



12-MED-04-0427
2115-01
K30197
12/09/2013

Master Contract

between

**The Northwest Local
Board of Education**

and

**The Northwest Local
Education Association**

July 1, 2012 to June 30, 2015

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B. Initiation

1. Either party to this contract may initiate negotiations on matters of salary, hours, fringe benefits and terms and conditions of employment by letter of submission forwarded to the other party during or after the month of January of the year of expiration of the master contract or at such other times as may be mutually agreed to by both parties.
2. Within fifteen (15) workdays after the submission of the request, the parties shall mutually agree to their first negotiations session, or failing that, shall meet on the fifteenth day.

C. Procedure

1. Both parties shall choose their respective representatives who shall number no more than six (6) on each side with the authority and the responsibility to negotiate in good faith at each negotiations session. Good faith shall be defined as the obligation of the parties to deal openly and fairly with each other in a sincere effort to reach agreement but such obligation does not compel either party to agree or to make a concession.
2. At the first negotiations session, the parties shall exchange their complete initial proposals. No additional items may be thereafter submitted for negotiations without the mutual agreement of the parties.
3. Prior to the recessing of any negotiations session, the two sides shall either have reached tentative agreement for a settlement or shall set a mutually agreeable date of the next session.
4. If after sixty 60 calendar days from the first negotiations session, tentative agreement has not been reached on all items under negotiation, either party may call on the services of the Federal Mediation and Conciliation Service. Should one party make the request or demand, the other party shall join as well. Mediation shall continue until agreement is reached or until the contract expires, whichever is sooner. Mediation may continue after the contract expires by the written mutual agreement of both parties.

The Association may place communications in the mailboxes provided each teacher in the system, provided a copy of such material is given to the building principal upon written request. The use of such internal mail system shall not interfere with the school use of such system.

D. Transaction of Association Business

Officers and building representatives of the Association shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt the assigned duties of the teachers. Such business shall be transacted after the assigned school day, before the assigned school day, during unassigned portions of the school day provided this does not conflict with scheduled duties of the teacher, or during the teacher's lunch period.

E. Board of Education Materials and Meetings

Copies of the agenda and minutes of each meeting of the Board shall be made available to the president of the Association or his/her designee prior to each Board meeting. Public documents shall be made available to the president of the Association or his/her designee within seven (7) days of written request from the president or his/her designee. A copy of all such documents shall be provided to the Association at no cost. Upon request, the Association shall be granted time to speak to issues pertinent to the Association or other issues which may, from time to time, come to the floor at Board meetings.

Article 4
BOARD RIGHTS

- A. Except as specifically abridged, delegated, granted or modified by a specific and express term of this Agreement, the Board hereby retains and reserves all powers, rights, authority, duties and responsibilities conferred upon and vested in it and/or the Superintendent by the laws and Constitution of the State of Ohio, and of the United States, including but not limited to, the Board's right to: determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the Board, standards of services, its overall budget, utilization of technology and organizational structure; direct, supervise, evaluate and hire employees; maintain and improve the efficiency

5. Any grievance filed by an individual bargaining unit member must be made known, in writing, to the Association and the Association must be offered an opportunity to be present at any grievance hearing.
6. A class-action grievance may be filed by one or more grievants if the grievances arise out of the same event or condition. The Association shall have the authority to process a class-action grievance on behalf of the grievants, provided the class-action grievance is proper and the class is clearly described when the grievance is filed.
7. Grievance proceedings shall be confidential and not public.
8. Nothing contained herein shall be construed as limiting the individual right of a teacher having a complaint or problem to discuss the matter informally through normal channels of communication, without intervention and/or consultation of the Association, provided the adjustments is not inconsistent with the terms of the master contract.
9. If a grievant is not represented by the Association, the Association will be advised of the grievance before action is taken and will be advised as to how the grievance is to be resolved.
10. A grievant shall initiate an informal grievance within fifteen (15) days of when the grievant became aware of, or should have become aware of, the event or condition upon which the grievance is based. Failure to file a timely grievance or to appeal within the time limits shall result in the grievance being waived. Failure to respond timely to a grievance or appeal shall result in the grievance being advanced to the next level.
11. All grievances shall be filed on forms appended to this Agreement which shall indicate the date of the occurrence, a statement of the nature of the grievance, the provision(s) of the master contract allegedly violated, and the relief sought.
12. This procedure shall be the sole and exclusive method for resolving grievances under this master contract.
13. No teacher shall be denied the right to be represented by an individual of his/her choice in the formal levels one, two, three and four of this procedure.

