

2014 Public Employer Annual Information Report

Ohio State Employment Relations Board
 Research and Training Section
 65 East State Street, 12th Floor
 Columbus, Ohio 43215

Any questions concerning this report are to be directed to Tammy Johnson (614) 466-1126
 timothea.johnson@serb.state.oh.us

Please complete and return this form by October 31, 2014. See instructions on previous page for detailed explanation.

The last received Annual Information Report filing was 10/3/2013

The information below is what is currently listed on file with SERB. Please print this document and make any changes to ensure that the information on file with SERB is up to date.

Updated information (if needed)

WADE LUCAS, ED.D
 SUPERINTENDENT
 OLENTANGY LO SCHOOLS
 814 SHANAHAN RD STE 100
 LEWIS CENTER, OH 43035-9080

County Code: DELA
 Phone Number: 7406574050
 Fax Number: 7406574002
 Email Address: superintendent@olentangy.k12.oh.us

Total number of permanent employees on payroll: Part-time: 380
 Full-time: 1557
 Pupil Head Count: 18046

Listed below are the collective bargaining agreements on file with SERB. Please amend information where necessary. Be sure to provide a copy of any current collective bargaining agreement that is not already on file. Any collective bargaining agreement with a status code of NWG, INC, UNS, or EXP need immediate attention. The size column represents the total number of employees covered by the collective bargaining agreement.

Please check mark the following as needed:

- We do not have any Collective Bargaining Agreements
- All Collective Bargaining Agreements on file are correct as listed
- Updates to one or more Collective Bargaining Agreements listed below are needed
- Collective Bargaining Agreement is missing from list

Status Definitions

CUR: Current EXT: Extended
 EXP: Expired INC: Incomplete
 NWG: No Wages UNS: Unsigned
 NEG: In Negotiations

If contract is expired and bargaining unit is still working under the agreement please checkmark if bargaining unit is currently in negotiations (In NEG) or working under the expired contract (WUEC).

In Neg	WUEC	Union	Local	Unit	Start	End	Status	Size	Size Update
<input type="checkbox"/>	<input type="checkbox"/>	AFSCME 4	039	NT	07/01/12	06/30/16	CUR	125	
<input type="checkbox"/>	<input type="checkbox"/>	AFSCME 4	322	NT	07/01/12	06/30/16	CUR	151	
<input type="checkbox"/>	<input type="checkbox"/>	OEA	OTA	T	07/01/12	06/30/16	CUR	1133	

Additional Notes:

All above listed Agreements were extended to 2016. Please see attached.

Derek Towster

Report completed by

Derek P. Towster

Signature

12/4/14

Date

Employer ID: 622

Employer Name: OLENTANGY LO SCHOOLS

Jurisdiction: LO BE

COLLECTIVE BARGAINING AGREEMENT

The Olentangy Local School District Board of Education ("Board") and the Ohio Association of Public School Employees, OAPSE/AFSCME Local 039 agree to the following terms for a new one-year collective bargaining agreement, effective July 1, 2015 through June 30, 2016 ("new Agreement"):

1. Except as otherwise provided herein, the terms of the prior collective bargaining agreement ("prior Agreement") in effect from July 1, 2012 through June 30, 2015, including any and all Memorandums of Agreement ("MOAs") and Memorandums of Understanding ("MOUs") are incorporated into the new Agreement as though rewritten herein.
2. Employees shall receive a two percent (2.0%) base wage increase for the term of the new Agreement.

The terms set forth herein were ratified by the Union and adopted by the Board on or before August 7, 2014.

OAPSE/AFSCME Local 039:

Robert L Bell - President

For the Board:

W. Decker
Superintendent

Bill
Treasurer

KGE
Board President

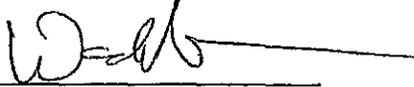
R.C. 5705.412 CERTIFICATION OF
ADEQUATE REVENUE FOR CONTRACT

The Olentangy Local School District has in effect the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendars and in future fiscal years for the term of the Master Contract between the Board and the Ohio Association of Public School Employees, OAPSE/AFSCME Local 039, effective from July 1, 2015 through June 30, 2016.

