



MASTER CONTRACT

between the

LOCKLAND EDUCATION ASSOCIATION

an affiliate of the
OHIO EDUCATION ASSOCIATION
and the
NATIONAL EDUCATION ASSOCIATION

and the

BOARD OF EDUCATION

of the
Lockland Local School District

Effective:

June 30, 2014 through June 30, 2015

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**ARTICLE 1:
RECOGNITION**

1.01 ASSOCIATION

The Lockland School District Board of Education hereinafter referred to as the "BOARD", recognizes the Lockland Education Association, as affiliated with the Ohio Education Association and National Education Association, hereinafter referred to as the "ASSOCIATION", as the sole and exclusive agent representing the bargaining unit.

1.02 BARGAINING UNIT

1.0201 The bargaining unit shall be defined as all certificated employees who are under contract with the Board to teach a full school year, excluding all LD tutors, substitute teachers, community education staff and all administrative staff and/or supervisory employees who have the administrative authority to employ, evaluate, transfer, assign, discipline or discharge members of this bargaining unit or have the responsibility to make recommendations thereon.

1.0202 The group of represented employees shall be referred to hereinafter as the "BARGAINING UNIT"; and, any teacher represented as a member of the bargaining unit shall be referred to hereinafter as a "MEMBER".

1.03 BOARD

The Association recognizes that the Board is the duly elected body charged by law with the authority and responsibility except as expressly limited by a provision of this contract to establish the educational and other policies of the Lockland School District, and is further charged by law with the sole authority and responsibility to establish the rules and regulations by which the school district shall be governed as provided by law, including, but not limited to, 3313.20, 3313.47 and 4117.08 of the Ohio Revised Code.

ARTICLE 2: NEGOTIATIONS

2.01 NEGOTIATIONS

- 2.0101 Requests to open negotiations shall be made by the Association to the Board or by the Board to the Association.
- 2.0102 Upon receipt of the written request to bargain, the parties shall agree within seven (7) days of the receipt of the written request to negotiate to the time and place of the first negotiation session, which shall be held not later than sixty (60) days prior to the expiration of the contract.
- 2.0103 At the first meeting, the parties shall exchange their specific negotiation proposals and no new issues for negotiation may be added after the first meeting without the mutual consent of both parties.

2.02 REPRESENTATION

The parties or their designated representatives shall meet to negotiate in good faith. Representation shall be limited to six (6) representatives each. Neither party shall have any control over the selection of the negotiating representatives of the other and each may select its representatives from within or outside the school district.

2.03 INFORMATION

Upon reasonable request the Board shall make available to the Association such information as is pertinent to the items being negotiated; provided that nothing herein shall require the Board to compile such information or make available any confidential information or reports expressly compiled for the use of the Board or its designated representatives.

2.04 RATIFICATION

When agreement is reached through negotiations, the outcome shall be reduced to writing and submitted to the Association and Board for ratification. The Association shall take action on the tentative agreement within ten (10) days of receipt of the tentatively agreed to package and the Board shall take action at the next Board meeting following receipt of notification that the Association has ratified the tentative agreement. If ratified by both parties, the contract shall then be signed and be binding upon the Association and the Board.

2.05 **IMPASSE**

- 2.0501 In the event that agreement cannot be obtained on all issues being negotiated within thirty (30) days of the first negotiation session, either party may declare impasse on issues being negotiated, except that the parties may mutually agree to withdraw any negotiation issues and submit them to the ratification procedures as herein before described.
- 2.0502 If an impasse is declared, the spokesperson for the bargaining team declaring impasse shall contact the Federal Mediation and Conciliation Services and request the appointment of a mediator. If a settlement is not reached within thirty (30) days of the first contact with the mediator, the impasse procedure of this contract shall be deemed to have been completed and an ultimate impasse shall exist. It is agreed that this impasse procedure shall supersede and replace the statutory impasse procedure contained in 4117 of the Ohio Revised Code.

2.06 **WAIVER OF NEGOTIATIONS**

The Board and the Association acknowledge that during negotiations that result in any agreement, each party had the right, subject to the limitation of law and this procedure, and the opportunity to make demands and proposals with respect to any matter not removed thereby, and that said agreement was arrived at by the parties after the exercise of that right and opportunity. Further, the Board and the Association shall voluntarily and unqualifiedly waive and agree that the other shall not be obligated to negotiate with respect to any subject or matter irrespective of whether such subject or matter is specifically referred to or covered in said agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time negotiations were being conducted or at the time the parties signed said agreement.

**ARTICLE 3:
GRIEVANCE PROCEDURE**

3.01 DEFINITIONS

- 3.0101 "Grievance" - A grievance shall be defined as an alleged violation, misinterpretation or misapplication of this contract.
- 3.0102 "Day" - A day shall mean a calendar day unless otherwise indicated.
- 3.0103 "Grievant" - A grievant shall mean a member of the Association or group of members where the alleged actions have arisen out of identical circumstances.

3.02 GENERAL PROVISIONS

- 3.0201 No reprisal shall be made against any party involved in the use of the grievance procedure.
- 3.0202 A grievance may be withdrawn at any level without prejudice or record.
- 3.0203 Any grievance not answered by the administration within the time limits set forth at that level shall be automatically appealed to the next level of the grievance procedure.
- 3.0204 No grievance record shall be placed in the personnel file of any of the participants involved in the grievance procedure.
- 3.0205 The failure of a grievant to timely file an appeal at any step of the grievance procedure shall constitute an acceptance of the decision of the Immediate Supervisor or Superintendent at the level of the grievance procedure completed.
- 3.0206 Nothing contained herein shall be construed as limiting the individual rights of a member from discussing the matter informally with any administrator through normal channels without intervention of the Association, provided the adjustment is not inconsistent with any provisions of the negotiated agreement.
- 3.0207 Each building principal shall make available to any member of the bargaining unit forms upon which the written grievance is to be filed in such quantities as said employee may reasonably request.

- 3.0208 In the event there is a grievance which involves a number of teachers in more than one school, it may be submitted as a group grievance by the Association provided the grievance is signed by all those who are included in the group and may be initiated at Step Two of the grievance procedure.
- 3.0209 In the event there is a grievance which involves an alleged violation of the contract affecting the entire bargaining unit, it may be submitted by the Association as an Association grievance and be instituted at Step Two of the grievance procedure.
- 3.0210 Both parties may be represented by a person of their choice at each formal step of the grievance procedure.

3.03 PROCEDURE

Every attempt will be made to resolve problems at the lowest possible level. The grievant(s) and/or the Association shall approach the immediate principal/supervisor and discuss the matter in an informal manner. Neither the administrator nor the grievant shall be represented.

3.0301 Step One - Immediate Supervisor

- A. If the discussion at the Informal Level does not resolve the grievance to the satisfaction of the grievant, the grievant shall have the right to file a written grievance with his/her principal/supervisor.
- B. If said written grievance is not filed within thirty (30) calendar days after the occurrence of the act or condition which is the basis of said grievance, then the grievant will be deemed to have waived the right to file a grievance. This waiver shall prevent the grievant from filing a grievance at a later date, on the same issue on the basis that there is a continuing violation of the contract.
- C. The written grievance shall contain a statement of the alleged facts upon which the grievance is based and reference to the specific provision(s) of the contract allegedly violated, misinterpreted or misapplied and shall indicate the relief requested. A copy of said grievance shall be filed with the supervisor involved.
- D. Within seven (7) days of the filing of the grievance, the Immediate Supervisor shall meet with the grievant and hear the grievance. The grievant may be accompanied by a representative of his/her choice at this level and forward.
- E. The supervisor/principal shall take action on the grievance within seven (7) days after the meeting. The action taken and the reasons therefore shall be in writing and sent to the grievant and the Superintendent.

3.0302 Step Two - Superintendent

- A. If the meeting between the grievant and the Immediate Supervisor does not resolve the grievance to the grievant's satisfaction, the grievant may within seven (7) days appeal the Immediate Supervisor's decision to the Superintendent by filing a written notice of appeal with the Superintendent. The written notice shall contain all written documentation exchanged between the Immediate Supervisor and the grievant at the first level of the grievance procedure.
- B. Following receipt of the properly filed appeal, the Superintendent shall within seven (7) days meet with the grievant, his/her designated representative or witness and they shall attempt to resolve the problem.
- C. The Superintendent shall take action on the written grievance within seven (7) days after the meeting.
- D. The action taken and the reasons therefore shall be in writing and sent to the grievant and the Immediate Supervisor.

3.0303 Step Three - Arbitration

- A. If the grievant is not satisfied with the decision of the Superintendent, he/she may request, within fifteen (15) days after receipt of notice of the decision, that the grievance be submitted to binding arbitration. Such request shall be in writing and filed with the Board Treasurer. The arbitration will be turned over to the American Arbitration Association in accordance with the rules and regulations of the American Arbitration Association. If the parties mutually agree, a grievance may be submitted through the expedited procedures of the American Arbitration Association.
- B. The arbitrator shall have no power to alter, add to, subtract from, disregard or modify any term of this contract, or make any award which is inconsistent with the terms of the contract or contrary to law.
- C. The arbitrator shall make his/her report and recommendations to the grievant and the Board. The arbitrator's decision shall be final and binding upon the parties.
- D. The fees and expenses of the arbitrator shall be divided equally by the parties.