The Board shall meet with the grievant to review such grievance in executive session, or give such other consideration as it shall deem appropriate. The written disposition by the Board shall be made to the teacher within ten (10) days after the meeting at which it acts upon the appeal.

Level Four Formal

If the grievant is not satisfied with the disposition in Level Three, he/she may request a hearing before an arbitrator within ten (10) days after disposition at Level Three. The grievant's request for arbitration shall be by certified mail with return receipt requested to the Superintendent. Within ten (10) days following receipt of the grievant's request for arbitration, the Superintendent or his/her designated representative and the Association shall mutually petition the American Arbitration Association (AAA) to provide both parties with a list of seven (7) names. Either party may request a second list of seven (7) names before the parties begin selecting an arbitrator. An arbitrator shall be selected from the first or second list under the AAA Voluntary Rules.

Once the arbitrator has been selected, he/she shall conduct a hearing on the grievance in accordance with the rules and regulations of the AAA. The arbitrator shall hold the necessary hearing promptly and issue the decision within such times as may be agreed upon. The decision shall be in writing and a copy sent to all parties present at the hearing. The decision of the arbitrator shall be binding on the Board, the Association and the grievant.

The arbitrator shall not have the authority to add to, subtract from or modify any of the provisions of this collective bargaining contract, nor add to, detract from or modify the language therein in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. The arbitrator shall not make any award which is inconsistent with the terms of this contract or contrary to law.

The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.

state the termination date shall be deemed to set that date on the last day before the beginning of the next ensuing school year.

- D. No teacher shall receive more than one leave every five (5) years. No teacher shall return to service prior to the expiration date of such leave without the approval of the Superintendent.
- E. Any teacher who does not return to service at the stated termination date of such leave shall be deemed as having abandoned his/her contract and all rights and privileges of employment shall thereupon be extinguished.
- F. Upon return from any leave of absence, a member of the instructional staff shall be given an assignment consistent with his/her area of certification.
- G. Upon the written request of a teacher who has completed less than five (5) school years with the District, or who wishes a leave for a reason not listed in paragraph A., the Board may grant a leave of absence without pay, on the terms and conditions as otherwise set forth in paragraphs A. to F. above.

Article 8
PROFESSIONAL LEAVE

- A. Three (3) days of professional leave shall be guaranteed, with pay, to a member of the bargaining unit if approved, in advance, by the Superintendent. Professional leave may be taken for attendance at professional meetings, workshops, and visitations and for such other similar purposes. The leave granted herein shall not be deducted from any other leave authorized by this master contract. Additional days may be granted at the discretion of the Superintendent.

Article 9
PERSONAL LEAVE

- A. A bargaining unit member shall be granted no more than three (3) days of paid personal leave annually. The three (3) days will be unrestricted.
- B. Personal leave shall not be charged to sick leave.

- B. Sick leave may be used for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, illness due to pregnancy or death in the employee's immediate family.
- C. Teachers may use accumulated sick leave, or advancements thereof, up to a maximum of thirty (30) days for absence due to the adoption of an under school age child.
- D. A committee shall be established consisting of the NLEA president, a representative member from each building, and the Superintendent to determine on a case-by-case basis concerning the donation of sick time for members with catastrophic illnesses or other emergency situations.
- E. A perfect attendance incentive totaling \$500 per year maximum will be awarded on a quarterly (nine weeks) basis. Each quarter will yield \$125 to any member of the Association who has not been absent from work due to taking sick leave, personal leave, dock, or leave without pay. Quarterly payment of \$125 will be made via regular paycheck following the conclusion of the quarter.

