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MASTER CONTRACT

BETWEEN

THE DEFIANCE CITY BOARD OF EDUCATION

AND

THE OHIO ASSOCIATION OF PUBLIC
SCHOOL EMPLOYEES

Chapter #009

July 1, 2014

to

June 30, 2017

TABLE OF CONTENTS

THE OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES

ARTICLE I-RECOGNITION.....	5
ARTICLE II-NEGOTIATIONS	
A. Scope of Bargaining.....	6
B. Agreement.....	6
C. Dispute Resolution Procedure.....	6
D. Procedures	
1. Requests for Negotiations.....	6-7
2. Representatives.....	7
3. Recess.....	7
4. Item Agreement.....	7
5. Schedule of Meetings.....	7
E. General	
1. Executive Session.....	8
2. News Releases.....	8
3. Final Form.....	8
ARTICLE III-DEFINITIONS AND QUALIFICATIONS	
A. Job Vacancy.....	9-10
B. Special Education Aides Employment.....	10-11
C. Probationary Period.....	11
D. Outside Employment.....	11
E. Soliciting.....	11
ARTICLE IV-TRANSFERS, LAYOFF AND RECALL	
A. Transfers.....	12
B. Layoff and Recall.....	12-14
ARTICLE V-LEAVES	
A. Sick Leave.....	15-16
B. Personal Leave.....	16-17
C. Professional Leave.....	17
D. Others	
1. Absence from Duty for Reasons Other than Illness or Death in the Immediate Family.....	17-18
2. Legal Obligations.....	18
3. Leaves of Absence.....	18-21
4. Family Medical Leave Act.....	21
E. Calamity Days.....	21-22

ARTICLE VI-COMPENSATION

A. Salaries 23
B. Overtime Compensation 23-24
C. Call-In Sequence for Rental Overtime..... 24-25
D. Call-In Sequence for Emergency Overtime..... 25
E. Working in a Higher Classification. 25
F. Longevity 25-26
G. Salary Schedule Placement..... 26
H. Extra Work in Cafeteria 26

ARTICLE VII-FRINGE BENEFITS

A. Health Insurance. 27
B. Group Term Life Insurance 27
C. Dental Insurance 28
D. Vision Insurance 28
E. Part-Time Provisions
 1. Non-Transportation..... 28
 2. Transportation..... 28
F. Worker's Compensation..... 29
G. SERS Pick-Up..... 29
H. Retirement and Severance Pay..... 29-30
I. Tax Sheltered Annuities..... 30-31
J. Holidays 31
K. Vacations
 1. Vacation Periods 32
 2. Vacation Assignments 32
L. Tuition Reimbursement 32
M. Food Service Certification 33

ARTICLE VIII-TRANSPORTATION SECTION

A. Eligibility for Employment 34
B. Extra Bus Trips 34-35
C. Non-Employment Related Deduct Days..... 35
D. Definition of Full-Time..... 35
E. Salaries 36
F. Compensation for Extra Trips..... 36-37
G. General Provisions 37-38
H. Procedures for Testing for Drug/Alcohol 38-39
 I. General..... 39
 J. Kindergarten Noon Routes 39
K. Bus Instructor/Trainer..... 39
L. Calamity Days..... 39

ARTICLE IX-GRIEVANCE PROCEDURE	
A. Definition	40
B. Purposes	40
C. Informal Procedure	40
D. Format Procedures.	
Step I	40-41
Step II	41
Step III	41
Step IV	41
E. General Provision.....	42
ARTICLE X-UNION RIGHTS	
A. Release Time.....	43
B. Use of Buildings, Facilities, Equipment, and Service	43
C. OAPSE Business Leave	43
D. OAPSE District Day Leave	43
E. Dues Deduction.....	43-44
F. People Deduction.....	44
G. Labor/Management Committee	44
ARTICLE XI-WORKING CONDITIONS	
A. General	45
B. Change in Hours of Work	45
C. Lunch Period	45
D. Break Periods	45
E. Board Paid Items.....	45-46
F. Transportation Safety Meeting	46
G. Cafeteria Meeting.....	46
H. Aides and Secretaries Banked Time	46
ARTICLE XII-FAIR SHARE FEE	47
ARTICLE XIII-SUB-CONTRACTING	
A. Sub-contracting	48
B. Booster Work and YMCA Use of Buildings	48-49
ARTICLE XIV-EMPLOYEE DISCIPLINARY CODE	50
ARTICLE XV-NO STRIKE-NO LOCK OUT	51
ARTICLE XVI-CONTRARY TO LAW.....	52
ARTICLE XVII-WAIVER CLAUSE	53
ARTICLE XVIII-MANAGEMENT RIGHTS CLAUSE.....	54