ARTICLE 4:
ASSOCIATION RIGHTS

4.01 DUES DEDUCTIONS

- 4.0101 The Association shall be granted the right to payroll deduction of its annual dues and those of its affiliates and their departments. The Board agrees to deduct from the pay of a member, professional dues for the National Education Association, the Ohio Education Association, and the Lockland Education Association, when so authorized in writing by the member.
- 4.0102 Dues shall be deducted in sixteen (16) equal installments beginning with the second pay period following receipt by the Board Treasurer of the necessary documentation from the member.
- 4.0103 Dues deduction authorization must be in writing by the member to the Board Treasurer by September 30 of the given year.
- 4.0104 Such authorization shall be automatically renewed from year to year unless the member withdraws the authorization. The Association President will be notified of any written notice of the withdrawal of payroll deduction by a member.
- 4.0105 The Association shall indemnify, defend, and hold harmless the Board for any losses, damages, or liability arising out of the Board's compliance with the dues deduction authorizations submitted by a member or the Association.

4.02 MAILBOXES, BULLETIN BOARDS & E-MAIL

- 4.0201 The Association shall be granted the right to insert Association materials into teachers' mailboxes and e-mail.
- 4.0202 The Association shall have the right to use a bulletin board in each of the faculty lounges.

4.03 SCHOOL BUILDINGS & FACILITIES

The Association shall be granted the right to hold meetings on school property at reasonable times. The Association shall schedule, in advance, space and time with the building principal.

4.04 NEW TEACHERS

- 4.0401 The Association shall be provided the names and addresses of newly employed teachers following Board approval of their contracts.
- 4.0402 The Association shall be given a place on the program for the orientation of new teachers. Time limit will be not less than thirty (30) minutes.
- 4.0403 The Association shall have the right to place in the packets of all new teachers, a letter prepared by the Association informing said teachers that the Association is recognized as the exclusive negotiating representative for all teachers in the Lockland School District, as long as it is recognized as such.

4.05 BOARD MEETINGS

The Association President or designee shall be furnished a tentative agenda at least twenty-four (24) hours in advance of any Board meeting, regular or special, if possible. The Association President or designee shall be emailed or hand delivered a copy of the Board minutes not less than three (3) days after approval by the Board.

4.06 NO REPRISAL

There will be no reprisal of any kind taken against any teacher by reason of membership in the Association or participation in any of its activities, as long as these activities do not interfere with the educational program.

4.07 ACCESS TO MEMBERS

- 4.0701 Representatives of the Association may meet with members of the bargaining unit prior to the start of the school day, after the end of the school day or while a member of the bargaining unit is on his/her duty free lunch or planning and conference time so long as it does not interfere with the educational process. Upon arriving at a building, the representative shall check into the principal's office and indicate with whom he is going to meet and at what location in the building the meeting will take place.
- 4.0702 The Association shall have the right to make announcements at the end of grade level, building and all staff meetings.

4.08 ASSOCIATION LEAVE

The Association shall have five (5) days with pay per year which members of the Association may use on Association business and which leave will not be charged to the individual employee's sick leave or personal leave.

ARTICLE 5:
TEACHER RIGHTS/EMPLOYMENT PRACTICES

5.01 **PERSONNEL FILE**

- 5.0101 A personnel file of each employee shall be maintained in the office of the Superintendent. This shall be considered a confidential file to the extent permitted by law, except for that information which is "directory information".
- 5.0102 Upon advance written request, an employee shall be able to review his/her personnel file in the office of the Superintendent. The file may be reviewed in the presence of the Superintendent or his/her designee. The employee shall have the right to be accompanied by an Association representative. A representative of an employee shall be given access to the file of said employee upon presentation of written authorization from the employee, including the signature of said employee.
- 5.0103 In addition to the employee, the individual members of the Board of Education, Superintendent, Assistant Superintendent, Building Principals and any other administrator or central office employee who has a legitimate district-related reason for reviewing the file, shall have access to same.
- 5.0104 Prior to placing an evaluation and/or material that is disciplinary in nature or reasonably considered to be critical of an employee's job performance in an employee's file, the employee shall be given the opportunity to see the material and initial same. Initialing of the material by the employee shall not constitute agreement with the content of said material. If the employee refuses to initial the evaluation or derogatory material, it may be placed in the personnel file without the employee's initials.
- 5.0105 An employee shall have the right at any time to attach a written reply to any material being placed in his/her file and this reply shall be attached to the material in question.
- 5.0106 Any employee shall have the right to obtain one (1) copy of any item in his/her file.
- 5.0107 No anonymous letters or materials that, following a Board investigation, prove to be unsubstantiated, shall be placed in a member's personnel file.
- 5.0108 The provisions of this section of the Contract shall not be construed as limiting the rights accorded to an employee, pursuant to Chapter 1347 of the Ohio Revised Code.

5.02 VACANCIES AND TRANSFERS

5.0201 While the Board must hold open certain options in the selection of personnel, particularly that of selecting the best qualified candidates for the position, it will notify faculty members by email when school is open or closed with payroll checks during the summer, of all certificated/licensed openings within the district so that our own staff has an equal opportunity with any and all persons to apply for these positions.

5.0202 Voluntary Transfer

- A. This section is primarily to set forth procedures whereby members can make known their desire and be considered for a new teaching assignment. Members, properly certificated, can make known their interests in changing to a position opened through vacancy or created by the Board. Teachers may also request a change in position annually, by completing a form distributed by the administration. Members must be properly certificated by the first day of work in the new position.
- B. Employees with applications on file for a posted vacancy and who make themselves available to be interviewed at the time the vacancy is posted shall be provided an interview with the Superintendent or designee before a decision is made permanently filling the vacancy.
- C. The posting shall remain open for five (5) regular workdays excluding holidays during the school year ending at the end of the school year and shall remain open for ten (10) calendar days from the end of the school year until July 10 and shall remain open five (5) calendar days thereafter.

5.0203 Involuntary Transfers/Changes in Assignment

- A. An involuntary transfer shall mean a change in the member's teaching assignment without the member's consent.
- B. An involuntary transfer will be made only after a meeting between the member involved and the Superintendent or designee, at which time the member, if he/she requests, will be notified in writing of the reason for the transfer.
- C. Reasonable efforts will be made to notify the member of the transfer as much in advance as possible. Compensatory or released time may be arranged with the principal if the transfer is on short notice.
- D. A tentative schedule will be provided to each returning teacher by June 30.

5.03 DISCIPLINE

- 5.0301 Prior to formally disciplining a teacher through a written reprimand, the teacher shall be advised of the incident for which the reprimand is to be issued and be given the opportunity to explain his/her position on the matter prior to the issuance of a written reprimand. Both the administrator and teacher may have a representative at this conference.
- 5.0302 If the teacher disputes the issuance of the written reprimand, he/she may attach his/her written rebuttal to the reprimand which shall be included in the personnel file.
- 5.0303 Except in emergency situations, no teacher shall be reprimanded within hearing range of other employees (excluding administrators) or in the presence of the public.

5.04 CONTRACT NON-RENEWAL

The limited contract of a teacher shall be non-renewed in accordance with the provisions set forth in Section 3319.11 of the Ohio Revised Code and the teacher shall have the due process rights as set forth in 3319.11 of the Ohio Revised Code.

5.05 CONTRACT TERMINATION

The continuing contract of a teacher and a limited contract of a teacher during its term shall be terminated for the reasons set forth in Section 3319.16 of the Ohio Revised Code and the hearing process provided in Sections 3319.16 and 3319.161 shall be utilized in the event a termination is initiated.

5.06 REDUCTION IN FORCE

- 5.0601 When, in the judgment of the Board, staff reduction becomes necessary, such reductions should be through attrition to the extent possible.
- 5.0602 When, in the judgment of the Board, further reductions are necessary, the following procedures should apply.
- A. Teachers on limited contracts should be ranked in order of area(s) of certification and seniority.
- (1) Seniority should be based upon the date of hiring as it appears in the official Board minutes.
- (2) If hired on the same date, days of substitute teaching in the Lockland Schools, as based upon payroll records, should be considered.

(3) If Subsection (A)(2) is not applicable, or does not resolve the question of seniority, then seniority shall be determined by a random drawing.

- B. Teachers on continuing contract shall be ranked in order of area(s) of certification and seniority.
- C. Reductions should be made of those teachers on limited contracts before reductions are made of teachers on continuing contracts.
- D. Reductions should be made by area(s) of certification and in terms of seniority.

5.0603 Recall

- A. Any member whose contract has been suspended will be placed on a recall list for re-employment for two (2) years. If a vacancy occurs in such member's area of certification, he/she shall be offered the position before outside applicants are considered.
- B. If a member refuses an offered vacancy for which he/she is certificated, his/her name shall be removed from the recall list and the Board's obligation terminated.
- C. The Board will send a written notice of vacancy to a member on the recall list by certified mail at the last address left by the member. Rejected or non-deliverable written notice or a failure to respond within ten (10) days of the posting of the notice shall constitute refusal of the vacancy.

5.0604 Any merger of the Lockland School District with another school district shall be done in accordance with state law and the affects of that decision shall be bargained with the union if requested to do so by the Association.

5.0605 The reduction in force provision of this contract supersedes and replaces Section 3319.17 of the Ohio Revised Code.

5.07 CLASS SIZE/WORK LOAD

Class size shall not exceed the number of pupils as set forth by the minimum standards of the Ohio Department of Education.

5.08 COMPLAINT PROCEDURE

5.0801 The Board and/or its Agent shall provide to any employee reasonable notice of any complaint directed against that employee in connection with his/her professional performance as an employee of the Board.