Article 12
PREGNANCY LEAVE

- A. Teachers may use accumulated sick leave, or advancements thereof, for absence due to pregnancy disability.
- B. Bargaining unit members for whom sufficient sick leave is not available to cover the period of disability due to pregnancy shall be granted an unpaid leave of absence for the portion not covered by sick leave.
- C. Application for leave of absence due to pregnancy or newborn childcare shall be in writing. This application shall be filed as soon as possible. Whenever possible, application for such leave shall be filed at least thirty (30) calendar days prior to the requested leave.
- D. Teachers on unpaid leave due to pregnancy disability shall be entitled to all fringe benefits for a period of twelve (12) weeks as provided by the Family Medical Leave Act (F.M.L.A.) If the disability should continue beyond twelve (12) weeks, then the teachers shall be entitled to all fringe benefits,

- E. Upon return to service, the bargaining unit member shall resume the contract status she held prior to the leave. Upon return to service from the leave, and pursuant to F.M.L.A., the bargaining unit member shall return to the same position or an equivalent position.

Article 14
SEVERANCE PAY

- A. Upon acceptance for retirement by the State Teachers Retirement System within sixty (60) days from the last day of paid service to the Board, a teacher shall be paid in one lump sum, an amount calculated at the teacher's daily rate of pay at the time of retirement, exclusive of compensation paid for supplemental duties, equal to one-third (1/3) of the employee's accumulated sick leave, with the total payment under this Article 14 not to exceed 58 days. Upon such payment, all sick leave credited to the teacher shall be eliminated. No teacher shall receive more than one (1) payment.
- B. If a teacher who has ten (10) or more years of service with the District dies prior to retirement, severance pay calculated in accordance with Section A. of this Article, shall be paid to his/her estate.
- C. A teacher may, upon retirement, sign a form in the Personnel Office permitting the Treasurer to adjust the percentage of Federal Withholding Tax on severance pay and/or final pay-off of salary.

Article 15
SALARY

0% raise for the 2012-13 school year with education and step increases honored.

These salary schedules will be effective on the first date of service for each contract year.

The parties agree that the supplemental contract salaries for athletic and other extracurricular duties will continue to be addressed outside the scope of this contract, except that they will be filled with current bargaining unit members provided they are determined qualified by the Board.

- D. Stipend. The Board agrees to award a stipend of \$2000.00 to any employee hired prior to July 1, 2010 who is eligible to participate in the Health Benefit Plan, and elects not to participate in the health plan for the entire contractual year (open to enrollment period to open enrollment period). The stipend will be paid annually during the month of October. Any employee retiring who has opted out of the health insurance will receive this stipend with his/her last paycheck of the year. The dental and life insurance coverage will not be affected by this stipend.
- E. The Board shall implement a Section 125 Plan, Part A, to enable employees to pay for their insurance premiums with pre-tax dollars. A qualified company chosen by the Board will administer the plan. This plan implemented with the open enrollment period during September, 1994, and coverage effective on October 1, 1994. An open enrollment will be held annually in September.
- F. The obligation of the Board to withhold monies from an employee's paycheck to pay cancer insurance premiums and to invest in annuities, shall hereinafter be limited. The Association shall select and inform the Board by July 1, 1994, of not more than two (2) cancer insurance policies and not more than five (5) annuity plans for which they desire the Board to withhold monies from the employees' paychecks to pay premiums. Employees desiring to use other insurance or annuity plans shall do so without the benefit of payroll deduction.

Article 17

DUTY DAY AND WORK YEAR FOR TEACHERS

- A. The length of the duty day for teachers shall not exceed seven and one-fourth (7¼) hours including an uninterrupted, duty-free lunch period of thirty (30) minutes. Teachers shall not be required to remain outside the regular duty day beyond thirty (30) minutes per week. These thirty minutes are to be utilized for building level teachers' meetings only. The reporting and dismissal time shall be determined by the building principal. Teachers may be asked to work two games per school year and will be compensated at the rate \$35.00 per event. If teacher is unable to work their game, he/she is responsible for finding a replacement worker.

Article 19
STAFF LOUNGE

- A. Each building shall have a location free of student traffic designated as a staff lounge.