ARTICLE XIX-ENTIRE AGREEMENT CLAUSE.....	55
ARTICLE XX-DURATION OF AGREEMENT.....	56
APPENDIX A Grievance Form	57-58
APPENDIX B Salary Schedule 2014-2017.....	60

ARTICLE I

RECOGNITION

- A. The Board of Education of the Defiance City Schools, hereinafter referred to as the Board recognizes the Ohio Association of Public School Employees and its Local #009, hereinafter referred to as the Union as the sole and exclusive bargaining agent for all bargaining unit members employed by the Board for the duration of this Agreement.
- B. The "Bargaining Unit" shall be comprised of all full-time and regular part-time employees in the areas of:

custodial service	maintenance	building fireman
food service	aides	secretaries
transportation personnel	crossing guards employed by the Board.	

Excluded are:

confidential employees	management level employees
supervisors	Treasurer of the Board of Education
Secretary to the Superintendent	Bookkeeper
Payroll Officer	Secretary to the Administrative Assistant, part-time summer help, and day-to-day substitutes.

ARTICLE II
NEGOTIATIONS

A. SCOPE OF BARGAINING

The parties agree to negotiate wages, hours, terms and conditions of employment.

B. AGREEMENT

When negotiations result in an agreement, it shall be reduced to writing and submitted to the Union and if ratified, then to the Board for formal approval. Following ratification, the Agreement shall then be signed by the parties. The resulting Agreement shall be binding on both parties.

C. DISPUTE RESOLUTION PROCEDURE

1. In the event an agreement is not reached by negotiations after full consideration of proposals and counter proposals, either of the parties shall have the option of declaring an impasse.
2. If impasse is declared by either party, it is with the understanding that impasse proceedings are declared on all the issues where agreement has not been reached by both parties.
3. When impasse has been declared, the parties shall jointly contact the Federal Mediation and Conciliation Service to appoint a federal mediator for the purpose of assisting both parties.
4. The assigned mediator shall have the authority to call meetings for the purpose of promoting an agreement between the parties.
5. The mediator has no authority to recommend or to bind either party to an agreement.
6. This section is the dispute resolution procedure agreed to by the parties in accordance with 4117.14 C(1) (f) which is intended to supersede the procedures contained in Section 4117.14 C(2) and any related sections of the Ohio Revised Code.

D. PROCEDURES

1. Requests for Negotiations

If either of the parties desires to negotiate changes in subjects of negotiations as defined in the Scope of Bargaining it shall notify the other party in writing not

earlier than 110 days nor later than 90 days prior to the expiration of the contract. Notification in writing from the Union shall be served on the Superintendent and notification from the

Board shall be addressed to the President of the Union. At the same time the request to begin negotiations is made, a copy of the notice to negotiate and a copy of this agreement will be sent to SERB by the initiating party.

Within fifteen (15) days after receipt of such notice, an initial meeting will be held for the purpose of exchanging negotiations packages and establishing a date for the next session. All proposals will be fully written with no new proposals being introduced after the first meeting except by mutual agreement of both parties.

2. Representatives

Representatives of the Board shall meet with designated representatives of the Union bargaining unit and the parties agree to negotiate in good faith. Representation shall be limited to five (5) representatives each of the Board and the Union and may include one (1) additional consultant for each party. There may be one representative from each of the following areas: maintenance/custodial, food service, secretarial, transportation, and aides. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. While no final agreement shall be executed without ratification by both parties, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations.

3. Recess

The chairman of either group may recess his group for independent caucus at any time. Caucus shall be of reasonable length not to exceed one half (1/2) hour, unless a longer period is mutually agreed upon.

4. Item Agreement

As items receive tentative agreement they shall be reduced to writing and initialed by each party.