- 5.0802 If the administrator expects an employee to respond to said complaint and thereby feels the necessity of discussing the complaint with the employee, the administrator shall advise the employee of the identity of the complainant and the nature of the complaint.
- 5.0803 If the administrator intends to pursue the matter, he shall schedule a conference with the employee and the employee's representative if the employee so chooses and provide the employee with a copy of the complainant's written remarks and if no written remarks are made by the complainant, then with the description of the nature of the complaint. The employee will be given the opportunity to provide a response to the complaint explaining his or her position on the matter. No complaint by the public shall result in disciplinary action until this conference has taken place.
- 5.0804 Complaints received by members of the Board will be referred to the Superintendent. The Superintendent or members of the Central Administration will refer complaints to the building principal. The building principal shall process the complaint in accordance with this provision.
- 5.0805 It is agreed that this complaint procedure does not apply to allegations of child abuse or child neglect which shall be reported as required by law.

5.09 EVALUATION PROCEDURES

- 5.0901 Teachers of the Lockland School District shall be evaluated according to the attached handbook and in accordance with the attached timelines.

5.10 SHARED STAFFING

When it becomes necessary for a member of the bargaining unit to be working for a period of time due to their certification under more than one administrator, the administrator under which the employee spends the majority of his/her work hours per week shall be the employee's immediate supervisor and to whom said employee will be responsible.

5.11 ASSIGNMENT

No teacher shall be assigned to teach a class in which he/she is not certificated/licensed by the State Department of Education. However, teachers may be assigned to provide support services if needed provided the teacher is paid in accordance with the teacher salary schedule.

5.12 EVALUATION COMMITTEE

- 5.1201 Given the dynamic nature of the mandated teacher evaluation process, the Board authorizes the Superintendent to establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by the Association and for the express purpose of recommending necessary

changes to the Board for the appropriate revision of this policy. This committee shall be comprised of an equal number of Administrators, appointed by the Superintendent, and members, appointed by the Association President.

- 5.1202 Prior to making any changes or modifications any of the attached documents (Board Policy, Teacher Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Evaluation Policy Consultation committee for the purposes of discussing the changes and collaborating to resolve any conflicts.
- 5.1203 If consensus is not reached, and the outlying issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with ORC 4117.

ARTICLE 6:

WORKING CONDITIONS

6.01 SCHOOL DAY

The regular school day for teachers shall not exceed seven and one-half (7-1/2) hours.

6.02 STAFF MEETINGS

6.0201 It is understood that teachers will be available and attend without additional compensation, meetings and events (i.e. Open House, curriculum night) both prior to, during and after the regular school day for teachers except that faculty meetings shall not be scheduled on a Friday, the day before a holiday or on Election Day, and shall begin within fifteen (15) minutes of the end of the student day. Teachers shall not be required to attend more than two (2) faculty meetings or events a month which last beyond the regular work day. Teachers shall not be required to attend events or meetings on Fridays after work hours, Saturdays, or Sundays.

6.0202 In addition, principals ordinarily will provide their staff at least one (1) week in advance, a written notification of meetings they must attend outside of their regular work day including meetings called by the Central Office. This advance notification does not apply to emergency meetings and matters which the administration had less than one (1) week's notice of at the time the agenda was prepared.

6.03 SCHOOL YEAR

The school calendar shall provide for one hundred eighty-one (181) full days of instruction (as defined by state department regulations and/or standards) and one hundred eighty-four (184) days for teachers.

6.04 PREPARATION PERIODS

The schedule for each full-time classroom teacher shall include at least two hundred (200) minutes per week during the regular workday for instructional planning, evaluation and conferences.

6.05 DRUG-FREE WORKPLACE/TOBACCO USE

6.0501 Drug-Free Workplace

A. No employee of the Lockland School District engaged in work or while in the workplace shall unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined in Federal and State law.

- B. 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 a field trip or athletic event where students are under the jurisdiction of the school district where work on a federal grant is performed.
- C. As a condition of employment, each employee shall notify his/her supervisor of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, not later than five (5) days after such conviction.
- D. An employee who violates the terms of this policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such a program, the employee shall be non-renewed or employment may be suspended or terminated at the discretion of the Board.
- E. Sanctions against employees, including non-renewal, suspension and termination shall be in accordance with prescribed school district administrative regulations and procedures.

6.0502 Tobacco Use

All members of the bargaining unit are subject to the terms and conditions of Policy KGC, Tobacco Use on School Premises.

6.06 INTERNAL SUBSTITUTION/SUMMER SCHOOL

- 6.0601 If a member of the bargaining unit is required to cover the class of a teacher during his/her planning period, the teacher shall be compensated at the rate of twenty-two dollars (\$22.00) per period.
- 6.0602 Each teacher who has students added to his/her class shall be paid at a rate of twenty-two dollars (\$22.00) per hour for each hour other students are added.
- 6.0603 Teachers who teacher summer school shall be paid at the rate of twenty-two dollars (\$22.00) per hour.
- 6.0604 These payments shall be made within thirty (30) days of the Board Treasurer's receipt of the properly completed reimbursement documentation.

6.07 DUTY-FREE LUNCH

Each teacher of the bargaining unit who is employed on more than a half-time contract shall be granted thirty (30) consecutive duty-free minutes for lunch each workday, during

which time he/she shall not be required to perform any school/work activity and/or duty.

6.08 HIRING OF RETIRED CERTIFICATED STAFF MEMBERS

- 6.0801 If the Board of Education elects to employ individuals who have retired and are receiving benefits through the State Teachers Retirement System, the conditions set forth in this Article and only the conditions set forth in this Article shall apply to the employment of these individuals:
- A. The salary to be paid to the retiring teacher shall be based on the appropriate placement on the current teacher salary schedule training column with a maximum of five (5) years of experience and shall not be subject to Chapter 3317 or any other section of the Ohio Revised Code.
 - B. Teachers employed pursuant to this provision shall receive one (1) year limited contracts and shall not be eligible to receive continuing contracts regardless of their years of service or license held.
 - C. Each one (1) year contract shall automatically expire upon the completion of the year and it is not necessary for the Board to conduct evaluations in accordance with Chapter 3319.111 of the Ohio Revised Code nor to take formal action to not re-employ the employee pursuant to Chapter 3319.11 of the Ohio Revised Code in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.
 - D. Returning retirees are not entitled and/or are not eligible to receive any severance benefits provided by any collective bargaining agreement in effect between the Board and the Association.
 - E. Retirement constitutes a break in continuous service. Upon employment after retirement, the employee will be credited with zero (0) years of seniority. If subsequently and continuously re-employed, the unit member shall advance in seniority. In the event of a reduction in force, the re-employed teacher will not have any bumping rights.
 - F. Such employment will not jeopardize the continuation of existing academic programs nor result in the reduction in force of faculty employed at the commencement of each such re-employment contract.
 - G. Subject to these provisions, re-employed teachers are part of the bargaining unit.
 - H. Re-employed teachers are not eligible to participate in any super severance program nor are they eligible for severance pay.

- I. Rehired retirees shall not be entitled to participate in the District's group insurance plans. However, to the extent that rehired retirees are not eligible for primary coverage under an STRS health benefits plan, they will be entitled to enroll in the District's health benefits plan on the same terms as other bargaining unit members.

6.0802 Pursuant to the authority provided by R.C. 4117.10 and to the extent that this provision is contrary to or in conflict with any Ohio law including, but not limited to 3319.11 ORC, 3319.111 ORC, 3319.141 ORC, 3319.17 ORC, Chapter 3317 ORC, Chapter 3307 ORC, this provision shall supersede and replace the statutory law of Ohio.

ARTICLE 7: LEAVES OF ABSENCE

7.01 ASSAULT LEAVE

- 7.0101 The Board shall provide assault leave for employees who are absent due to any physical disability resulting from an assault which occurs during the course of Board employment. Such leave will not cause any loss in pay, nor be charged against sick leave accumulated by the employee. Such leave shall be limited to the remainder of the school year or sixty (60) working days, whichever is shorter.
- 7.0102 Any case of assault on a teacher shall be immediately reported in writing to the building principal and to the Superintendent. The Board shall render all reasonable assistance to the teacher and law enforcement in connection with the handling of the incident by law enforcement and judicial authorities, but will not assume legal costs.
- 7.0103 For the purpose of this section, assault will be defined as an attack with violence by physical means.
- 7.0104 Assault leave will not be granted unless said teacher:
 - A. Has signed a written statement indicating the nature of the assault and the justification for granting and use of the leave;
 - B. Provides a written statement from a licensed physician stating the duration of the disability and the necessity of absence from regular employment. Falsification of the above statement shall be grounds for disciplinary action.
 - C. Cooperates fully with law enforcement and the Board in the investigation

and/or prosecution of the offender(s) who committed the alleged assault.

7.0105 The assault leave provision of this contract supersedes and replaces Section 3319.143 of the Ohio Revised Code.

7.02 PERSONAL LEAVE

7.0201 Three (3) days of unrestricted personal leave shall be granted per school year without stated reasons.

7.0202 The principal or supervisor must receive a written request three (3) school days prior to the time the unrestricted personal leave is desired. The Superintendent of Schools may waive the requirement of three (3) days prior notice to allow for emergency situations. The days may not be taken during the first four (4) days at the beginning, or two (2) days at the end, of a summer vacation period unless reasons are stated and approved by the Superintendent or his/her designee. If a member uses one or more personal leave days in May, the first of those days shall be an unrestricted personal leave day and the others shall be considered restricted personal leave days. A restricted personal leave day may be used for personal matters that cannot be done outside that workday.