Article 20
REVIEWING PERSONNEL FILE

- A. Confidential personnel records of members of the bargaining unit shall be maintained in the central office of the district. Each teacher shall have the right, upon request, to review his/her personnel file during regular business hours of that office. The teacher may be accompanied by a representative of his/her choice during review.
- B. No materials critical of a teacher, the source of which is unidentifiable, shall be placed in the personnel file. No material shall be released or revealed to the public or media except by court order, subpoena or permission of the teacher. No material from said file should be removed without the expressed written consent of the Superintendent.
- C. A teacher may acknowledge that he/she has read the material by affixing his/her signature and the date to the copy to be filed. the affixed signature shall not indicate agreement with the content of the material, but indicates only that the teacher has inspected the material.
- D. The teacher shall have the right to reply, in writing, to any material contained in the file, and such reply shall be attached to the filed copy. The teacher shall have the right to copies of file material provided he/she pays the actual cost of such copying.
- E. If a teacher believes an item in his/her file is untimely, irrelevant, inaccurate or incomplete, he/she may make a request for an investigation to be conducted pursuant to Section 1349.09 of the Ohio Revised Code.

B. Involuntary Transfer or Reassignment

1. A certificated employee of the district shall be notified, in writing, on or before July 15 of any intent to transfer said employee to another assignment. The teacher may request a meeting with the Superintendent to discuss the transfer. At the time of the meeting, the Superintendent will give the teacher written reasons for the transfer. If the transfer must be made after July 15, the Superintendent or his/her designated representative shall make every reasonable attempt to establish a meeting with the teacher and shall provide reasons, in writing, for such transfer. If the teacher cannot be contacted for the purpose of such meeting, notice shall be given by certified mail to such teacher's last known address. No transfer shall be made after September 15 except for DH/LD staff.
2. A teacher being involuntarily transferred and/or reassigned will be placed only in a position for which such teacher is certified and highly qualified.

Article 23

PART-TIME REGULAR TEACHERS

- A. All monetary benefits for part-time regular teachers in this district shall be paid and/or provided on a pro-rated basis which is equitable to the actual time worked.

Article 24

CLASS BUDGET

- A. If funds are available within the Board adopted appropriation, a portion of each school's budget, as determined by the building principal, shall be made available to each teacher for the purchase of low-cost incidental teaching supplies.

Article 26
REDUCTION IN FORCE

- A. If the Board determines it is necessary to reduce staff by suspending contracts of employment, the procedures in Section 3319.17 of the Ohio Revised Code shall apply.

Article 27
BOARD PICKUP OF EMPLOYEE
CONTRIBUTION TO STRS

- A. The Board shall assume and pay, or pick up, the mandatory employee contribution to the to the State Teachers Retirement System (STRS) required by all STRS participants, subject to the provisions of this section, in lieu of payment of those contributions by said members.
- B. For purposes of this Pickup Plan, total salary or salary per pay period for each member shall be the salary otherwise payable under his/her contract and applicable Board policies. The total annual salary, or salary per pay period, of each member shall be payable by the Board in two parts: (1) deferred annual salary, and (2) cash salary. A member's deferred salary shall be equal to that percentage of said member's total annual salary, or salary per pay period, which is required, from time to time, by the Ohio State Teachers' Retirement System (STRS) to be paid as an employee contribution by said member and shall be be paid by the Board to STRS on behalf of said member as "pickup" of the STRS employee contribution otherwise payable by said member. A member's cash salary shall be equal to said member's total annual salary or salary per pay period, less the amount of the pickup for said member, and shall be payable, subject to applicable payroll deductions, to said member. The Board's combined total expenditures for members' total annual salaries, or salaries per pay period, otherwise payable under this Section (including pickup amounts of its employer contributions to STRS) shall not be greater than the amounts it would have paid for those items had this provision not been in effect.
- C. The Board shall compute and remit its employer contributions to STRS based upon total annual salary, or salary per pay period, including the "pickup". The Board shall report for federal and Ohio income tax purposes as a member's gross income, said member's total annual salary, or salary per pay period, less that amount of the "pickup". The Board shall report for

Article 29
STUDENT DISCIPLINE COMMITTEE

- A. The Board and Association will jointly form a building level student discipline committee to develop a student discipline policy. The Association will appoint its four representatives on the committee and the Superintendent will appoint the Board's four representatives. The committee will meet four times in an academic year.
- B. In three (3) building there will be a permanent self-contained room for use as an Alternative Learning Center (ALC) – one for each building. The three rooms will be staffed, and no member of the bargaining unit will be obligated to staff these units. Guidelines and procedures will be developed at each building governing ALC.