5. Schedule of Meetings

Until all negotiation meetings are completed, each meeting shall include a mutually agreed time and place for the next subsequent meeting not to disrupt normal work hours of the employees unless mutually agreed upon.

E. GENERAL

1. Executive Session

Any and all negotiations sessions shall be conducted in executive session unless both parties mutually agree to do otherwise.

2. News Releases

No news releases will be issued by either party during the process of negotiations. This "gag order" will be lifted at the declaration of an impasse. A copy of any news release will be given to the other party twenty-four hours prior to release.

3. Final Form

As soon as practicable, but not later than sixty (60) days after ratification, the Agreement shall be printed with a Table of Contents including all appendices, in booklet form by the Board and distributed to all bargaining unit members. The Union shall be provided five (5) extra copies of the agreement.

ARTICLE III

DEFINITIONS AND QUALIFICATIONS

A. JOB VACANCY

The filling of vacancies in the bargaining unit job classifications of the district shall be made in accordance with the following procedure:

1. When a vacancy occurs within the classifications represented by this bargaining unit and the Board determines to fill it, it shall be posted in a conspicuous place for a period of three (3) working days. The posting shall contain the following information:
 - a. Classification
 - b. Location of work
 - c. Starting date
 - d. Rate of pay
 - e. Hours to be worked
 - f. Qualifications as established by the Board
2. Any interested bargaining unit members, who meet the qualifications, may apply in writing to the Superintendent or designee within the three (3) day posting period.
3. In selecting an employee for the vacant position, the Board shall use the following procedures:
 - a. The vacant position shall be offered first to employees within the present classification in the affected department, if qualified, and shall be filled by a lateral transfer within three work days when school is in session. During times when school is not in session (summer) or when employees are on vacation, employees who desire to be considered for a lateral transfer must turn in to the superintendent a list of positions for which they are interested and their name, address, and telephone number, so a reasonable effort may be made to contact the interested employees before the completion of the lateral transfer process within three (3) work days. The Union and Administration will jointly develop a form for employees to express interest in transfers that can be used when employees are on vacation or during the summer.
 - b. If more than one employee within the same classification requests the vacancy, the employee with the highest seniority in the classification, if qualified, shall be awarded the position.
 - c. If the vacant position is not filled by an employee within the classification, it shall then be offered by seniority to qualified employees within the other classifications of the affected department.

- d. If the vacant position is not filled by an employee within the department, it shall then be offered by seniority to qualified employees within other departments. If the time for the position interferes with the time of the employee regular position, the employee will be deemed not to be qualified.
 - e. The Board may fill the position with a newly hired employee if no qualified Bargaining Unit applies for the vacant position.
4. Departments and classifications shall be as follows:
- a. Maintenance Department
 - 1) Specialist, Maintenance, and Fireman
 - 2) Custodial
 - b. Food Service Department
 - 1) Head Cooks
 - 2) Assistant Cooks, Vending, Cashiers (including ala carte) Office Help, and Cooks Helpers
 - c. Educational Support Department
 - 1) Building and Special Services Secretaries
 - 2) Clerical (Guidance, and High School Attendance)
 - 3) Computer/Technology
 - 4) Aides (library, educational, playground, special education/ESL)
 - d. Crossing Guards
 - e. Transportation Department
 - 1) Bus Mechanic
 - 2) Bus Drivers

5. Probationary Status for Current Employees

- a. Current employees who are successful bidders or lateral transfers on a position vacancy shall be probationary employees for a period of twenty (20) consecutive workdays. The supervisor may extend the probationary period up to a total of thirty (30) workdays.
- b. After five (5) workdays the Board may transfer the employee back or the employee may return to his/her former position with no reasons or justifications being required. The employee in either case will not be allowed to grieve.
- c. The employer and employee may mutually agree to waive the remaining days of the probationary period.

B. SPECIAL EDUCATION AIDES EMPLOYMENT

- 1. After forty-five (45) working days of employment, Special Education/ESL Aides shall not have their hours reduced during that school year. Hours may

be reduced during the first 45 working days and may be increased at any time. All hours worked in the school system shall be counted for purposes of determining eligibility for benefits.

