

04-20-16
15-MED-04-0503
0737-01
K32840

CONTRACT AMENDMENT

This Amendment is entered into this 14th day of March, 2016, by and between the Board of Education of the Hamilton Local School District, Franklin County, Ohio, hereinafter referred to as the "Board," and the Hamilton Local Education Association, Franklin County, Ohio, hereinafter referred to as the "Association."

WHEREAS the Board and the Association have executed a Collective Bargaining Agreement effective from July 1, 2015, to June 30, 2018, hereinafter the "Agreement" and;

WHEREAS the Board and the Association have agreed to amend certain provisions of the Agreement between the parties; and

WHEREAS the Board and Association wish to reduce said agreements to writing and incorporate them into the Agreement;

NOW THEREFORE BE IT AGREED AS FOLLOWS:

1. The Association and the Board agree to utilize the attached form as Appendix D for individuals in the Off-Cycle Evaluation. It shall be utilized for individuals being evaluated under Article 3, section 3.2b or 3.3.
2. The Association and the Board agree to amend Agreement language in Article 19, section C 3 and Article 19, section C 4 for members in the middle and/or high school buildings. The language for those members shall be as follows:

Unit members who are assigned to work in the middle and/or high school and are assigned additional students to be absorbed into their regular classes shall be compensated at the current rate as per Section 5- 4 below, starting with the fourth time each year that the member absorbs additional students. The first three (3) occurrences per member of absorption each year will not be eligible for compensation. Such compensation shall be prorated, based upon the portion of the day and portion of the class being absorbed. Unit members must submit an electronic Absorption Compensation form via Ranger Connection to the building principal to receive pay.

4 Compensation for conference/planning blocks of time shall be reimbursed based upon the hourly rate at the fifth step of the B.A. degree level. For the 2015 – 2016 school year, members shall be compensated at the rate of \$34.07 per hour for absorbing students. The set class size used to calculate the per student rate is twenty-five (students). The pay rate for the 2015 – 2016 school year shall be \$1.36 per student for each hour absorbed into the classroom.

Members working in the primary and/or intermediate buildings shall continue to be compensated as outlined in the current Agreement, Article 19, section C

3. The language for those members shall be as follows:

Unit members assigned to ~~a building~~ **the preschool, primary and/or intermediate buildings** where absorption of additional students into the unit member's classroom occurs shall receive compensation of two-hundred fifty

dollars (\$250.00) on the second paycheck each December. This payment will compensate unit members for the first ten (10) occurrences of absorbing students.

Unit members who are assigned additional students to be absorbed into their regular classes shall be compensated at the current rate as per Section 5 4 below, starting with the eleventh (11th) time each year that the member absorbs additional students. The first ten (10) occurrences per member of absorption each year will not be eligible for this additional compensation. Such compensation shall be prorated, based upon the portion of the day and portion of the class being absorbed. Unit members must submit an electronic Absorption Compensation form via Ranger Connection to the building principal to receive pay.

Members working in the primary and/or intermediate buildings shall be compensated according to the Agreement, Article 19, section C 4 as follows:

Compensation for conference/planning blocks of time shall be reimbursed based upon the hourly rate at the fifth step of the B.A. degree level. For the 2015 – 2016 school year, members shall be compensated at the rate of \$34.07 per hour for absorbing students. The set class size used to calculate the per student rate is twenty-five (students). The pay rate for the 2015 – 2016 school year shall be \$1.36 per student for each hour absorbed into the classroom.

3. The Association and the Board agree to add the following Supplemental Positions to the Agreement at the following rate of pay:

OMUN – one (1) position for each the intermediate, middle, and high school at level L

Robotics – one (1) position at level M

Further, the parties agree that members currently completing these job duties shall be given years of experience for placement on the Supplemental Salary Schedule

4. The Association and the Board agree to amend the Insurance Committee Language contained in the Agreement between the parties in Article 11, section D 1 as follows:

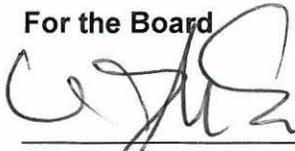
D. Insurance Committee

1. With the effective date of this Agreement, an insurance committee will be developed consisting of three (3) bargaining unit members, selected by the Association, the school District treasurer, a **Board member**, and an **administrator**. Non-voting, ex-officio members of the committee will be the Association Labor Relations Consultant and the Board's legal counsel. Any coverage changes recommended by the committee are subject to approval of the Board and the Association.

