



11-MED-03-0289

K27372

2669-01

STATE EMPLOYMENT
RELATIONS BOARD

2013 DEC -9 P 2: 33

APPENDIX I

SALARY
SCHEDULE
2011-2012

Experience	BA		150 Hours		MA		MA + 15	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary
0	1.000	32,154	1.040	33,440	1.100	35,370	1.120	36,013
1	1.045	33,602	1.091	35,080	1.155	37,139	1.180	37,942
2	1.090	35,048	1.142	36,721	1.210	38,907	1.240	39,872
3	1.135	36,495	1.193	38,360	1.265	40,676	1.300	41,801
4	1.180	37,942	1.244	40,000	1.320	42,444	1.360	43,730
5	1.225	39,389	1.295	41,640	1.375	44,213	1.420	45,659
6	1.270	40,836	1.346	43,280	1.430	45,980	1.480	47,588
7	1.315	42,283	1.397	44,920	1.485	47,749	1.540	49,517
8	1.360	43,730	1.448	46,560	1.540	49,517	1.600	51,447
9	1.405	45,177	1.499	48,199	1.595	51,286	1.660	53,376
10	1.450	46,624	1.550	49,839	1.650	53,054	1.720	55,306
11	1.495	48,071	1.601	51,479	1.705	54,823	1.780	57,235
12	1.540	49,517	1.652	53,119	1.760	56,591	1.840	59,164
13	1.585	50,965	1.703	54,759	1.815	58,360	1.900	61,093
14	1.630	52,412	1.754	56,398	1.870	60,128	1.960	63,023
15	1.675	53,858	1.805	58,039	1.935	62,219	2.020	64,952
20	1.720	55,306	1.856	59,679	2.000	64,309	2.080	66,881
25	1.765	56,753	1.907	61,318	2.065	66,398	2.140	68,810

APPENDIX J

SALARY
SCHEDULE
2012-2013

Experience	BA		150 Hours		MA		MA + 15	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary
0	1.000	32,476	1.040	33,774	1.100	35,724	1.120	36,373
1	1.045	33,938	1.091	35,431	1.155	37,510	1.180	38,321
2	1.090	35,398	1.142	37,088	1.210	39,296	1.240	40,270
3	1.135	36,860	1.193	38,743	1.265	41,082	1.300	42,219
4	1.180	38,321	1.244	40,400	1.320	42,869	1.360	44,167
5	1.225	39,783	1.295	42,057	1.375	44,655	1.420	46,116
6	1.270	41,245	1.346	43,712	1.430	46,440	1.480	48,064
7	1.315	42,705	1.397	45,369	1.485	48,226	1.540	50,012
8	1.360	44,167	1.448	47,026	1.540	50,012	1.600	51,962
9	1.405	45,629	1.499	48,681	1.595	51,799	1.660	53,910
10	1.450	47,090	1.550	50,338	1.650	53,585	1.720	55,859
11	1.495	48,552	1.601	51,993	1.705	55,371	1.780	57,807
12	1.540	50,012	1.652	53,650	1.760	57,157	1.840	59,755
13	1.585	51,474	1.703	55,307	1.815	58,943	1.900	61,704
14	1.630	52,936	1.754	56,962	1.870	60,730	1.960	63,653
15	1.675	54,397	1.805	58,619	1.935	62,841	2.020	65,602
20	1.720	55,859	1.856	60,276	2.000	64,952	2.080	67,550
25	1.765	57,320	1.907	61,931	2.065	67,062	2.140	69,498