2. Special Education/ESL Aides may be reassigned yearly and will not lose seniority or the right to bid on a vacancy.

C. PROBATIONARY PERIOD

All bargaining unit members shall be initially employed for a 60 day (working days) probationary period. During this period the employee may be dismissed. After completion of said sixty (60) day probationary period, the probationary employee shall become a regular employee and may be removed in accordance with the dismissal article of this agreement.

D. OUTSIDE EMPLOYMENT

Outside employment of classified personnel shall not be permitted if it interferes in any way with the quality of the employee's regular work in the Defiance City Schools.

E. SOLICITING

Any soliciting of employees, by non employees and/or other employees, during their scheduled working hours is prohibited, except during their break and/or lunch time.

Defiance City Board of Education employees are not allowed to solicit during working hours.

ARTICLE IV

TRANSFERS, LAYOFF AND RECALL

A. TRANSFERS

The Superintendent or his designee shall have the authority to assign or transfer any bargaining unit member in accordance with the needs of the school system. This procedure will not be used to circumvent the job vacancy provisions in the contract and individuals transferred will not be reduced in pay. Any person who is transferred from one building to another or from one position to another will be granted the courtesy of a conference before the transfer is made unless an emergency demands immediate transferal. Conference will then be the next office day.

B. LAYOFF AND RECALL

1. If it becomes necessary to reduce the number of employees in a job classification due to abolishment of positions, lack of funds, or lack of work, the following procedures shall govern such layoffs:
 - a. The number of people affected by reduction in the force will be kept to a minimum by not employing replacements, insofar as practical, of employees who resign, retire, or otherwise vacate a position. No positions shall be abolished due to individuals performing similar work as a result of the welfare reform act. Abolishment of positions may be used to reorganize to meet the changing needs of the district.
 - b. Prior to the Board instituting such reductions in the classified staff, the Board or its designee(s) and the Union or its designee(s) shall meet to discuss the reductions.
2. Prior to introducing any forced reductions in a classification the parties have agreed to accept voluntary layoffs.
3. Any employee affected by a reduction, whether directly or indirectly, shall be granted bumping/displacing rights.
4. In any reduction, the concept of job classification seniority shall prevail. Job classification seniority shall be determined by the employee's most recent date of hire with the Board in a particular job classification. Board approved leaves of absences for medical reasons shall not constitute an interruption of continuous service or in the calculation of seniority.
5. Employees electing to exercise their bumping (displacing of a less senior employee) rights must do so in their classification prior to being eligible to bump in another classification identified in Section 7 below.

6. When an employee can no longer exercise their classification seniority they may exercise their system seniority, if qualified, to bump (displace a less senior employee) in another classification. The rate of pay for an employee bumping/displacing into another classification shall be governed in the same manner as an employee bidding to another classification, *Article VI. Compensation Section G.*
7. The following departments and classifications shall be used for the purpose of defining classification seniority in the event of layoff:
 - a. Maintenance Department
 - 1) Specialist, Maintenance, and Fireman
 - 2) Custodial
 - b. Food Service Department
 - 1) Head Cooks
 - 2) Assistant Cooks, Vending, Cashiers (including ala carte), Office Help, and Cooks' Helpers.
 - c. Educational Support Department
 - 1) Building and Special Services Secretaries
 - 2) Clerical (Guidance, and High School Attendance)
 - 3) Computer/Technology
 - 4) Aides (library, educational, playground, special education/ESL)
 - d. Crossing Guards
 - e. Transportation Department
 - 1) Bus Mechanic
 - 2) Bus Drivers
8. Fifteen (15) working days prior to the effective date of any layoff, the Board shall provide the local union president a list containing names, seniority dates, classification, and position and indicate which employees are to be laid off. Each employee to be laid off shall be given a ten (10) day advance written notice of the layoff with a statement advising the employee of his/her bumping/displacing and reinstatement rights.
9. Vacancies, which occur during the period of reduction in force, shall be posted pursuant to posting and bid procedure of the Collective Bargaining Agreement.
10. Vacancies remaining in the classification of layoff shall be offered to the employee(s) standing highest on the layoff list, if qualified, before the next employee on the list may be considered. Any employee has the right to decline a reinstatement offer until he/she becomes the least senior employee on the reinstatement list. The least senior employee declining reinstatement shall be removed from the list and forfeit all reinstatement rights. The employee shall be notified by personal service or by registered or certified mail addressed to the employee's last known address. It is the employee's responsibility to notify the Board of any change in address and/or phone number.