7.0203 No more than a maximum of ten percent (10%) of the teachers of any building (including prior known sick days and prior known professional days) or the following shall be permitted to use a day of unrestricted personal leave on any one (1) day:

Alternative School	1 person
Elementary School	2 persons
High School	2 persons
Middle School	1 person

7.0204 Bargaining unit members shall roll over unused personal leave days into accumulated sick leave.

7.0205 Personal leave shall not be taken on days of the OGT and OAA tests. On mid-term or final examination days, personal leave shall be restricted to matters that cannot be done outside the workday. Personal leave days shall not be used to seek other employment or to work at another job.

7.0206 If a member does not use any portion of his/her three (3) personal leave days during the school year, the member shall have four (4) personal leave days to use the following school year. A member shall not be entitled to accrue more than four (4) personal leave days. This provision shall be in addition to subsection 7.0204.

7.03 SICK LEAVE

7.0301 Full-time, certified teaching employees shall be given fifteen (15) days sick leave with pay for each year worked, which shall be accumulated and credited at the rate of one and one-fourth (1-1/4) days per month of completed service for a maximum of two hundred forty (240) days.

- 7.0302 Employees shall be granted sick leave for absence because of the following reasons:
- A. Personal illness or injury;
 - B. Exposure to a contagious disease which could be communicated to others.
- 7.0303 Sick leave shall also be granted for use in the event of illness of a member of the employee's immediate family, defined as the employee's spouse, child, parent, parent-in-law, grandparent, grandparent-in-law, grandchild, sibling, or any other relative or person who is a permanent member of his/her household.
- A. A maximum of five (5) days of absence without loss of pay may be granted to an employee when such absence is necessitated by the death of a member of his/her immediate family as defined above.
 - B. A maximum of two (2) days of absence without loss of pay may be granted an employee when such absence is necessitated by the death of a relative not in his/her immediate family or any person who is a permanent member of his/her household.
- 7.0304 An employee requesting sick leave shall furnish a written signed statement on a form prescribed by the Board to justify his/her use of sick leave.
- 7.0305 After four (4) consecutive days of sick leave, the Board may require the employee to provide a written statement from his/her physician indicating the nature of his/her illness and the fact that he/she was medically unable to perform his/her contractual duties on the day sick leave was requested. The Board shall pay the full cost for the written statement.
- 7.0306 In the event an employee claims a need to be on sick leave for more than fifteen (15) days during the year, the Board shall have the right to require the employee to submit a second opinion by a physician approved by the Board of Education. In such event, the Board shall pay the full cost of the examination.
- 7.0307 Any unused sick leave days accrued beyond the maximum limit of two hundred forty (240) days will be paid in cash at the rate of twenty-five percent (25%) at the end of each school year. Payment of sick leave on this basis shall be considered to eliminate sick leave credit beyond two hundred forty (240) days by the employee at that time.

7.0308 Sick Leave Bank (SLB)

The purpose of the sick bank is to loan sick days to participating bargaining unit members who are experiencing cases of prolonged illness for themselves or for family members who qualify under Section 7.0303. This bank is to be used only under specific conditions. The conditions are as follows:

- A. (1) The Bank shall be contributed to on a voluntary basis. After the start of each school year, all teachers will receive an intent form from the Board Treasurer's office for the purpose of enrolling in the SLB. Initial membership will consist of one (1) day sick leave, to be designated by the teacher, to the SLB on such form between September 1 and October 1. Each teacher will receive a notice of receipt indicating his/her participation in the program.
- (2) New members may join by October 1 of each year. Membership shall be continuous unless canceled, in writing, to the Board Treasurer's office during the period of September 1 through October 1.
- (3) No participating member will be asked to donate more days unless the SLB is empty and then days will be donated on a voluntary basis.
- (4) A member may apply to use the SLB by applying to the Sick Bank Committee (SBC) by requesting a form from the LEA Secretary or President. Approval or disapproval by the SBC shall be binding.
- (5) The SBC shall consist of the LEA Executive Committee.
- B. The Bank may be used only when the employee has exhausted his/her own sick days and the sick days that the Board will advance to him/her.
- C. Prolonged illness shall generally be considered ten (10) or more workdays.
- D. Days from the bank may not be used while the member is paid under The Worker's Compensation Law or when employee is eligible for disability retirement from State Teachers Retirement System.
- E. Upon return to work, the member will repay the Bank at a rate of five (5) days per year until the Bank has been repaid one hundred percent (100%). Contributing members who have donated extra days will be repaid at that time. If any contributing member retires before the Bank is repaid in full, that member shall be repaid from the days already repaid. If a member retires or leaves the district before all of the days have been repaid, the remaining days owed shall be deducted from the accumulated sick leave at that time. If there are not enough sick days

to repay the SLB, the employee's last paycheck or severance pay shall be docked in the amount equal to the per diem for all days owed to the SLB. If a member dies or must be put on disability, the balance of the days owed will be canceled.

- F. The SBC will require a medical report from a licensed physician at any time before or during the time of the use of the Bank. This shall be at the member's expense. The SBC reserves the right to request a second medical opinion, if necessary, and to limit the number of days granted. There is a cap of thirty (30) days per school year per member. This cap may be waived by the SBC in the case of a life-threatening catastrophic illness by an employee (or family member of an employee who qualifies under Section 7.0303). Again, the decision by the SBC is final and binding.
- G. The SBC shall provide to the Board Treasurer's office all of the paperwork necessary to keep accurate records of the Bank's sick day transfers.
- H. Bank days shall not be used during summer school employment.
- I. Any employee must be in at least his/her second year of full time employment in the Lockland School District in order to apply to use the Bank.
- J. Exhibit C shall be the enrollment form used for participation in the Sick Leave Bank.

7.04 MILITARY LEAVE

Military leave shall be granted in accordance with federal and state law.

7.05 JURY DUTY

- 7.0501 An employee of the Board selected for jury duty shall be compensated his/her daily rate of pay. Such time shall be construed as continued service in the Lockland School system.
- 7.0502 In the event that a teacher is subpoenaed to testify as a witness in a case which arises from or is related to the performance of the teacher's contractual duties, said teacher shall not suffer any loss of pay while answering the subpoena or appearing as a witness in said litigation.

7.06 SABBATICAL LEAVE

- 7.0601 A member of the bargaining unit who has completed five (5) years of service with the Board may, with the permission of the Board and the Superintendent of Schools, be entitled to take a leave of absence without pay and/or with part pay, for one (1) or two (2) semesters subject to the following restrictions:
- A. The teacher shall present to the Superintendent for approval a plan for professional growth prior to such grant of permission.
 - B. At the conclusion of the leave, the member shall provide the Superintendent and Board with evidence that the plan was followed and completed.
 - C. The member shall return to the district at the end of the leave and teach for at least one (1) year.
- 7.0602 The Board shall not grant a leave request unless there is a satisfactory substitute available, nor grant such leaves to more than five percent (5%) of the staff members at any one time nor allow a part salary if granted in excess of the difference between the substitute's pay and the teacher's expected salary, nor grant a leave longer than one (1) school year, nor grant a leave to any teacher more than once for each five (5) years of service, nor grant a leave a second time to the same individual when other members of the bargaining unit have filed a request for such a leave.
- 7.0603 If a member fails to return to the district and teach one (1) year after the completion of his/her leave, the member shall reimburse the school district for all expenses of the leave, including, but not limited to, salary paid the member while on leave.
- 7.0604 The period of time on this leave shall count as a year of service for seniority purposes but it shall not be counted as a year of service for placement on the salary schedule.

7.07 LEAVES OF ABSENCE WITHOUT PAY

- 7.0701 Upon written request of a teacher, the Board of Education may grant a leave of absence for a period of not more than two (2) consecutive school years for educational or professional purposes. Such leave shall be without pay if it is approved by the Board of Education.
- 7.0702 A teacher on leave of absence pursuant to this provision shall have the option of continuing his/her insurance benefits under the current group insurance programs if permitted by the insurance carrier. In order to maintain these benefits while on leave, the teacher must prepay the entire premium due in advance each month.

7.0703 The granting of a leave pursuant to this provision shall not extend a limited contract past its term.

7.0704 Upon return from a leave of absence granted pursuant to this provision, the teacher shall be returned to a position for which he/she is certificated.

7.08 FAMILY MEDICAL LEAVE

Members of the bargaining unit who meet the eligibility requirements of the Family Medical Leave Act are covered by the Family Medical Leave Act.

7.09 PERFECT ATTENDANCE BONUS

7.0901 If a member has perfect attendance (excluding the use of professional leave days) from the start of the school year up through winter break, the member shall receive a bonus of one hundred dollars (\$100.00), to be paid on or before January 30th.

7.0902 If a member has perfect attendance (excluding the use of professional leave days) beginning with the return to work from winter break through the end of the school year, the member shall receive a bonus of one hundred dollars (\$100.00), to be paid on or before July 30th.

7.10 CHILD CARE LEAVE

7.101 Notwithstanding the provisions of the Family Medical Leave Act, a teacher of the bargaining unit shall be granted a child care leave of absence for the purpose(s) of child rearing for a child under the age of five (5) without pay if approved by the Board.

7.102 A teacher on child care leave may continue to participate in the group insurance plan(s) if allowable by the insurer(s) and provided the teacher pays one hundred percent (100%) of his/her premium(s) for the length of his/her leave.

7.103 The teacher shall submit written notification of his/her desire to take child care leave, when possible, at least sixty (60) calendar days prior to the date upon which the leave is requested to begin. In the case of adoption, notification of child care leave shall be submitted as soon as possible prior to the anticipated commencement of the leave.

7.104 Child care leave generally shall not exceed one (1) work year.

A. The Board and teacher mutually may agree that the teacher return later than one (1) year so that the return can coincide with the beginning of a school year.