Article 30
DRUG FREE WORK PLACE

- A. No employee of the District engaged in work or while in the workplace shall unlawfully manufacture, distribute, dispense, possess alcohol or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance* as defined in federal and state law.
- B. "Workplace" is defined to mean the site for the performance of work done. The workplace includes any school building, school property, school-owned vehicles or school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-related activity, event or function, such as field trip or athletic event, where students are under the jurisdiction of the school district and said employee.
- C. As a condition of employment, each employee shall notify his supervisor of his conviction of any criminal drug or alcohol statute for a violation occurring in the workplace as defined above, not later than five (5) days after such conviction.

Article 32
FAIR SHARE FEE

RIGHT TO FAIR SHARE FEE

Payroll Deduction of Fair Share Fee

The employer shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the Northwest Local Education Association, a fair share fee for the Association's representation of such non-members during the term of this contract. (No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.) Any employee hired before the 1989-1990 school year is exempt from this provision. Any employee who elects to join is no longer eligible for exemption.

Notification of the Amount of Fair Share Fee

Notice of the amount of the annual fair share fee, which shall not be more than one hundred percent (100%) of the unified dues of the Association, shall be transmitted by the Association to the Treasurer of the Board on or about January 15 of each year during the term of this contract for the purpose of determining amounts to be payroll deducted, and the employer agrees to promptly transmit all amounts deducted to the Association.

Schedule of Fair Share Fee Deductions

A. All Fair Share Fee Payers

Payroll deduction of such annual fair share fees shall commence on the first pay date which occurs on, or after January 15. In the case of unit employees newly hired after the beginning of the school year, the payroll deduction shall commence on their first pay date which is the latter of:

- i) sixty (60) days employment in a bargaining unit position,
or
- ii) January 15

Article 33
GUIDANCE, BAND, VOCATIONAL HOME ECONOMICS
AND VOCAL MUSIC

All bargaining unit members employed in the positions of Guidance, Band, Vocational Home Economics and Vocal Music as of July 1, 1988 shall be paid and receive extended time in accordance with the schedule. As these positions become vacant, the Board and Association shall renegotiate the salary and extended time. A current employee who voluntarily leaves his/her positions and subsequently resumes the position shall receive the renegotiated salary and extended time. A current employee who involuntarily leaves his/her position and subsequently resumes the position shall receive the July 1, 1988 rate and time rather than the renegotiated rate.

Article 34
IMPLEMENTATION AND DURATION

A. Complete Agreement

This master contract constitutes the complete and total agreement between the Board and the Association. This contract supersedes all previous oral or written agreements between the Board and the Association.

B. No Strike

Neither the Association nor any teacher covered by this contract shall engage in a strike as defined by Section 4117.01 (H) of the Ohio Revised Code during the term of this Agreement except as provided under paragraph F below.

C. No Fault

Should any provision of this contract be found contrary to law by a court of competent jurisdiction, that provision shall be deemed void, but all other provisions shall remain in full force. Should any provision in this Agreement be found contrary to law, the Board and the Association shall renegotiate the provision(s). Such negotiations shall occur within thirty (30) days following the court ruling.

- B. A committee consisting of two administrators and two bargaining unit members per building (chosen by the Association president) shall be comprised to address issues as to what, if any, web-based material concerning classroom activities and student progress reports are placed on any web-based server.
- C. Bargaining unit members shall not be restricted in access to their work area except when doing so conflicts with maintenance and construction activities.
- D. Teachers shall not be subject to regulations applying to students without a specific reason agreed to by the Board and the Association.
- E. Teachers shall be free to travel to other Northwest Buildings during planning periods upon notification of administrator or secretary.

Article 37
PARENT MEETINGS

The Association will be assured that its bargaining unit members will not be required to meet with parents in an impromptu meeting. Administrators shall require the community to abide by Board adopted policy.

Article 38
RETIREE REHIRE

Retirees shall be re-hired in accordance to board policy. Changes in the present board policy in this matter shall be worked out between the Board and the Association.