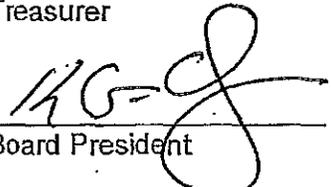
The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.



Treasurer



Superintendent



Board President

August 7, 2014

COLLECTIVE BARGAINING AGREEMENT

The Olentangy Local School District Board of Education ("Board") and the Ohio Association of Public School Employees, OAPSE/AFSCME Local 322 agree to the following terms for a new one-year collective bargaining agreement, effective July 1, 2015 through June 30, 2016 ("new Agreement"):

1. Except as otherwise provided herein, the terms of the prior collective bargaining agreement ("prior Agreement") in effect from July 1, 2012 through June 30, 2015, including any and all Memorandums of Agreement ("MOAs") and Memorandums of Understanding ("MOUs") are incorporated into the new Agreement as though rewritten herein.
2. Employees shall receive a two percent (2.0%) base wage increase for the term of the new Agreement.

The terms set forth herein were ratified by the Union and adopted by the Board on or before August 20, 2014.

For OAPSE/AFSCME Local 322:

R. E. Vangeloff
PRESIDENT

For the Board:

W. Wade
Superintendent

B. Brink
Treasurer

K. G. [Signature]
Board President

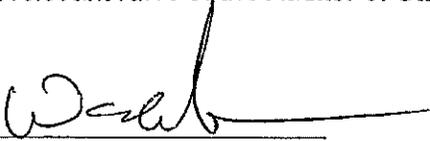
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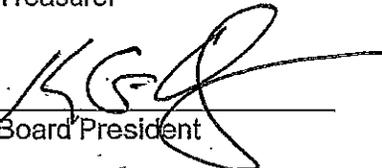
The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.



Treasurer



Superintendent



Board President

August 20, 2014

ARTICLE 1

Signatures

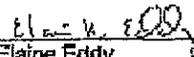
This Master Agreement shall become effective at 12:01 a.m. on July 1, 2015 and shall continue in full force and effect until midnight, June 30, 2016.

Executed as of the 9th day of July, 2014

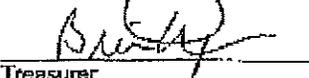
OLENTANGY TEACHERS ASSOCIATION

**BOARD OF EDUCATION,
OLENTANGY LOCAL SCHOOLS**

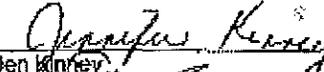
Negotiating Chairperson:


Elaine Eddy


President


Treasurer

Other Members:

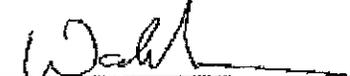

Jen Kinley


Scott Edgar


Danielle D'Onofrio


Jennifer Bickley


Greta Gnagy - Recorder


Superintendent

**OLENTANGY LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

NEGOTIATED AGREEMENT

BETWEEN

OLENTANGY TEACHERS ASSOCIATION

AND

**OLENTANGY LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

FOR THE PERIOD

JULY 1, 2012 THROUGH JUNE 30, 2015

AMENDED February 25, 2013 - Article 8 ONLY

JULY 1, 2015 THROUGH JUNE 30, 2016

OLENTANGY LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
NEGOTIATED AGREEMENT
BETWEEN
OLENTANGY TEACHERS ASSOCIATION
AND
OLENTANGY LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
FOR THE PERIOD
JULY 1, 2012 THROUGH JUNE 30, 2016

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MEMORANDUM OF AGREEMENT

The Olentangy Teachers Association ("Association") and the Olentangy Local School District Board of Education ("Board") agree to the following memorandum of Agreement ("MOA"):

1. The parties hereby adopt the attached amendment to Article 8 (Evaluation), incorporated herein by reference. This MOA shall be deemed an amendment to and part of the parties' collective bargaining agreement effective between July 1, 2012 and June 30, 2016. This MOA shall replace and supersede the current version of Article 8, and shall be effective on and after August __, 2014