B. In no case will the leave exceed three (3) semesters.

7.105 The teacher returning from child care leave shall be returned to his/her former position or to a position consistent with that teacher's certification.

- 7.106 The teacher shall remain on leave until the completion of the leave as approved by the Board.
- 7.107 A teacher shall return from leave at the start of a semester, or a date mutually agreed upon by the Board and the teacher.
- 7.108 A teacher shall confirm in writing to the Superintendent at least forty-five (45) days prior to the termination of the approved leave that he/she shall return to work or resign at the completion of the leave.
- 7.109 A teacher's application for and/or use of an unpaid health leave for pregnancy-related reasons shall not be grounds for denial of an unpaid child care leave.

ARTICLE 8:
COMPENSATION & FRINGE BENEFITS

8.01 SALARY SCHEDULES

The Board shall implement the salary schedules attached hereto and designated Exhibit "A" effective with each employee's first workday of the 2014-2015 school year. For the 2014-2015 school year, employees will be placed on a step no greater than the step at which they would have been placed for the 2011-2012 school year but for the step freeze instituted for the 2011-2014 school years. Any employee who is not eligible for a step increase for the 2014-2015 school year by virtue of their placement on the salary schedule shall receive a one-time one percent (1%) bonus payment spread over 24 pays based on their current salary for the 2014-2015 school year.

8.02 ADVANCEMENT ON SALARY SCHEDULE

It shall be the teacher's responsibility to notify the Board Treasurer by July 31 of any year the teacher is entitled to a placement change on the salary schedule because of additional training and experience. Adjustments shall only be made on September 15 of the school year. Applications and requests for advancement shall be approved at the August Board meeting, pending verification of employee meeting the requirements for advancement.

8.03 PAY PERIODS/PAY PLANS

8.0301 Members of the bargaining unit will be paid in twenty-six (26) installments, except when the calendar year divides into twenty-seven (27) pay periods. When there are twenty-seven (27) pay periods, bargaining unit members shall be paid in twenty-seven (27) equal installments. At the Board's option there will be twenty-four (24) pays.

8.0302 All bargaining unit members shall be paid by direct deposit.

8.04 SUPPLEMENTAL CONTRACTS

8.0401 The Board of Education shall implement the supplemental salary schedules attached hereto and designated Exhibit "B" beginning June 30, 2014 through June 30, 2015. Supplemental pay shall be calculated on a base of twenty-four thousand dollars (\$24,000.00).

8.0402 All members of the bargaining unit performing supplemental contracts shall be paid the full amount of their supplemental contract upon completion of their contractual duties and confirmation of that fact from their appropriate supervisor. A check for the supplemental duties performed shall be provided the member by the next regular pay period following the Board Treasurer's receipt of confirmation that the duties have been completed. Everyone holding a supplemental contract shall be provided with a written contract. The contract shall include: dates contract begins and ends, amount of compensation, and name of immediate supervisor.

8.0403 The Board may set the compensation for any position not held by a bargaining unit member in its sole discretion if it elects to have said position.

8.0404 Supplemental contracts that are year long, such as department chair, class sponsor, etc., but not athletics, shall be paid in two (2) installments over the year. One installment shall coincide with the last pay in November and the second shall coincide with the last pay in May.

8.05 INSURANCES

- 8.0501 Any person employed after January 1, 1991 must be under contract for a minimum of thirty (30) hours per week to be eligible for insurance benefits.
- 8.0502 The Board shall provide the health insurance plan or plans available through the Greater Cincinnati Health Consortium. However, the Board and the Association agree this only applies to issues of coverage as outlined by the insurance carrier in the plan that it provides to the Consortium. Issues of who is covered, how they are covered and the amount the employees pay are left solely to the Board and the Association.
- 8.0503 The Board will continue to provide health and prescription drug insurance and pay ninety percent (90%) of the cost of both the single and family premiums during the term of this contract, with the employee paying ten percent (10%).
- 8.0504 The Board shall provide eligible members of the bargaining unit dental insurance through the Greater Cincinnati Insurance Consortium with eighty percent (80%) paid by the Board and twenty percent (20%) paid by the employee.
- 8.0505 The Board shall provide eligible members of the bargaining unit life insurance in the amount of forty thousand dollars (\$40,000.00).

- 8.0506 The Board shall implement a 125 Plan for the sheltering of medical and dental premium contributions for employees of this bargaining unit.
- 8.0507 A health insurance committee shall be established. It shall be composed of three (3) members of the Association appointed by the Association President and three (3) administrators appointed by the Superintendent. The timeline for their work shall begin no later than November 1 and shall be completed no later than March 1 of each year of the contract. This committee shall study all issues involving the District's health insurance.

8.06 SEVERANCE PAY UPON RETIREMENT/DEATH

(For the purpose of this section, retirement is defined as service or disability retirement under the provisions of Ohio Revised Code, Chapter 3307.)

- 8.0601 Upon retirement from the District and the Board's receipt of the employee's written confirmation of eligibility for and pending payment of benefits from the State Teachers Retirement System (STRS), that employee shall receive severance pay from the Board in an amount equal to twenty-five (25%) percent of his/her accrued but unused sick leave credit. Such payment shall be calculated on the employee's base rate of pay at the time of retirement reduced to a daily rate. The daily rate for hourly employees shall be calculated on the number of hours worked while on his/her last regular assignment, not to exceed forty (40) for one week. The daily rate for salaried employees shall be calculated by dividing the most recent base salary for the number of days required to be worked under his/her last assignment. This severance payment shall be made on the last regular pay in June. No retirement contribution will be deducted from severance pay.
- 8.0602 Payment of sick leave on this basis shall be considered to eliminate sick leave credit accrued by the employee at that time. Such payment shall be made only once to an employee.
- 8.0603 If a member dies while eligible to receive severance pay, any benefits applicable under this section shall be tendered to the estate of the member.

8.07 SUPER SEVERANCE

- 8.0701 In the event a member of the bargaining unit retires from the employment of the Board at the end of the school year when he/she first becomes eligible to retire under eligibility requirements of STRS, then he/she shall receive a lump sum payment of ten thousand dollars (\$10,000.00) plus regular severance pay as provided for in Section 8.06 of the contract.
- 8.0702 If a member fails to retire at the end of the school year he/she first becomes eligible to retire, then he/she shall forfeit any claim to super severance pursuant to this provision and shall be entitled only to regular severance pay

when he/she does retire.

- 8.0703 An employee wishing to take advantage of super severance shall notify the Board of Education in writing no later than April 1 of his/her intent to retire at the end of the school year.
- 8.0704 If the employee does retire at the end of the school year that he/she is first eligible to do so and provides proof to the Board Treasurer that he/she is receiving retirement payments from STRS, then he/she shall receive the super severance payment no later than December 31.

8.08 MILEAGE REIMBURSEMENT

Any employee of the bargaining unit who is required to use his/her personal automobile for Board business at the direction of the Superintendent or his/her designee shall be reimbursed at the maximum rate allowable by the Internal Revenue Service, effective July 1 of each contract year.

8.09 REIMBURSEMENT FOR COLLEGE CREDIT

- 8.0901 Upon prior approval by the Board of Education, each teacher shall be reimbursed for the actual cost of college credit up to one hundred eighty dollars (\$180.00) per credit for four (4) semester hours per contract year or one hundred twenty dollars (\$120.00) per credit for six (6) quarter hours per contract year.
- 8.0902 Approval prior to enrollment in all courses is mandatory for consideration for reimbursement.
- A. All courses must be taken from an accredited college or university.
- B. The total cumulative cost to the Board shall not exceed fifteen thousand dollars (\$15,000.00) per fiscal year.
- 8.0903 No reimbursement shall be made for courses which are repeated or for courses which are similar to other courses taken by the teacher, unless specifically approved by the Superintendent or his/her designee and ultimately approved by the Board of Education.
- 8.0904 An official grade of "C" or above, or "pass" if a pass-fail course on a form from an accredited college or university and proof of payment must be presented to the Board Treasurer within ninety (90) days of the end of the class to receive the reimbursement.

8.10 **STATE TEACHERS RETIREMENT SYSTEM**

The Board agrees to pick-up, utilizing the salary reduction method, contributions to the State Teachers Retirement System ("STRS") paid on behalf of bargaining unit members under the following terms and conditions:

- A. The amount to be "picked-up" on behalf of each unit member shall be the percent mandated by STRS of the unit member's gross annual compensation. The unit member's annual compensation shall be reduced by an amount equal to the amount "picked-up" by the Board for purposes of State and Federal taxes only.
- B. The "picked-up" percentage shall apply uniformly to all unit members as a condition of employment.
- C. The "pick-up" shall apply to all compensation including supplemental earnings.
- D. The parties agree that should the rules and regulations of the IRS or retirement system change, making this procedure unworkable, the parties agree to return, without penalty, to the former method of employee/employer contributions.

**ARTICLE 9:
CONCLUSION**

9.01 **CONTRARY TO LAW**

If any provision(s) of the contract is/are determined to be contrary to law, the provision(s) shall be deemed null and void to the limited prescribed by law, with the remaining provisions to stay in effect.

At the request of either party, negotiations shall begin with regard to the provision of the contract determined to be contrary to law. Negotiations shall be conducted in accordance with the negotiations procedures set forth in the contract.

9.02 **DURATION OF CONTRACT**

This contract shall be in effect June 30, 2014 and extending through June 30, 2015.

SIGNATURE PAGE

This contract is executed by the parties on the 30th day of June, 2014..