Article 39

The Northwest Board of Education and the Northwest Local Education Association agree that during the terms of this collective bargaining agreement should any administrator of the Northwest Local School District receive any increase in wages and/or insurance, the bargaining unit shall receive the same.

APPENDIX A-1
Northwest Local School District
Certified Salary Index
2012-2013

Experience		BS Degree	5 year	Masters	Masters +15
0	Index	1.000	1.038	1.095	1.195
	Salary	\$31,487	\$32,684	\$34,478	\$37,627
1	Index	1.038	1.081	1.143	1.243
	Salary	\$32,684	\$34,037	\$35,990	\$39,138
2	Index	1.076	1.124	1.191	1.291
	Salary	\$33,880	\$35,391	\$37,501	\$40,650
3	Index	1.114	1.167	1.239	1.339
	Salary	\$35,077	\$36,745	\$39,012	\$42,161
4	Index	1.152	1.210	1.287	1.387
	Salary	\$36,273	\$38,099	\$40,524	\$43,672
5	Index	1.190	1.253	1.335	1.435
	Salary	\$37,470	\$39,453	\$42,035	\$45,184
6	Index	1.228	1.296	1.383	1.483
	Salary	\$38,666	\$40,807	\$43,547	\$46,695
7	Index	1.266	1.339	1.431	1.531
	Salary	\$39,863	\$42,161	\$45,058	\$48,207
8	Index	1.304	1.382	1.479	1.579
	Salary	\$41,059	\$43,515	\$46,569	\$49,718
9	Index	1.342	1.425	1.527	1.627
	Salary	\$42,256	\$44,869	\$48,081	\$51,229
10	Index	1.380	1.468	1.575	1.675
	Salary	\$43,452	\$46,223	\$49,592	\$52,741
11	Index	1.418	1.511	1.623	1.723
	Salary	\$44,649	\$47,577	\$51,103	\$54,252
12	Index	1.456	1.554	1.671	1.771
	Salary	\$45,845	\$48,931	\$52,615	\$55,763
15	Index	1.494	1.597	1.719	1.819
	Salary	\$47,042	\$50,285	\$54,126	\$57,275
20	Index	1.517	1.620	1.742	1.842
	Salary	\$47,766	\$51,009	\$54,850	\$57,999
25	Index	1.531	1.634	1.756	1.856
	Salary	\$48,207	\$51,450	\$55,291	\$58,440
28	Index	1.631	1.734	1.856	1.956
	Salary	\$51,355	\$54,598	\$58,440	\$61,589

Extended Time

Guidance	Base_6% 1/9	Business	Base_1/18
Band	Base_6% 1/9	Tech Fac	Base_1/18
Vocal/Music	Base_5% 1/18	Even Start	Base_1/18
Vov Home Ec	Base_1/18	Nurse	Base_1/18
Industrial Arts	Base_1/18	Athletic Dir	Base_1/18
ES Library	Base_1/12	Drug Coor	Base_1/18
MS Library	Base_1/18	Tutor/Adult Ed	\$22.50/Hour
HS Library			

APPENDIX C

Northwest Local School District
GRIEVANCE REPORT FORM II
Level Two Formal

Grievance #:

Name of Grievant:

Date:

In regard to GRIEVANCE REPORT FORM I (*must be attached*):

A. Position of Grievant:

Signature:
Grievant

Date:

B. Date received by Superintendent:

C. Disposition of Superintendent:

Signature:

Superintendent

Date:

APPENDIX E

Northwest Local School District
GRIEVANCE REPORT FORM IV
Level Four Formal

Grievance #:

Name of Grievant:

In regard to GRIEVANCE REPORT FORM I, II AND III (*must be attached*): Request is made for a hearing before an arbitrator as provided in Level Four Formal of the Grievance Procedure.

Signature:
Grievant

Date:

Date received by Superintendent or designated representative:

Signature:

Date:

Superintendent/Designated Representative

SIGNATURE PAGE:

For:
NORTHWEST LOCAL
SCHOOL DISTRICT

For:
NORTHWEST LOCAL
EDUCATION ASSOCIATION

Todd Fisher

Melanie Dalton

JJ Burt Vice President

Edward Cable

Date: *2-21-13*

Date: *2-26-13*