11. Any employee reduced in classification or laid off shall retain recall rights for a period of two (2) years during which time the Board shall not hire any new employee to any classification/position permanently, until all employees within the classification, if qualified, who were reduced or laid off have been offered an opportunity to be reinstated.
If reinstated during this period, the employee shall resume all rights related to salary and fringe benefits.
12. Qualifications for postings will be determined by the Board or its designee.

ARTICLE V

LEAVES

A. SICK LEAVE

1. Each employee of the bargaining unit shall be entitled to sick leave (recorded in hours) equivalent to one and one quarter (1-1/4) work days with pay for each calendar month for a total of hours equivalent to fifteen (15) work days per year. The following formulas will be used to determine monthly and yearly sick leave entitlements:

Monthly:

Worker's average number of contractual hours per day x 1.25;

Yearly:

Worker's average number of contractual hours per day x 1.25 x 12.

2. Sick leave can be utilized in 1/4 hour increments, any fractional part of a quarter hour rounded up when calculating the "charge off" against accumulated sick leave.
3. The unused portion of sick leave is subject to a maximum hourly accumulation equivalent to 256 work days. The following formula will be used to determine the maximum hourly accumulation:

Worker's average number of contractual hours per day x 256.

4. Regular employees will be advanced hours equivalent to seven (7) work days of sick leave at the beginning employment. These advances in sick leave hours shall be recovered from final settlement with any employee who departs or terminates prior to the completion of the current contract year. Those employees who remain employed by the Board will be allowed to restore advanced sick leave during subsequent years.
5. Employees who are absent because of illness or other approved absence are still in the service of the Board of Education, and accumulate sick leave credit while absent. Each employee shall qualify for sick leave absences with full pay for any of the following reasons:
 - a. Personal illness;
 - b. Pregnancy; Sick leave for pregnancy may be used up to two weeks prior to delivery and a maximum of six weeks after delivery. Additional use of sick leave will only be granted for medical complications as recommended by the attending physician.
 - c. Injury (personal)
 - d. Exposure to contagious disease which could be communicated to others; or

- e. Absence due to illness or injury in the employee's immediate family.

The immediate family is defined as husband, wife, children, mother, father, sister, brother, parent-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, and member of the same household.

- 6. For death of relatives in the immediate family as defined in 5.e. absence shall be approved not to exceed five (5) school days per occurrence without loss of pay. Three (3) days shall not be charged to sick leave for death of a child or spouse and two (2) days shall not be charged to sick leave for the death of a parent.
- 7. Procedures:
 - a. In order to use accumulated sick leave, the employee shall notify their supervisor of the date they will be absent. This is to be done as soon as possible before you are due to work so that a substitute can be promptly arranged. Before returning to work after absence, the employee shall notify their supervisor, if possible, the day before they plan to return to work.
 - b. In case of extended absence, weekly notification shall be made by the employee to their supervisor as to the probable date of return to duties. On extended absences, the employee must submit a written statement from a physician indicating that he/she is able to return to his/her duties in the schools.
 - c. Upon return to duty after any absence, the employee shall complete the regular cause of absence form.
 - d. After three or more days of sick leave, a doctor's excuse may be requested by the Superintendent.
 - e. Violation of this sick leave policy may result in appropriate disciplinary action.
- 8. OAPSE and the Administration will conduct an educational program to educate employees on the purpose and use of leave.

B. PERSONAL LEAVE

- 1. a. Each employee of the bargaining unit shall be granted hours equivalent to their regular scheduled work hours for three (3) unrestricted personal days which shall be non-cumulative each year.
- b. Personal leave can be utilized in 1/4 hour increments, any fractional part of a quarter hour rounded up when calculating the "charge off" against personal leave.

