of September 2021 as compensation; the Substitutes shall receive Five Hundred Dollars (\$500.00) on the second pay of September 2021 as compensation;
 - c. Effective July 1, 2022, the attached Salary Schedules will be implemented. See Exhibit 3.c.;
 - d. The Parties recognize the members of the bargaining unit have continued to provide services directly related to the COVID-19 pandemic. These services include, but are not limited to, addressing the unique needs of all of the students of Toledo Public Schools during the COVID-19 pandemic, providing students with summer school learning, and addressing learning loss due to the pandemic. Based upon the foregoing, the Parties agree that Teachers and Paraprofessionals employed as of June

30, 2023 shall receive One Thousand Dollars (\$1,000.00) on the second pay of September 2023 as compensation; the Substitutes shall receive Three Hundred Dollars (\$300.00) on the second pay of July 2023 as compensation;

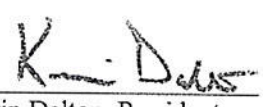
- e. Effective January 1, 2024, TFT Members shall receive a 2% increase as set forth in the attached Salary Schedules, Exhibit 3.e.;
 - f. In an effort to increase the availability of daily substitutes the Parties agree, for only the duration of the 2021 - 2024 TFT collecting bargaining agreement, each school year daily substitutes that have worked sixty (60) days by November 30th shall receive a Five Hundred Dollar (\$500.00) bonus to be paid in a separate check no later than December 20th each school year and daily substitutes that have worked seventy (70) days during the second semester shall receive a Five Hundred Dollars (\$500.00) bonus to be paid no later than June 30th.
3. The Parties have agreed to establish a group of district leadership that includes the Parties and other bargaining unit groups that focuses on the implementation of district strategic initiatives to streamline communication, improve climate and culture of the district, and increase student achievement. The Parties agree that this group of district leadership will begin meeting immediately after ratification to review the district strategic initiatives for the 2021/2022 School Year.
 4. This Summary Agreement, the Contract, and attachments constitute the complete and entire agreement between the Parties. The Parties, however, may mutually agree, in writing, to revise the Contract regarding any provisions that have been contemplated in this Summary Agreement and/or the attachments, but failed to be incorporated therein.
 5. The Parties agree that the agreement shall be in effect July 1, 2021 through June 30, 2024.

FOR THE BOARD:


James R. Gant, Esq.,
Deputy Superintendent

5/27/2021

FOR THE UNION:


Kevin Dalton, President

5/27/21

Salary Schedule - FY 22					
Effective 7/1/2021 - 2.5%					
SALARY STEPS	B.A.	B.A. +15	M.A.	M.A. +15	M.A. +60 & Ph D
Intern	\$41,547	\$42,220	\$43,267	\$44,465	\$48,197
1.00	\$42,331	\$43,265	\$43,652	\$45,676	\$48,486
2.00	\$43,377	\$44,572	\$45,415	\$47,440	\$50,248
3.00	\$44,422	\$44,892	\$46,656	\$49,202	\$51,730
4.00	\$44,892	\$47,179	\$49,202	\$51,207	\$54,297
5.00	\$45,872	\$48,157	\$50,161	\$52,729	\$55,538
6.00	\$49,202	\$51,489	\$53,775	\$56,060	\$58,869
7.00	\$53,057	\$54,297	\$56,583	\$58,869	\$62,201
8.00	\$56,388	\$57,629	\$59,914	\$62,201	\$65,532
9.00	\$58,674	\$60,960	\$63,247	\$65,532	\$67,818
10.00	\$60,960	\$63,247	\$65,532	\$67,818	\$70,104
11.00	\$61,580	\$65,532	\$67,818	\$70,104	\$72,391
12.00	\$62,103	\$67,818	\$70,104	\$72,391	\$74,676
13.00	\$62,103	\$67,818	\$72,391	\$74,676	\$76,962
14.00	\$62,103	\$67,818	\$74,676	\$76,962	\$79,248
15.00	\$64,389	\$70,104	\$76,962	\$79,248	\$81,535
16.00	\$64,389	\$70,104	\$76,962	\$79,248	\$81,535
17.00	\$64,389	\$70,104	\$76,962	\$79,248	\$81,535
18.00	\$66,675	\$72,391	\$81,535	\$81,535	\$83,819
19.00	\$66,675	\$72,391	\$81,535	\$81,535	\$83,819
20.00	\$66,675	\$72,391	\$81,535	\$81,535	\$83,819
21.00	\$68,961	\$73,534	\$83,819	\$83,819	\$86,106
22.00	\$68,961	\$73,534	\$83,819	\$83,819	\$86,106
23.00	\$68,961	\$73,534	\$83,819	\$83,819	\$86,106
24.00	\$71,248	\$74,676	\$86,106	\$86,106	\$88,392
25.00	\$71,248	\$74,676	\$86,106	\$86,106	\$88,392
26.00	\$71,248	\$74,676	\$86,106	\$86,106	\$88,392
27.00	\$73,339	\$76,962	\$88,197	\$88,392	\$88,392
28.00	\$73,339	\$76,962	\$88,197	\$88,392	\$88,392
29.00	\$73,339	\$76,962	\$88,197	\$88,392	\$88,392
30.00	\$73,339	\$76,962	\$88,197	\$88,392	\$88,392

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BOARD _____
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UNION _____
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Salary Schedule - FY 23