SALARY
SCHEDULE
2013-2014

Experience	BA		150 Hours		MA		MA + 15	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary
0	1.000	32,801	1.040	34,112	1.100	36,081	1.120	36,736
1	1.045	34,277	1.091	35,785	1.155	37,885	1.180	38,704
2	1.090	35,752	1.142	37,459	1.210	39,689	1.240	40,673
3	1.135	37,229	1.193	39,131	1.265	41,493	1.300	42,641
4	1.180	38,704	1.244	40,804	1.320	43,297	1.360	44,609
5	1.225	40,181	1.295	42,477	1.375	45,101	1.420	46,577
6	1.270	41,657	1.346	44,149	1.430	46,904	1.480	48,545
7	1.315	43,133	1.397	45,823	1.485	48,709	1.540	50,513
8	1.360	44,609	1.448	47,496	1.540	50,513	1.600	52,481
9	1.405	46,085	1.499	49,168	1.595	52,317	1.660	54,449
10	1.450	47,561	1.550	50,841	1.650	54,121	1.720	56,417
11	1.495	49,037	1.601	52,513	1.705	55,925	1.780	58,385
12	1.540	50,513	1.652	54,187	1.760	57,729	1.840	60,353
13	1.585	51,989	1.703	55,860	1.815	59,533	1.900	62,321
14	1.630	53,465	1.754	57,532	1.870	61,337	1.960	64,290
15	1.675	54,941	1.805	59,205	1.935	63,470	2.020	66,258
20	1.720	56,417	1.856	60,878	2.000	65,601	2.080	68,226
25	1.765	57,894	1.907	62,551	2.065	67,733	2.140	70,193

SUPPLEMENTAL SALARY SCHEDULE
2011-2012

Base Salary
\$32,154

Level	<u>0-3</u>		<u>4-6</u>		<u>7-10</u>		<u>over 10 yrs.</u>	
	Index	Dollars	Index	Dollars	Index	Dollars	Index	Dollars
1	0.13	\$4,180.00	0.14	\$4,502.00	0.15	\$4,823.00	0.16	\$5,145.00
	[Asst. Athletic Director, Head Football, Head Boy's Basketball, Head Girl's Basketball, Head Cheerleader Advisor]							
2	0.1	\$3,216.00	0.11	\$3,537.00	0.12	\$3,858.00	0.13	\$4,180.00
	[Head Coaches of: Volleyball, Softball, Soccer, Baseball, Cross Country, Track, Golf, Tennis, Band Director]							
3	0.075	\$2,412.00	0.08	\$2,572.00	0.085	\$2,733.00	0.09	\$2,894.00
	[All Asst. Coaches, All Jr. High Athletic Coaches, Head Drama, High School Yearbook, Asst. Band Director]							
4	0.06	\$1,929.00	0.065	\$2,090.00	0.07	\$2,251.00	0.075	\$2,412.00
	[High School National Honor Society, High School Student Council, High School Newspaper, High School Vocal Music]							
5	0.035	\$1,125.00	0.04	\$1,286.00	0.045	\$1,447.00	0.05	\$1,608.00
	[Advisors of: Power of Pen, Quiz Bowl, Class 9-12, Prom, Jr. High Student Council, CLC Student Council, Elementary Student Council, Elementary Music; Coordinators of: All Grade Level, Library, Special Subject, All Department Chairpersons, Flag Corp, Debate Team]							
6	0.03	\$965.00	0.035	\$1,125.00	0.04	\$1,286.00	0.045	\$1,447.00
	[Jr. High National Honor Society, Head Teacher]							
7	0.02	\$643.00	0.025	\$804.00	0.03	\$965.00	0.035	\$1,125.00
	[Jr. High Yearbook, All High School Club Advisors, Class Advisors 7-8, Asst. Drama Advisor, Jr. High Science Club]							
8	0.01	\$321.00	0.011	\$354.00	0.012	\$386.00	0.013	\$418.00
	[Conservation Camp]							
9	0.005	\$161.00	0.006	\$193.00	0.007	\$225.00	0.008	\$258.00
	[Fair Booth Coordinators]							
10	\$20.00 per hour [Saturday School/Extended Day]							
11	\$2000.00 [National Board Certification] Per year for the life of the certificate							