All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto not altered by this Memorandum of Understanding shall remain in full force and

effect for the term of the Collective Bargaining Agreement and no other agreements shall serve to alter the provisions of the Collective Bargaining Agreement unless agreed to, in writing, between the parties hereto.

For the Board



Superintendent

3/14/16

Date



Treasurer

3/14/16

Date

For the Association



Tricia Fisher, HLEA President

3/14/16

Date

OFF-CYCLE TEACHER EVALUATION FORM

Observation Date(s):	Teacher Name:
Evaluator:	School:
STANDARD The evaluator may not observe all the teaching elements listed below in any one observation.	EVIDENCE/COMMENTS
Knowledge of Students <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of how students learn and of student development <input type="checkbox"/> Understanding of what students know and are able to do <input type="checkbox"/> High expectations for all students <input type="checkbox"/> Respect for all students <input type="checkbox"/> Identification, instruction and intervention for special populations 	
Content <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of content <input type="checkbox"/> Use of content- specific instructional strategies to teach concepts and skills <input type="checkbox"/> Knowledge of school and district curriculum priorities and Ohio's Learning Standards <input type="checkbox"/> Relationship of knowledge within the discipline to other content areas <input type="checkbox"/> Connection of content to life experiences and career opportunities 	
Assessment <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of assessment types <input type="checkbox"/> Use of varied diagnostic, formative and summative assessments <input type="checkbox"/> Analysis of data to monitor student progress and to plan, differentiate, and modify instruction <input type="checkbox"/> Communication of results <input type="checkbox"/> Inclusion of student self-assessment and goal-setting 	
Instruction <ul style="list-style-type: none"> <input type="checkbox"/> Students learn with instructional design and delivery <input type="checkbox"/> Differentiation of instruction to align with school and district priorities and Ohio's Learning Standards <input type="checkbox"/> Use of student information to plan and deliver instruction <input type="checkbox"/> Communication of clear learning goals <input type="checkbox"/> Application of knowledge regarding how to support learning needs of all students <input type="checkbox"/> Use of activities to promote independence and problem-solving <input type="checkbox"/> Use of varied resources to support learner needs 	

<p>Learning Environment</p> <ul style="list-style-type: none"> <input type="checkbox"/> Fair and equitable treatment of all students <input type="checkbox"/> Creation of a safe learning environment <input type="checkbox"/> Use of strategies to motivate students to work productively and assume responsibility for learning <input type="checkbox"/> Creation of learning situations for independent and collaborative work <input type="checkbox"/> Maintenance of an environment that is conducive to learning for all students 	
<p>Collaboration and Communication</p> <ul style="list-style-type: none"> <input type="checkbox"/> Clear and effective communication with parents/caregivers to support student learning <input type="checkbox"/> Collaboration with other teachers, administrators, school and district staff <input type="checkbox"/> Collaboration with local community agencies 	
<p>Professional Responsibility and Growth</p> <ul style="list-style-type: none"> <input type="checkbox"/> Understanding of and adherence to professional ethics, policies and legal codes <input type="checkbox"/> Engagement in continuous, purposeful professional development <input type="checkbox"/> Reflects on instructional practices to make a positive impact on teaching quality and student achievement 	

Additional Evaluator Comments/Recommendations:

Teacher/Employee Comments:

Evaluator Signature _____ Date _____

Teacher's Signature* _____ Date _____

*My signature indicates only that I have seen this document.

_____ Improvement Plan Required

Copy to: Personnel File, Principal/Evaluator, and Teacher