LOCKLAND EDUCATION ASSOCIATION

LOCKLAND LOCAL SCHOOL

DISTRICT BOARD OF EDUCATION

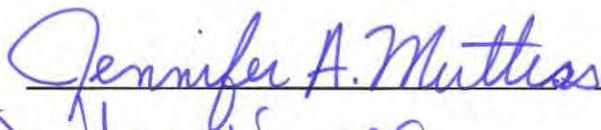
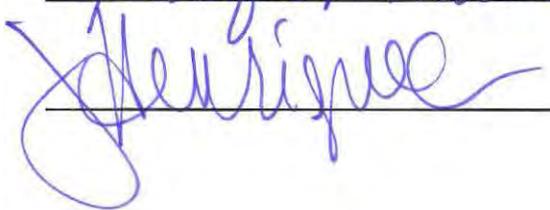
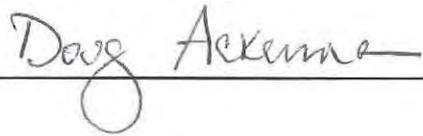
 _____	 _____
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EXHIBIT A

**LOCKLAND SCHOOL DISTRICT
 SALARY SCHEDULE
 EFFECTIVE JUNE 30, 2014**

STEPS	INDEX	B.A.	INDEX	BA+18	INDEX	M.A.	INDEX	MA 15	INDEX	MA+30
0	1.000	33,009	1.055	34,825	1.110	36,640	1.165	38,456	1.220	40,272
1	1.055	34,825	1.110	36,640	1.165	38,456	1.220	40,272	1.275	42,087
2	1.110	36,640	1.165	38,456	1.220	40,272	1.275	42,087	1.330	43,902
3	1.165	38,456	1.220	40,272	1.275	42,087	1.330	43,902	1.385	45,718
4	1.220	40,272	1.275	42,087	1.330	43,902	1.385	45,718	1.440	47,534
5	1.275	42,087	1.330	43,902	1.385	45,718	1.440	47,534	1.495	49,349
6	1.330	43,902	1.385	45,718	1.440	47,534	1.495	49,349	1.550	51,164
7	1.385	45,718	1.440	47,534	1.495	49,349	1.550	51,164	1.605	52,980
8	1.440	47,534	1.495	49,349	1.550	51,164	1.605	52,980	1.660	54,796
9	1.495	49,349	1.550	51,164	1.605	52,980	1.660	54,796	1.715	56,611
10	1.550	51,164	1.605	52,980	1.660	54,796	1.715	56,611	1.770	58,425
11	1.605	52,980	1.660	54,796	1.715	56,611	1.770	58,425	1.825	60,241
12	1.660	54,796	1.715	56,611	1.770	58,425	1.825	60,241	1.880	62,057
13	1.715	56,611	1.770	58,425	1.825	60,241	1.880	62,057	1.935	63,872
14	1.770	58,425	1.825	60,241	1.880	62,057	1.935	63,872	1.990	65,687
16			1.880	62,057	1.935	63,872	1.990	65,687	2.045	67,502
19			1.935	63,872	1.990	65,687	2.045	67,502	2.100	69,319
23			1.990	65,687	2.045	67,502	2.100	69,319	2.155	71,134
26			2.045	67,502	2.100	69,319	2.155	71,134	2.210	72,949

EXHIBIT B

**LOCKLAND SCHOOL DISTRICT
 EXTRACURRICULAR ACTIVITY SALARY SCHEDULE
 EFFECTIVE JUNE 30, 2014**

<u>EXTRACURRICULAR POSITION</u>	<u>MULT.</u>	<u>STEP 1</u> (1.00)	<u>STEP 2</u> (1.05)	<u>STEP 3</u> (1.10)	<u>STEP 4</u> (1.15)	<u>STEP 5</u> (1.20)	<u>STEP 6</u> (1.25)	<u>STEP 7</u> (1.30)	<u>STEP 8</u> (1.35)
Academic Team Leader, 7th & 8th Grade	.0280	672	706	739	773	806	840	874	907
Art Director, Graduation & Homecoming	.0210	504	529	554	580	605	630	655	680
Band, Pep & Musical	.1930	4632	4864	5095	5327	5558	5790	6022	6253
Baseball, Varsity Coach	.1170	2808	2948	3089	3229	3370	3510	3650	3791
Baseball, Asst. Coach	.0730	1752	1840	1927	2015	2102	2190	2278	2365
Baseball, 7th & 8th Grade Head Coach	.0500	1200	1260	1320	1380	1440	1500	1560	1620
Basketball, Varsity Coach	.1665	3996	4196	4396	4595	4795	4995	5195	5395
Basketball, Asst. Coach	.1000	2400	2520	2640	2760	2880	3000	3120	3240
Basketball, Freshman Coach	.0800	1920	2016	2112	2208	2304	2400	2496	2592
Basketball, 7th & 8th Grade Head Coach	.0850	2040	2142	2244	2346	2448	2550	2652	2754
Basketball, 7th & 8th Grade Asst.	.0680	1632	1714	1795	1877	1958	2040	2122	2203
Cheerleading, High School Coach	.1070	2568	2696	2825	2953	3082	3210	3338	3467
Cheerleading, 7th & 8th Grade Coach	.0640	1536	1613	1690	1766	1843	1920	1997	2074
Class Sponsor, Grades 9 & 10	.0210	504	529	554	580	605	630	655	680
Class Sponsor, Grade 11 & 12	.0250	600	630	660	690	720	750	780	810
Coordinators, Athletics	.0640	1536	1613	1690	1766	1843	1920	1997	2074
Data Manager/ Curriculum Alignment Coordinator	.0120	288	302	317	331	346	360	374	389
Dictograph	.0850	2040	2142	2244	2346	2448	2550	2652	2754
Dictograph (Elementary)	.03125	750	788	825	863	900	938	975	1013
Dictograph (AHA)	.03125	750	788	825	863	900	938	975	1013
Dramatic Productions	.0850	2040	2142	2244	2346	2448	2550	2652	2754
Drill Team Advisor, High School	.0600	1440	1512	1584	1656	1728	1800	1872	1944
Drill Team Advisor, 7th & 8th Grade	.0300	720	756	792	828	864	900	936	972
Football, Varsity Coach	.1875	4500	4725	4950	5175	5400	5625	5850	6075
Football, Varsity Asst. Coach (4)	.1370	3288	3452	3617	3781	3946	4110	4274	4439
Football, 7th & 8th Grade Coach	.0850	2040	2142	2244	2346	2448	2550	2652	2754
Football, 7th & 8th Grade Asst. Coach	.0500	1200	1260	1320	1380	1440	1500	1560	1620
FCCLA Sponsor	.0230	552	580	607	635	662	690	718	745
Golf, Head Coach	.0650	1560	1638	1716	1794	1872	1950	2028	2106
Honor Society Advisor	.0230	552	580	607	635	662	690	718	745
Intramurals, High School Director	.0300	720	756	792	828	864	900	936	972
Intramural, 7th & 8th Grade Director	.0300	720	756	792	828	864	900	936	972
Jr. Prom Sponsor	.0170	408	428	449	469	490	510	530	551
LPDC		500							
Mentor		500							
Majorette Sponsor	.0240	576	605	634	662	691	720	749	778

LOCKLAND EDUCATION ASSOCIATION
 MASTER CONTRACT
 Effective June 30, 2014 through June 30, 2015

<u>EXTRACURRICULAR POSITION</u>	<u>MULTI.</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>
		(1.00)	(1.05)	(1.10)	(1.15)	(1.20)	(1.25)	(1.30)	(1.35)
Softball, Varsity Coach	.1160	2784	2923	3062	3202	3341	3480	3619	3758
Softball Varsity Asst. Coach	.0730	1752	1840	1927	2015	2102	2190	2278	2365
Softball, 7th & 8th Grade Head Coach	.0500	1200	1260	1320	1380	1440	1500	1560	1620
Strength Coach	.0790	1896	1991	2086	2180	2275	2370	2465	2560
Student Council, High School Advisor	.0340	816	857	898	938	979	1020	1061	1102
Student Council, 7th & 8th Grade Advisor	.0300	720	756	792	828	864	900	936	972
Team Leader	.0500	1200	1260	1320	1380	1440	1500	1560	1620
Tennis, Co-ed Coach	.0700	1680	1764	1848	1932	2016	2100	2184	2268
Track, Varsity Coach	.1020	2448	2570	2693	2815	2938	3060	3182	3305
Track, 7th & 8th Grade Co-ed Coach	.0850	2040	2142	2244	2346	2448	2550	2652	2754
Track, 7th & 8th Grade Asst. Coach	.0500	1200	1260	1320	1380	1440	1500	1560	1620
Volleyball, Girls Varsity Coach	.1150	2760	2898	3036	3174	3312	3450	3588	3726
Volleyball, Girls Asst. Coach	.0770	1848	1940	2033	2125	2218	2310	2402	2495
Volleyball, 7th & 8th Grade Girls Coach	.0600	1440	1512	1584	1656	1728	1800	1872	1944
Volleyball, 7th & 8th Grade Girls Asst.	.0500	1200	1260	1320	1380	1440	1500	1560	1620
Wrestling, High School Varsity Coach	.1370	3288	3452	3617	3781	3946	4110	4274	4439
Wrestling, High School Varsity Asst. Coach	.0800	1920	2016	2112	2208	2304	2400	2496	2592
Wrestling, 7th & 8th Grade Coach	.0740	1776	1865	1954	2042	2131	2220	2309	2398
Wrestlerettes Sponsor	.0340	816	857	898	938	979	1020	1061	1102

EXHIBIT C

**LOCKLAND EDUCATION ASSOCIATION
SICK LEAVE BANK INTENT FORM**

Pursuant to the Lockland Education Association Master Contract, the Board of Education Treasurer's Office must determine and acknowledge each teacher's intent to participate in the Sick Leave Bank each school year between September 1 and October 1. Please indicate and sign below showing your intent. A copy of this form will be returned to you for your records.