SUPPLEMENTAL SALARY SCHEDULE
2012-2013

Base Salary
\$32,476

Level	Index	<u>0-3</u>	Index	<u>4-6</u>	Index	<u>7-10</u>	<u>over 10 yrs.</u>	
		Dollars		Dollars		Dollars	Index	Dollars
1	0.13	\$4,222.00	0.14	\$4,547.00	0.15	\$4,871.00	0.16	\$5,196.00
		[Asst. Athletic Director, Head Football, Head Boy's Basketball, Head Girl's Basketball, Head Cheerleader Advisor]						
2	0.1	\$3,248.00	0.11	\$3,572.00	0.12	\$3,897.00	0.13	\$4,222.00
		[Head Coaches of: Volleyball, Softball, Soccer, Baseball, Cross Country, Track, Golf, Tennis, Band Director]						
3	0.075	\$2,436.00	0.08	\$2,598.00	0.085	\$2,760.00	0.09	\$2,923.00
		[All Asst. Coaches, All Jr. High Athletic Coaches, Head Drama, High School Yearbook, Asst. Band Director]						
4	0.06	\$1,948.00	0.065	\$2,111.00	0.07	\$2,274.00	0.075	\$2,436.00
		[High School National Honor Society, High School Student Council, High School Newspaper, High School Vocal Music]						
5	0.035	\$1,136.00	0.04	\$1,299.00	0.045	\$1,461.00	0.05	\$1,624.00
		[Advisors of: Power of Pen, Quiz Bowl, Class 9-12, Prom, Jr. High Student Council, CLC Student Council, Elementary Student Council, Elementary Music; Coordinators of: All Grade Level, Library, Special Subject, All Department Chairpersons, Flag Corp, Debate Team]						
6	0.03	\$ 975.00	0.035	\$1,136.00	0.04	\$1,299.00	0.045	\$1,461.00
		[Jr. High National Honor Society, Head Teacher]						
7	0.02	\$ 649.00	0.025	\$ 812.00	0.03	\$ 975.00	0.035	\$1,136.00
		[Jr. High Yearbook, All High School Club Advisors, Class Advisors 7-8, Asst. Drama Advisor, Jr. High Science Club]						
8	0.01	\$ 324.00	0.011	\$ 357.00	0.012	\$ 390.00	0.013	\$ 422.00
		[Conservation Camp]						
9	0.005	\$ 163.00	0.006	\$ 195.00	0.007	\$ 227.00	0.008	\$ 260.00
		[Fair Booth Coordinators]						
10		\$20.00 per hour [Saturday School/Extended Day]						
11		\$2000.00 [National Board Certification] Per year for the life of the certificate						

SUPPLEMENTAL SALARY SCHEDULE
2013-2014

Base Salary
\$32,801

Level	<u>0-3</u>		<u>4-6</u>		<u>7-10</u>		<u>over 10 yrs.</u>	
	Index	Dollars	Index	Dollars	Index	Dollars	Index	Dollars
1	0.13	\$4,264.00	0.14	\$4,592.00	0.15	\$4,920.00	0.16	\$5,248.00
	[Asst. Athletic Director, Head Football, Head Boy's Basketball, Head Girl's Basketball, Head Cheerleader Advisor]							
2	0.1	\$3,280.00	0.11	\$3,608.00	0.12	\$3,936.00	0.13	\$4,264.00
	[Head Coaches of: Volleyball, Softball, Soccer, Baseball, Cross Country, Track, Golf, Tennis, Band Director]							
3	0.075	\$2,460.00	0.08	\$2,624.00	0.085	\$2,788.00	0.09	\$2,952.00
	[All Asst. Coaches, All Jr. High Athletic Coaches, Head Drama, High School Yearbook, Asst. Band Director]							
4	0.06	\$1,967.00	0.065	\$2,132.00	0.07	\$2,297.00	0.075	\$2,460.00
	[High School National Honor Society, High School Student Council, High School Newspaper, High School Vocal Music]							
5	0.035	\$1,147.00	0.04	\$1,312.00	0.045	\$1,476.00	0.05	\$1,640.00
	[Advisors of: Power of Pen, Quiz Bowl, Class 9-12, Prom, Jr. High Student Council, CLC Student Council, Elementary Student Council, Elementary Music; Coordinators of: All Grade Level, Library, Special Subject, All Department Chairpersons, Flag Corp, Debate Team]							
6	0.03	\$ 985.00	0.035	\$1,147.00	0.04	\$1,312.00	0.045	\$1,476.00
	[Jr. High National Honor Society, Head Teacher]							
7	0.02	\$ 655.00	0.025	\$ 820.00	0.03	\$ 985.00	0.035	\$1,147.00
	[Jr. High Yearbook, All High School Club Advisors, Class Advisors 7-8, Asst. Drama Advisor, Jr. High Science Club]							
8	0.01	\$ 327.00	0.011	\$ 361.00	0.012	\$ 394.00	0.013	\$ 426.00
	[Conservation Camp]							
9	0.005	\$ 165.00	0.006	\$ 197.00	0.007	\$ 229.00	0.008	\$ 264.00
	[Fair Booth Coordinators]							
10	\$20.00 per hour [Saturday School/Extended Day]							
11	\$2000.00 [National Board Certification] Per year for the life of the certificate							