Olentangy Teachers Association

Ελαίη Κ. Εδδ

Olentangy Local School District
Board of Education

M. G. J.

President

September 25, 2014

ARTICLE 8

Evaluation

A. General Provisions for All Evaluations

1. One purpose of evaluation is to assist the teacher toward improved instruction. Another purpose is to provide information in making employment decisions.
2. Classroom observations of the work performance of a teacher for the purpose of completing the Teacher Performance Rubric shall be conducted openly.
3. Value-added data, ODE-approved student assessments or other data trends may not be used as a stand-alone measure of student growth and may not be used outside of the overall teacher performance rating to terminate a teacher.
4. Teachers in their first year of employment with the District will be notified in writing at least twenty-four (24) hours in advance of their first formal observation. All other observations may be unannounced.
5. The evaluation shall take into account the total performance of the teacher in the areas of job description adopted by the Board.
6. There will be no formal classroom observations for evaluation purposes the day before Thanksgiving, winter or spring break, or the day after a teacher absence due to illness, unplanned personal leave or an emergency situation.
7. All teachers assigned to more than one building who are to be evaluated shall be notified which administrator will conduct his/her evaluation. In buildings with more than one administrator at the beginning of a school year for student instruction, a teacher by September 1 may request in writing that he/she be evaluated that school year by a different administrator than the administrator who evaluated the teacher during the preceding evaluation year. The written request must be filed by September 1 with the building principal. The administration will comply with the request unless prevented from doing so by unforeseeable circumstances. Subject to the preceding two sentences, the administration shall determine which administrator(s) evaluate a teacher.
 - a. A first-year teacher or a teacher on an improvement plan can only be evaluated by a building administrator; otherwise the evaluator shall be designated by the Superintendent/designee.
 - b. A teacher may request that his/her evaluation be conducted by a building administrator rather than someone else designated upon learning of his/her evaluator.

c. The designated evaluator will consult with building administration on teacher performance outside of the completed formal observation.

8. Prior to the first observation of a teacher in his/her first year of employment in the District, an individual pre-observation conference is required. Such conference shall afford the administrator the opportunity to explain the evaluation process and expectations. Pre-observation conferences for succeeding observations are optional.

9. Teachers shall be given the opportunity to study the Teacher Performance Rubric prior to the final evaluation conference.

a. The evaluator shall send the teacher a hard copy or electronic copy of the evaluator's draft Teacher Performance Rubric at least six (6) work days prior to the Teacher Performance Rubric being finalized.

b. The teacher may raise his/her concerns and/or provide input to the evaluator about the accuracy and thoroughness of the Teacher Performance Rubric before the evaluator finalizes it during the final evaluation conference.

10. Upon the conclusion of the final evaluation conference both parties shall sign the Teacher Performance Rubric.

a. The teacher's signature shall signify only that he/she has received the Teacher Performance Rubric and does not necessarily imply agreement with the evaluation.

b. Teachers shall be given a copy of the final, signed Teacher Performance Rubric at the conclusion of the final evaluation conference.

11. One copy of each Teacher Performance Rubric with all signatures and dates in place and with the teacher's comments, if any, attached, shall be placed in the teacher's personnel file.

12. A plan for improvement shall be part of the evaluation instrument. The evaluator shall evaluate the teacher for overall improvements in the areas specified on the plan for improvement and where the previously observed deficiencies can be reevaluated.

a. The draft plan for improvement will be created by the evaluator. The plan will be finalized by the evaluator after direct consultation and discussion with the teacher. Both parties must sign that the discussion has been held.

d. This plan will include specific goals based on the deficiencies observed during the classroom observations, or otherwise documented, a means for achieving these goals, a timeline for achieving these goals and at least one (1) additional formal thirty (30) minute classroom observation beyond the required minimum. Such additional

observation shall be at least ten (10) school days after the last of the two observations required by law and completed by May 1.

e. Both parties shall sign and date this plan and attach it to the Teacher Performance Rubric and a copy will be given to the teacher.

f. If new deficiencies occur for which an improvement plan has not been developed, an amended plan for improvement will be developed followed by at least one (1) observation and completed by May 1.

g. A teacher rated "ineffective" may be assigned a Mentor as part of their improvement plan.

B. Timelines and Process for Teacher Evaluations.

1. Except as otherwise provided herein, there shall be at least one (1) Teacher Performance Rubric completed by the evaluator by May 10.

A teacher who: (1) was on leave for 50 percent or more of the school year; or (2) has submitted notice of retirement that is accepted by the Board on or before December 1 of the school year, shall not be evaluated during that school year.