- c. Each employee may take more than one of the three personal days during the month of May with final approval of the Superintendent.
2. No form of personal leave, with or without salary deductions, except in extenuating circumstances, shall be granted on the first or last day of school, on a school day preceding or following any week day (Monday-Friday) during the school year when students are not scheduled for attendance, or a regularly scheduled holiday.
3. Except in emergency situations, a request to use personal leave must be made at least forty-eight (48) hours before the leave is to be used on forms prescribed.
4. Personal leave utilized in violations of the above standards and criteria shall be subject to appropriate disciplinary action which may include loss of pay, or suspension without pay for each violation. Repeated violations may result in termination of the employee's contract.
5. An employee may use personal leave for death outside the immediate family or death of a close friend.
6. The employee will be reimbursed 90% of the daily substitute rate for his/her position for unused unrestricted personal leave or adding the full unrestricted days to accumulated sick leave up to the maximum amount. Individuals at the maximum will be automatically reimbursed.
7. One personal leave day may be rolled over to the next school year in lieu of payment. No more than four (4) days can be accumulated and/or used in one school year.

C. PROFESSIONAL LEAVE

When the Superintendent authorizes an employee to be absent from the job without loss in pay to attend a meeting or workshop that would be of value to the employee and the district, the employee is eligible for professional leave. Such leave must be approved in advance by the Superintendent and must be directly benefit the employee and the district in his/her category of employment.

D. OTHERS

1. Absence From Duty for Reasons Other than Illness or Death in the Immediate Family

Absence of personnel from duty for reasons other than personal illness or death in the immediate family should be submitted and approved in advance by the Superintendent or his appointee.

2. Legal Obligations

In the case of jury duty, or when subpoenaed by a court, the Board shall grant a leave for legal purposes. Pay for days of such absences shall be based on the difference between such employee's regular compensation and the remuneration received for serving as a juror or a witness. If the employee is released early from the legal obligation, he/she is to call their supervisor to see if he/she should return to work. OAPSE and the Administration will conduct an educational program to educate employees on purpose and use of legal obligations.

3. Leaves of Absence

a. Definition of the Term, "Leave of Absence"

A leave of absence is understood to mean a period of extended absence from duty by an employee of the Board for which written request has been made to the Superintendent and formal approval granted by the Board.

b. All leaves of absence shall be without pay unless specifically specified.

c. In accordance with ORC 3319.13, leaves of absence for illness or disability purposes shall be granted for not more than one school year. Upon subsequent request, such leave may be renewed by the Board. Leaves of absence for maternity and military purposes shall be granted according to the time schedules contained in this agreement. The employee returning from any leave of absence as enumerated in this agreement shall be returned to a position comparable to that held before leave including supplemental duties, if available; provided, however, that if any organizational problems require it, the employee may be assigned to any other position for which the employee is qualified. At the expiration of the specified period of leave, the employee shall terminate his/her affiliation with the Board if, at that time, the employee declines such a position which has been tendered in the Defiance City Schools. After January and prior to March 1, the Superintendent or Board shall notify by letter each employee on leave that he/she must declare in writing to the Superintendent by March 15 of the year in which his/her leave expires as to his/her intention of returning to service. Failure of the employee then to respond to the Superintendent's letter and supply statement of intent by March 15 shall be deemed an automatic resignation. Prior to finalizing termination of an appropriate illness or disability and returning to active duty, the employee must submit a written statement from a physician indicating that he/she is able to return to his/her duties in the schools.

d. Purposes for Which Leaves of Absence Can Be Granted

The Board will grant leaves of absence for reasons of personal or immediate family illness, maternity, disability, or military service and may grant child

care leaves to regular, full time employees in accordance with the provisions of ORC 3319.13, 3319.14, and 3319.085 and the specific policies outlined below. The Board will recognize the provisions of ORC 3313.202 with regard to group life, dental and health insurance for employees on such leave only to the extent of allowing employees to maintain such membership on the rolls during the leave as required by COBRA.

e. Filling Temporary Positions Due to Absences (Food Services)

The following steps will be followed in filling positions in food service due to absences:

Lists will be developed by building for each position, excluding head cook. When an absence of ten or less days occurs, any individual whose time is at least one-half (1/2) hour less than the time of the posted position may sign up on the rotation list. The list will then be arranged by seniority. Individuals will sign the lists at the beginning of the school year, and will be revised at the end of the first semester. Individuals not signing the lists will not be called for work unless an emergency exists.