If you are a new member, one (1) sick day will be deducted from your account and added to the Sick Leave Bank.

Membership is continuous from year to year unless cancelled in writing to the Treasurer during the period of September 1 through October 1 of each school year, and

I specifically acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Board. All decisions of the Sick Leave Bank Board will be final and binding and not subject to the grievance procedure. I further agree to abide by such decision and to indemnify and hold harmless Lockland School District Board of Education, the Lockland Education Association, the Sick Leave Bank Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application.

- I choose to participate in the Lockland Education Association Sick Leave Bank.
- I choose not to participate in the Sick Leave Bank.

Name _____ Date _____

Signature _____

Employee ID No. _____

Name _____

- This confirms your enrollment in the Lockland Education Association Sick Leave Bank.
 - One (1) sick day has been deducted from your account.
 - Participation confirmed.
- This confirms your choice not to participate in the Lockland Education Association Sick Leave Bank.

Lockland Treasurer _____ Date _____

EXHIBIT D

LPDC OPERATING PROCEDURES

Committee Members

The LPDC shall be made up of five (5) members: three (3) teachers appointed by the exclusive bargaining representative, and two (2) administrators appointed by the Superintendent. (The total committee membership is always an odd number with a majority of teachers.)

Committee Member Terms

Committee members, provided they remain employed by the Board of Education, shall serve a three (3) year term. Terms shall be rotated so that there are experienced members on the committee at all times. There are no term limits for committee members.

Terms shall run from July 1 to June 30.

Committee members who discover they are unable to complete their term may withdraw by notifying the LPDC in writing.

Committee Members' Compensation

Teacher committee members shall be compensated as determined by agreement between the Board of Education and the exclusive bargaining representative.

LPDC Meetings

The initial meeting of the school year shall be called by September 30th. At this initial meeting the committee shall select chairperson(s) and a recorder.

The responsibilities of the chairperson(s) are to conduct LPDC meetings, communicate information to members of the LPDC, represent the LPDC at meetings of other stakeholder organizations, and ensure that vacancies on the LPDC are filled in accordance with selection rules.

It is the responsibility of the recorder to maintain minutes of action taken during LPDC meetings. Decisions shall be recorded as:

- acceptance of the proposed IPDP,
- return of the IPDP for clarification,
- denial of the proposed IPDP, or
- approval for licensure/recertification.

Each meeting shall have written minutes filed in the Board of Education office, with a copy provided to the Association President.

Meetings shall be held at least twice per year, one per semester, unless more are necessary.

A quorum shall be five (5) committee members to conduct LPDC business, provided there is a majority of teachers. When an administrator's IPDP or licensure/recertification is being reviewed or voted upon, the LPDC shall, at the request of one of its administrative members, cause a majority of the committee to consist of administrative members by reducing the number of teacher members reviewing or voting on the plan. The quorum shall be waived for the review of the IPDP, licensing or recertification of an LPDC administrator member; a total of five (5) members (two [2] teachers and three [3] administrators) shall review or vote. A rotation of teacher members shall be used in reviewing administrators' IPDP or licensing/recertification.

A committee member shall not review or vote on his/her own IPDP or activity proposal or in any other occasion of conflict of interest.

All discussion, voting or records regarding reviews and evaluations of IPDPs, licenses or recertifications shall be kept as confidential as permitted by law. Executive session may be called in compliance with the Open Meetings Act (Sunshine Law).

As a committee of the Board of Education, all meetings shall be operated in compliance with the Ohio Open Meetings Act.

IPDP Criteria

Approved professional development activities shall be related to classroom teaching and/or area of licensure. The plan shall be based on the needs of the educator, the students, the school, and the school district.

IPDP Procedures and Timelines

One copy of the proposed IPDP shall be submitted to the LPDC for review and preapproval no less than three (3) years prior to the expiration of the certificate/license. IPDPs submitted after these deadlines must be justified by an appearance before the LPDC.

The educator will receive a copy of the IPDP indicating acceptance, return for clarification, or denial within 45 calendar days. The LPDC will return the IPDP to the educator to indicate areas needing clarification/modification if the IPDP is not accepted.

It is recommended that educators consult their professional organizations for assistance in clarifying their goals.

There will be a review of the plan during the third year of the five year licensing cycle. Educators wishing to revise their plan may request a review by the LPDC at any time during the five years.

By October 30th of the final year of an IPDP, educators shall meet with the LPDC to ensure the plan's goal will be successfully met.

Professional Development Units (PDUs) for individually guided options must be approved prior to starting the activity by submitting a pre-approval form to the LPDC.

Documentation of PDUs shall be submitted to the LPDC for each completed activity. The LPDC will then grant the individual a record of credit for that activity.

Appeals

If an educator disagrees with the LPDC's decision, an appeal can be submitted in writing to the LPDC within ten (10) working days after receipt of the denial. The LPDC will reconsider the denial at its next regularly scheduled meeting following receipt of the appeal. If, after the reconsideration process has taken place, and the LPDC and the educator are still unable to come to an agreement, the appeal will be heard by a three members Appeals Committee comprised of the following: one (1) licensed educator selected by the applicant, one (1) licensed educator chosen by the LPDC, and one (1) licensed educator mutually agreed upon by both parties.

The LPDC Appeals Committee will review all appeals and return its decision to the LPDC and applicants within twenty (20) working days.

If there is need for further appeal, the appeal should be made to the Ohio Department of Education - Division of Professional Development and Licensure.

Reciprocity

The LPDC shall accept other district's approved IPDPs.

PDUs previously accumulated and approved will be credited, whereas remaining PDUs shall fall under LPDC guidelines.

Exceptional cases are subject to LPDC review and the subsequent appeals process.

Amending the Procedures and Guidelines

The LPDC shall amend procedures and guidelines as deemed necessary.

Proposed amendments shall be read one meeting prior to a vote at the next meeting.

The LPDC guidelines, operating procedures and forms shall be submitted to the Board of Education and the exclusive bargaining representative. The LPDC will review and consider all comments, but the final decision shall be made by the LPDC.

LPDC APPEALS PROCESS

Local Professional Development Committees must determine a structure for individual appeal of decisions. Consideration needs to be given to the reason for the appeal and an explicit process for carrying out appeals. Suggestions are offered for these aspects.

A. REASONS FOR APPEAL

1. Reject of the IPDP
 - Incomplete plan
 - Plan lacks relevance to classroom teaching, and/or area of licensure
 - Goals unrelated to the individual, assignment or district
 - Insufficient activities and demonstrating how goals will be met
 - Activities not completed within licensure cycle
2. Recommendation of non-renewal of certificate/license
 - Did not fulfill state renewal requirements
 - Criteria of pre-approved IPDP not met

B. PROCESS TO BE USED IN APPEAL

Level I Appeal

1. Complete LPDC Appeal Form
2. Meet with the LPDC
3. Receive written response from the LPDC
4. Accept (appeal process ends) or reject (Level II appeal begins) LPDC decision

Level II Appeal

1. Committee make-up:
 - a. Certified/licensed educator chosen by employee
 - b. Certified/licensed educator chosen by LPDC
 - c. Certified/licensed educator agreed upon by a. and b.
2. Committee hears appeal and renders decision
3. Accept (appeal process ends) or reject (Level III appeal begins) Level II decision

Level III Appeal

Appeals may be taken to the state level for final resolution.

EXHIBIT E

WRITTEN GRIEVANCE FORM –STEP ONE

Grievant _____

Date Filed at Step 1: _____

Date of alleged violation, misinterpretation or misapplication of specific and express term(s) of the negotiated agreement in force _____

Statement of Grievance(including specific provision of Agreement violated, misinterpreted, and/or misapplied):

Remedy Sought:

Signature of Grievant: _____

Signature of Supervisor: _____

Date Received: _____

Date of Hearing: _____

Disposition of Supervisor:

cc. Superintendent

EXHIBIT F

WRITTEN GRIEVANCE FORM – STEP TWO

Grievant _____ Date Filed at Step 2: _____

Date of alleged violation, misinterpretation or misapplication of specific and express term(s) of the negotiated agreement in force _____

Statement of Grievance(including specific provision of Agreement violated, misinterpreted, and/or misapplied):

Remedy Sought:

Signature of Grievant: _____

Signature of Supervisor: _____

Date Received: _____

Date of Hearing: _____

Disposition of Supervisor:

Attach Step 1 Written Grievance Form

MEMORANDUM OF UNDERSTANDING

The Lockland Local School District Board of Education ("Board") and the Lockland Education Association ("Association") hereby execute this Memorandum of Understanding ("MOU") to address the legislative changes brought about by Am. HB 362 (July 1, 2014) as it affects the Teacher Evaluation Procedures Handbook. The Board and the Association hereby agree that the Teacher Evaluation Procedures Handbook shall be amended to read as attached hereto in Exhibit A and fully incorporated herein by reference.

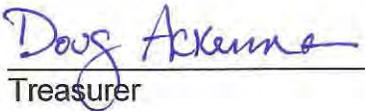
This MOU, which fully incorporates Exhibit A by reference, shall supersede and replace the Teacher Evaluation Handbook that was in effect prior to the execution of this MOU, and shall supersede and replace all conflicting MOU's previously executed between the parties concerning the Teacher Evaluation Procedures Handbook.