Effective 7/1/2022 - Grid Changes

SALARY STEPS	B.A.	B.A. +15	M.A.	M.A. +15	M.A. +60 & Ph D
Intern	\$41,597	\$42,402	\$44,872	\$45,736	\$47,507
1	\$43,019	\$44,460	\$47,135	\$48,000	\$49,771
2	\$44,871	\$46,519	\$49,399	\$50,265	\$52,034
3	\$46,725	\$48,577	\$51,664	\$52,528	\$54,298
4	\$48,577	\$50,634	\$53,928	\$54,792	\$56,563
5	\$50,429	\$52,694	\$56,192	\$57,057	\$58,827
6	\$52,282	\$54,571	\$58,457	\$59,321	\$61,091
7	\$54,135	\$56,809	\$60,721	\$61,585	\$63,356
8	\$55,987	\$58,869	\$62,985	\$63,850	\$65,620
9	\$57,839	\$60,927	\$65,248	\$66,114	\$67,884
10	\$59,691	\$62,984	\$67,514	\$68,378	\$70,148
11	\$61,544	\$65,044	\$69,778	\$70,642	\$72,411
12	\$63,396	\$67,102	\$72,042	\$72,905	\$74,675
13	\$65,248	\$69,160	\$74,305	\$75,169	\$76,941
14	\$67,102	\$71,218	\$76,569	\$77,435	\$79,205
15	\$68,953	\$73,276	\$78,833	\$79,699	\$81,468
16	\$68,953	\$75,335	\$81,098	\$81,963	\$83,733
17	\$68,953	\$75,335	\$81,098	\$81,963	\$83,733
18	\$68,953	\$75,335	\$81,098	\$81,963	\$83,733
19	\$68,953	\$75,335	\$81,098	\$81,963	\$83,733
20	\$70,807	\$77,393	\$83,362	\$84,226	\$85,997
21	\$72,659	\$79,452	\$85,627	\$86,491	\$88,260
22	\$72,659	\$79,452	\$85,627	\$86,491	\$88,260
23	\$72,659	\$79,452	\$85,627	\$86,491	\$88,260
24	\$72,659	\$79,452	\$85,627	\$86,491	\$88,260
25	\$74,512	\$81,509	\$87,890	\$88,754	\$90,524
26	\$74,512	\$81,509	\$87,890	\$88,754	\$90,524
27	\$76,364	\$83,567	\$90,154	\$91,018	\$92,790
28	\$76,364	\$83,567	\$90,154	\$91,018	\$92,790
29	\$76,364	\$83,567	\$90,154	\$91,018	\$92,790
30	\$76,364	\$83,567	\$90,154	\$91,018	\$92,790

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Salary Schedule FY 24					
Effective 1/1/2024 - 2%					
SALARY STEPS	B.A.	B.A. +15	M.A.	M.A. +15	M.A. +60 & Ph D
Intern	\$42,429	\$43,250	\$45,769	\$46,651	\$48,457
1	\$43,879	\$45,349	\$48,078	\$48,960	\$50,766
2	\$45,768	\$47,449	\$50,387	\$51,270	\$53,075
3	\$47,660	\$49,549	\$52,697	\$53,579	\$55,384
4	\$49,549	\$51,647	\$55,007	\$55,888	\$57,694
5	\$51,438	\$53,748	\$57,316	\$58,198	\$60,004
6	\$53,328	\$55,662	\$59,626	\$60,507	\$62,313
7	\$55,218	\$57,945	\$61,935	\$62,817	\$64,623
8	\$57,107	\$60,046	\$64,245	\$65,127	\$66,932
9	\$58,996	\$62,146	\$66,553	\$67,436	\$69,242
10	\$60,885	\$64,244	\$68,864	\$69,746	\$71,551
11	\$62,775	\$66,345	\$71,174	\$72,055	\$73,859
12	\$64,664	\$68,444	\$73,483	\$74,363	\$76,169
13	\$66,553	\$70,543	\$75,791	\$76,672	\$78,480
14	\$68,444	\$72,642	\$78,100	\$78,984	\$80,789
15	\$70,332	\$74,742	\$80,410	\$81,293	\$83,097
16	\$70,332	\$76,842	\$82,720	\$83,602	\$85,408
17	\$70,332	\$76,842	\$82,720	\$83,602	\$85,408
18	\$70,332	\$76,842	\$82,720	\$83,602	\$85,408
19	\$70,332	\$76,842	\$82,720	\$83,602	\$85,408
20	\$72,223	\$78,941	\$85,029	\$85,911	\$87,717
21	\$74,112	\$81,041	\$87,340	\$88,221	\$90,025
22	\$74,112	\$81,041	\$87,340	\$88,221	\$90,025
23	\$74,112	\$81,041	\$87,340	\$88,221	\$90,025
24	\$74,112	\$81,041	\$87,340	\$88,221	\$90,025
25	\$76,002	\$83,139	\$89,648	\$90,529	\$92,334
26	\$76,002	\$83,139	\$89,648	\$90,529	\$92,334
27	\$77,891	\$85,238	\$91,957	\$92,838	\$94,646
28	\$77,891	\$85,238	\$91,957	\$92,838	\$94,646
29	\$77,891	\$85,238	\$91,957	\$92,838	\$94,646
30	\$77,891	\$85,238	\$91,957	\$92,838	\$94,646

Handwritten notes:
 7/11/21
 5/26/21
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BOARD _____

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