1. Head cook absences will be filled by assistant cooks only and rotated if there is more than one. The supervisor will have the right to transfer any cafeteria employee to the head cook's position if the head cook and the assistant cook are both absent.
2. Cashiers may move up to an assistant cook's position during non serving times, but will return to the cashier's position during serving time. A substitute will be employed to fill in for the remaining time and serve as a hostess.
3. In the case of all other absences, the position will be filled from employees on the building lists.
4. Rotation lists will be developed by hours of the positions per building.
5. The supervisor will call employees on the list, in rotation, and if the employee does not answer, the supervisor will move to the next individual on the list and the person who did not answer will forfeit their turn. The supervisor will document all calls attempted.
6. Once an employee has accepted a position for particular day(s), they forfeit their right to any additional positions which may develop later and their name will go to the bottom of this list.
7. If the supervisor is unable to fill a position from the list, a substitute will be called.

8. When the employer and Union have knowledge that an employee will be off work for more than ten (10) days, the vacancy will be offered regardless of time to employees in that building. The resultant vacancy will then be filled by a substitute.
- f. When an employee is off on a long term leave for any reason, the board shall fill that position, it shall be filled following the job vacancy provisions of Article III. A. If the Board determines to fill the vacancy that occurs as a result of this movement, it shall be filled by a substitute. A long term leave for the purposes of this section of the contract shall mean a period of 15 consecutive days or more. This provision does not apply to the food service department. Food Service will be governed by Article V.D.e. as currently provided in the contract. When the employee who is on the long term leave returns to service, his/her placement shall be determined by Article V.D.3.c. If the only comparable position is the position he/she had vacated, the individual filling that position will be returned to his/her former position replacing the substitute.

- 1) Parental

- a) A staff member who is pregnant and desires to remain a member of the staff shall be permitted to do so by obtaining a physician's statement and presenting the statement to the Superintendent with a written request to remain on the staff. Such physician's statement shall include the approximate date of discontinuance of service.
- b) Application for a leave shall be made in writing to the Superintendent at least one (1) month prior to the beginning date of the leave except in emergencies.
- c) Staff members shall be returned to service from a maternity leave upon presenting a statement to the Superintendent which would include a written statement from her physician that such return to service would not be detrimental to the health of said staff member. Reinstatement on the rolls shall occur no later than thirty (30) days following the doctor's certification.
- d) Every effort shall be made by the Superintendent to reinstate staff members returning from maternity leave to the original, or comparable, position.
- e) The maximum unpaid leave granted for a maternity case shall be the remainder of the year in which the leave becomes effective and one school year thereafter. When the employee elects to use the

maximum of maternity leave provided, she shall inform the Superintendent in writing by certified mail of her intention to return to service at least 120 days before she expects to resume her duties. Failure to comply with this regulation shall be deemed an automatic resignation.

2) Military

a) In accordance with Sections 3319.085 and 3319.14 of the Ohio Revised Code, a military leave of absence, without pay, shall be granted to any regular contract employee who shall be inducted, called to active duty, or who enlists for military duty with any branch of the armed forces of the United States.

b) Any employee whose service in the Defiance City Schools has been interrupted by active duty service in the armed forces shall be re-employed in accordance with the provisions of Sections 3319.085 and 3319.14 of the Ohio Revised Code and shall be given full credit in the salary schedule for such service.

c) Military leave shall be granted pursuant to Section 5923.05 of the Ohio Revised Code.

4. Family Medical Leave Act

The Board agrees to honor the minimum requirements of the Family Leave Bill when they are applicable.

The Board permits FMLA to run consecutive with the use of sick leave, but maintains the discretionary ability in accordance with federal law to determine that Family Medical Leave shall run concurrent with Board approved leave for which the employee qualifies for paid leave which the employee elects to take.

E. CALAMITY DAYS

1. During the school year, bargaining unit members will be granted non working calamity days with pay in accordance with the Ohio Revised Code and/or Ohio Administrative Code. If the school exceeds the number of calamity days during the school year allotted by the Ohio Revised Code and/or Ohio Administrative Code, eleven and twelve month bargaining unit members will work their regular schedule with their regular pay with the exception that if the make-up days are on Saturdays, Article VI B will apply. All other employees will have the number of make-up days added to their regular end-of-year completion date.

