

K # 28491

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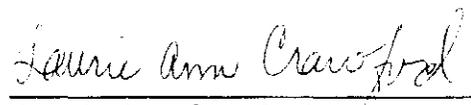
ARTICLE 44 - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2011 and shall remain effective through June 30, 2013.

IN WITNESS WHEREOF, the parties hereto have set their hand this 14th day of January, 2013.

FOR: JEFFERSON TOWNSHIP LOCAL SCHOOL DISTRICT

FOR: JEFFERSON TOWNSHIP EDUCATION ASSOCIATION OEA / NEA



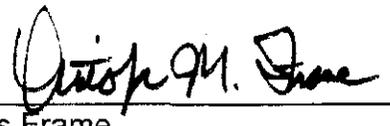
Dr. Richard Gates
Superintendent

Laurie Ann Crawford
JTEA President



Johnnie Kimberlin
Board President and Committee Member

Alexis Gentry
JTEA Vice President



Chris Frame
Treasurer

When disciplining a member of the bargaining unit, normally the administration shall utilize the following steps:

- Step 1 - Verbal reprimand to the member
- Step 2 - Written reprimand to the member
- Step 3 - One-day suspension without pay
- Step 4 - Three to five-day suspension without pay
- Step 5 - Termination.

However, if the infraction or conduct of the employee for which he or she is being disciplined is of a severe nature, the above progression may be interrupted, and then appropriate disciplinary measure may be administered.

If steps 2 through 5 are being considered, a conference shall be scheduled between the member and the administration to discuss the alleged infraction and the member's response to it. The member shall be provided a minimum of 24 hours' written notice of the conference. The notice shall include the reasons/circumstances for which the member may be disciplined. The member shall have the right to an association of his/her choice at any conference in which the member is present and in which the discipline of the member is to be discussed.

Only the Superintendent may suspend a teacher without pay for just cause, or recommend initiating termination proceedings under Ohio Revised Code 3319.16 and 3319.161. Only the Board of Education may take action to terminate the contract of an employee.

The discipline of an employee shall be imposed in private and in all events; any communications related thereto shall remain confidential to the extent permitted by law.

ARTICLE 43 - COMPLETE AGREEMENT

This Agreement supersedes any and all previous agreements between the parties hereto and is a final and complete agreement of all negotiated items that are in effect throughout the term of said Agreement. For the life of this Agreement, the Board and the Association voluntarily and unqualifiedly waive the right and agree that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject matter not specifically referred to or covered in this Agreement, except as otherwise provided for under Section 4117 of the O.R.C.

The Local Professional Development Committee Policy, as may be mutually amended from time to time, is considered a part of this contract.