SO AGREED:

LOCKLAND LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION:

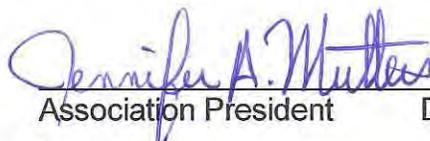


Superintendent Date 11/20/14



Treasurer Date 11/20/14

LOCKLAND EDUCATION
ASSOCIATION:



Association President Date 11/20/14



Association Vice-President Date 11/20/14

Lockland School District
Teacher Evaluation Procedures Handbook

Evaluation Procedures

1. The Board and the Association agree to follow the OTES Model for all members who meet the definition of “teacher” in ORC 3319.111.
2. A “teacher” means a licensed instructor who spends at least 50% of his/her time providing content-related student instruction and who is working under one of the following:
 - a. A license issued under ORC Sections 3319.22, 3319.26, 3319.222 or 3319.226; or
 - b. A permanent certificate issued under ORC Section 3319.222 as it existed prior to September, 2003; or
 - c. A permanent certificate issued under ORC Section 3319.222 as it existed prior to September, 2006; or
 - d. A permit issued under ORC Section 3319.301.
3. Bargaining unit members who do not meet the definition will be evaluated utilizing the Charlotte Danielson model.
4. All evaluators participating in the OTES Model will be building administrators, supervisors, and other certified central office administrators trained in the OTES Model and credentialed by the Ohio Department of Education. The Superintendent/designee shall approve and maintain a list of credentialed evaluators.
5. All teachers shall be evaluated once annually, with at least two formal observations of at least 30 minutes each and at least two classroom walkthroughs each school year, except as follows:
 - a. The Superintendent or designee may opt in a given school year not to evaluate any teacher who was on leave from the District for fifty percent or more of that year.
 - b. The Superintendent or designee may opt in a given school year not to evaluate any teacher who has submitted a notice of retirement that has been

- accepted by the Board no later than December 1st of the school year in which the evaluation is otherwise scheduled to be conducted.
- c. The Superintendent or designee may opt to evaluate a teacher who has received an "Accomplished" rating on his/her most recent evaluation once every three school years, so long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher, as determined by ODE.
 - d. The Superintendent or designee may opt to evaluate a teacher who has received a "Skilled" rating on his/her most recent evaluation once every two school years, so long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher, as determined by ODE.
6. The Superintendent or designee may deviate from the evaluation rotation in sections 5c. or 5d., above in order to balance the rotation of teachers to be evaluated in a given school year. In such instance, the affected teacher(s) will be timely notified of the change in the evaluation rotation. Furthermore, in any school year that a teacher is not formally evaluated as a result of receiving a rating of Accomplished or Skilled on the teacher's most recent evaluation, a credential evaluator shall conduct at least one observation and hold at least one conference with the teacher. In addition, the teacher will also continue to receive a Student Growth Measure score every year, and will complete a Professional Growth Plan.
 7. All teachers shall be evaluated based on at least two formal observations and at least two informal observations/"walkthroughs" each school year. Teachers on a limited contract who are under consideration for renewal/nonrenewal shall receive at least three formal observations and at least four informal observations/ "walkthroughs" each year, unless the Superintendent waives the third observation.
 8. All teachers shall receive a Final Summative Rating report no later than May 10th. Fifty percent (50%) of each Final Summative Rating report will be based upon teacher performance and fifty percent (50%) on measures of student growth. If legislation is passed that reduces or changes the student growth component, the Board and the Association shall meet to amend this procedure.
 9. All teachers shall be evaluated annually between September 1 and May 1 in accordance with the Teacher Evaluation Timeline.
 10. Teachers with above expected levels of student growth shall choose their evaluator. Teachers with expected levels of growth shall have input on their evaluator. Teachers with below expected levels of student growth shall be assigned an evaluator.
 11. All formal observations shall be no less than 30 minutes in duration.

12. All formal observations shall be preceded by a pre-conference between the evaluator and the employee in order for the employee to review the OTES pre-conference questions as attached.
13. A post-observation conference shall be held after each formal observation.
14. Informal observations/ "walkthroughs" shall occur before an administrator enters their pin to close the formal observation report.
15. All formal or informal observations and ratings shall be referenced to the Ohio Teacher Evaluation System Rubric for Evaluation included in the Assessment of Teacher Performance. All informal or formal observations, including walkthroughs shall be conducted openly and with full knowledge of the member.
16. Documents from the member's personnel file may only be used as evidence for inclusion in the Assessment of Teacher Performance if they have been properly placed in the member's personnel file in accordance with the Collective Bargaining Agreement.
17. Classroom walkthroughs shall not unreasonably disrupt and/or interrupt the learning environment (i.e., the evaluator will not interrupt ongoing, active instruction by the teacher, but if students are working independently, the evaluator may engage students or the teacher). Data gathered from the walkthrough must be attached on the Classroom Walkthrough and Informal Observation. The completed form must be shared with the employee within a reasonable amount of time.
18. The member shall have the right to make a written response to the evaluation and to have it attached to the Assessment of Teacher Performance or the Final Summative Rating report. If a teacher believes that evidence they provided to the administrator has not been included in their Observation and/or if the administrator has incorrectly documented the evidence, the teacher has the right to correct the issue using the grievance process.

Improvement and Professional Growth Plans

1. Any member not receiving a recommendation for an Improvement Plan will complete the Professional Growth Plan. Teachers shall develop a Professional Growth Plan collaboratively with their credentialed evaluator. Completion/Non Completion of the Goals of the Growth Plan shall not result in any adverse inclusion in any future Assessment of Teacher Performance or Final Summative Rating report of any member.
2. Should the Assessment for Teacher Performance or the Final Summative Rating report indicate that an Improvement Plan is recommended for a member, the evaluator and the member shall collaborate on such plan.

3. The plan shall include a plan of action and the evidence that will be used to document completion of the Improvement Plan.
4. If the evaluator and the employee cannot agree on a plan, then either the evaluator or the member may request the assistance of another district employee to facilitate further discussion. After the teacher, evaluator, and other employee have met, the credentialed evaluator shall make the final decision on the content of the improvement plan. The credentialed evaluator's decision shall be final.

Assessment of Student Growth

1. Student Growth Measures

A. Category "A1" Teachers (Value Added Only)

1. If Value Added is available, a teacher must use this category.

- a. If a teacher's schedule is comprised only of courses or subjects for which the value added progress dimension is applicable, the entire student academic growth factor of the evaluation shall be based on the value added dimension.

B. Category "A2" Teachers (Value Added +SLO)

1. Teachers that have a combination of Value Added and Student Learning Objectives (SLO)

- a. Value Added data will only be used in the student academic growth portion of an evaluation in proportion to the part of the teacher's schedule of courses or subjects for which the value added progress dimension is applicable.
- b. The SLO(s) will count for the remainder.

C. Category "B" Teachers (Vendor Assessment)

1. Teachers instructing in areas with Ohio Department of Education approved vendor assessments with teacher-level data available

- a. If a teacher's schedule is comprised only of courses or subjects for which vendor assessment data is applicable, the entire student academic growth factor of the evaluation shall be based on the vendor assessment(s).

- b. Teachers that have a combination of vendor assessment(s) and Student Learning Objectives (SLO)

- i. Vendor assessment(s) will only be used in the student academic growth portion of an evaluation in proportion to the part of the

teacher's schedule of courses of subjects for which the vendor assessment(s) data is applicable.

ii. The SLO(s) will count for the remainder.

D. Category "C" Teachers (SLO only)

1. All other teachers will be Category C, those teachers in non-tested grades and subjects without comparable Value Added data.

E. Student Learning Objectives (SLO)

1. The teacher must have at least two (2) SLOs.
 2. The LPDC+1 administrator must approve all SLOs.
 3. Once approved, the SLO may not be changed without the approval of the LPDC+1 administrator committee.
2. The state definition of "Teacher of Record" shall be utilized in determining which students are included in a teacher's measures. Teachers will not be linked to students for whom the teacher does not provide direct instruction.
 3. Any teacher that has a student growth measure that requires the Link Roster Verification Process will sign off on the roster verification.
 4. Students with forty-five (45) or more excused or unexcused absences from that teacher's class are to be excluded from the student growth measure of that teacher.
 5. The LPDC and one (1) additional administrator (for a total of three (3) teachers and three (3) administrators) shall have the authority to make decisions regarding the implementation of Student Learning Objectives, including resolving any disputes arising from the contents and/or setting of growth targets of a Student Learning Objective. The committee shall meet and jointly develop governing and dispute resolution procedures before the beginning of the 2014-2015 school year, including that in the event the committee cannot reach consensus on any issues related to a student learning objective, the committee shall refer the matter to the Superintendent with their recommendations. The Superintendent shall make the final decision by selecting one of the recommendations.

Final Evaluation Procedures

Each teacher's performance rating will be combined with the assessment of student growth measures to produce the Final Summative Rating report, based upon the following "Evaluation Matrix":

Figure 8: Five-Level to Three-Level Conversion Table

5-level rating	3-level rating
Most Effective (5)	Above
Above Average (4)	Expected
Average (3)	
Approaching Average (2)	
Least Effective (1)	Below

		Teacher Performance			
		4	3	2	1
Student Growth	Above	Accomplished	Accomplished	Skilled	Developing
	Expected	Skilled	Skilled	Developing	Developing
	Below	Developing	Developing	Ineffective	Ineffective

Revised November 2014