For purposes of this exception, a teacher may be deemed to be on leave for 50 percent or more of the school year only if the teacher is on an approved leave of absence for at least this portion of the school year, with such leave approved by no later than December 31 of that year. If a teacher works a part-time schedule on certain days of the week (e.g., Mondays, Wednesday and Fridays), leave will be measured based on half of the part-time teacher's contract days.

2. Each evaluation must include at least two (2) formal thirty (30) minute observations of the teacher and may include additional observations. These observations shall be completed by May 1. A post-observation conference may be held following each observation prior to the administrator's writing of the final evaluation.

3. An additional formal thirty (30) minute observation of the teacher is required if non-renewal is a possibility. This additional observation shall be completed by May 1 and the Teacher Performance Rubric shall be completed by May 10. The formal thirty (30) minute observation in A. 12 above shall be considered as the required additional observation necessary for non-renewal, if completed by May 1.

4. The evaluating administrator shall provide a teacher rated "ineffective" with an improvement plan in accordance with this Article, Section A. 10, above.

5. A teacher who is evaluated or claims he or she should be evaluated under Article 8, may file a grievance about the Board's or administration's compliance with this Article 8, but may not use or invoke the process set forth in O.R.C. 3319.11(G)(1-7).

This Article 8 supersedes and replaces O.R.C. 3319.111 and O.R.C. 3319.11 with respect to 3319.11 's references to O.R.C. 3319.111, where permitted by law.

C. Timelines and Process for Evaluation of Teachers Rated Accomplished or Skilled.

1. Teachers who receive a rating of accomplished on the teacher's most recent evaluation shall be evaluated once every three (3) school years, as long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher.

A teacher who receives a rating of "Skilled" on his/her most recent evaluation shall be evaluated every other school year, as long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher.

In any year in which a teacher who has not been formally evaluated as a result of having previously received a rating of accomplished or skilled, a credentialed evaluator shall conduct at least one observation of the teacher and hold at least one conference with the teacher. This also applies to teachers who received an accomplished or skilled rating in 2013-2014.

2. Each evaluation must include at least two (2) formal thirty (30) minute observation of the teacher and may include additional observations. A post-observation conference may be held following each observation prior to the administrator's writing of the final evaluation.

3. The Teacher Performance Rubric must be completed by the tenth day of May of that school year.

D. Expedited Grievance Challenge - Teacher Evaluation

1. If an employee believes the evaluator has violated the procedure established in this Article 8 or that the evaluator's judgment or conclusion is arbitrary, capricious or unreasonable, the employee must file a written grievance at Level 1 within ten (10) days as defined in Article 9 of the employee's receipt of the signed and final version of a Teacher Performance Rubric for the particular school year or part of a school year.

2. The Superintendent and/or designee(s) shall meet within ten (10) days, as defined in Article 9 of a Teacher Performance Rubric grievance with the Association President and/or OEA Consultant and discuss the grievance(s) to attempt to understand and resolve the grievance(s). Within ten (10) days as defined in Article 9 of such meeting if the Association wishes to appeal to arbitration, the Association shall file a written request for arbitration with the Director of Human Resources. The arbitration shall be conducted with an expedited procedure before [one of three (3) arbitrators by random selection or an arbitrator mutually agreed to by the parties] in lieu of the use of AAA list(s), the AAA selection process and the AAA voluntary labor arbitration rules.

E. Joint Evaluation Committee

The evaluation instrument will be reviewed and/or developed/revised, if requested in writing by either party, through a committee consisting of one (1) elementary teacher, one (1) middle school teacher, one (1) high school teacher selected by the OTA President, and three (3) administrators selected by the Superintendent or his/her designee. Evaluation instruments shall be developed by the committee for non-traditional classroom teaching roles.

The joint evaluation committee will submit evaluation instruments to the Director of Personnel for electronic posting.

**R.C. 5705.412 CERTIFICATION OF
ADEQUATE REVENUE FOR CONTRACT**

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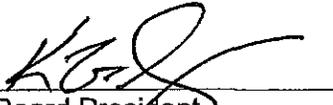
The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.



Treasurer



Superintendent



Board President

July 9, 2014