Extra-Curricular Salary Schedule

LEVEL 1	Assistant Athletic Director, Head Football, Head Basketball, Head Girls' Basketball, Head Cheerleader Advisor, Head football Coach
LEVEL 2	Head Coaches of: Volleyball, Softball, Soccer, Baseball, Cross Country, Track, Golf, Tennis, Band Director
LEVEL 3	Band Director, All Assistant Coaches, All Junior High Athletic Coaches, Head Drama, High School Yearbook, Assistant Band Director
LEVEL 4	High School National Honor Society, High School Student Council, High School Newspaper, High School Vocal Music
LEVEL 5	Power of the Pen Advisor, Quiz Bowl Advisor, Class Advisors 9-12, Elementary Music, All Grade Level Coordinators, Library Coordinator, All Department Chairpersons, Special Subject Coordinators, Flag Corp, Prom Advisor, Junior High Student Council Advisor, Debate Team, CLC Student Council Advisor, Elementary Student Council Advisor
LEVEL 6	Junior High National Honor Society, Head Teacher
LEVEL 7	Junior High Yearbook, All High School Club Advisors, Class Advisors 7-8, Assistant Drama Advisor, Jr. High Science Club
LEVEL 8	Conservation Camp
LEVEL 9	Fair Booth Coordinators
LEVEL 10	Saturday School/ Extended Day (\$18 per hr.)
LEVEL 11	National Board Certification (\$2000 per year for life of certificate).

**UNION SCIOTO SCHOOL DISTRICT
PRINCIPAL'S EVALUATION OF TEACHER PERFORMANCE**

Teacher: _____ School: Elementary [] Junior High [] High School []
 Assignment: _____ Eligible for: _____ Contract _____
 Pre Conference: _____ Post Conference: _____
 Observation 1 Date: _____ Time: _____
 Observation 2 Date: _____ Time: _____

- 1 - Highly Effective -**
Indicates the criterion is being achieved at a highly commendable level of excellence; significantly above and beyond the Effective rating.
- 2 - Effective -**
Indicates the criterion is being achieved in a successful, quality manner, fully meeting the school district's expectations.
- 3 - Basic/Needs Improvement -**
Indicates the criterion is being achieved in a manner which does not fully meet the school district's expectations, possible consideration for non-renewal.
- 4 - Unsatisfactory/Needs Improvement -**
Indicates the criterion is not being met and falls well below the school district's expectations; possible consideration for non-renewal.
- N/O - Not observed -**
Cannot evaluate due to insufficient information

1	2	3	4	N/O

A. ORGANIZING CONTENT KNOWLEDGE FOR STUDENT LEARNING

- 1.1 Plans lessons based on school and district curriculum, pacing charts, and the Ohio Academic Content Standards.
- 1.2 Displays knowledge of content area.
- 1.3 Displays use of specific instructional strategies.
- 1.4 Recognizes and provides for individual differences based upon students' background, prior knowledge, and experiences.
- 1.5 Creates or selects various evaluation strategies that are appropriate for the students, and that are aligned with the curriculum.

Principal's Comments:

1	2	3	4	N/O

B. CREATING AN ENVIRONMENT FOR STUDENT LEARNING

- 2.1 Establishes and maintains reasonable classroom management, control, consistency, and effective use of instructional time.
- 2.2 Organizes classroom environment in a safe and functional manner.
- 2.3 Develops good rapport with pupils and promotes a positive self-concept.
- 2.4 Communicates appropriate expectations for learning and achievement.
- 2.5 Promotes appropriate student behavioral expectations in the school environment that demonstrates a mutual respect between teacher and students.