2. Any twelve month employee that performs work for the Board (at the request of the supervisor or Superintendent) on the non-working calamity allotted by the Ohio Revised Code and/or Ohio Administrative Code shall receive time and one half (1 1/2 x) compensatory time for calamity hours or days worked. Calamity days shall be counted as days worked for the purpose of determining the rate of overtime work payment. An employee may choose to receive either compensatory time or 1 1/2 times regular pay. Compensatory time must be approved by the supervisor. If any employee cannot use accumulated compensatory time within the year (July 1 - June 30), the unused compensatory time shall be cashed out. Compensatory time accumulated prior to the effective date of this contract will be grandfathered in.

EFFECTIVE JULY 1, 2014 – Twelve month employees will be granted 5 calamity days then work or use paid time.

ARTICLE VI
COMPENSATION

A. SALARIES

1. July 1, 2014 - August 31, 2016 - The yearly salary of all regular employees (minimum of 180 days) shall be paid in twenty-six (26) equal installments payable every other Friday with the exception of crossing guards who will be paid in twenty (20) equal installments.

If the DCEA switches over to 24 pay periods anytime during this contract, OAPSE will also switch at that time.

2. Regular part-time employees (working less than twelve months per year) may request a lump sum payment of any remaining installments at the end of their work period.

B. OVERTIME COMPENSATION

1. For full time employees, the standard work week shall be Monday through Friday, eight (8) hours per day, forty (40) hours per week.
2. For full time employees, all hours worked in excess of eight (8) hours per day, forty (40) hours per week, and any work performed on Saturdays shall be paid at time and one half (1 1/2 X) regular pay.
3. For full time employees, all work performed on Sunday will be paid at time and one half (1 1/2 X) regular pay. Double time will be paid on Sundays if it is a scheduled event or work day.
4. For full time employees, all work performed on Holidays will be paid at time and one half (1 1/2 X) the regular pay and in addition to the Holiday pay.
5. Emergency call ins for full time employees shall be paid a one (1) hour minimum at the appropriate rate. Emergency call-ins on Sunday shall not be paid at a double-time rate and shall be paid per the provision in this agreement related to whether or not the employee qualifies for overtime.
6. The time for which an employee is compensated for leave, but does not actually work, shall be counted as "hours worked" for the purpose of determining eligibility for overtime compensation. Docked hours are not counted as hours worked.
7. Rentals shall be paid a two (2) hour minimum at the appropriate rate.

8. Required building checks shall be paid a minimum of one (1) hour at the appropriate rate. The maintenance supervisor will determine whether building checks are required and, if so, when these checks are required.
9. Secretarial personnel who agree to work over eight (8) hours in any one day or on a Saturday to make up work will be paid at their regular rate and be excluded from section B.2 of this article. A refusal of this request by any secretary shall not be a cause for discipline. Secretarial personnel who are required to work beyond the normal work day or on a Saturday by their supervisor or the Superintendent will be governed by this article section B.1-B.8.
10. The work week for part time transportation employees shall be Sunday through Saturday.
11. For part time transportation employees, all hours worked beyond 40 hours a week will be paid at time and one half (1 1/2). The rate of pay used to determine overtime compensation for the week will be the weighted average of the two different job rates. The weighted average is determined by dividing the employee's total earnings for the week, exclusive of any extra premium for overtime, by the total number of hours worked at all jobs. Additional overtime compensation is calculated by adding fifty percent (50%) to the average rate for each overtime hour.

C. CALL-IN SEQUENCE FOR RENTAL OVERTIME

Overtime required for school facility rentals shall be offered per the following schedule:

1. Rentals for the same group and activity are to be considered as one unit of overtime, no matter how many dates are involved. Upon approval of the appropriate supervisor, a multi day rental may be split with the overtime assigned using the rotation list. If the supervisor, in his/her sole discretion, does not split the work, it shall be assigned using the rotation list. The hours of overtime each day shall not be split unless approved by the supervisor.
2. Building fireman of the building where overtime occurs.
3. Other maintenance and specialist employees rotated by seniority within the building will be administered to include all shifts.
4. Other custodial employees rotated by seniority within the building will be administered to include all shifts.
5. By seniority to all other maintenance department members.

Overtime required to cover custodial absences shall be offered per the following schedule:

1. Custodians from within the building rotated by seniority to include all shifts.
2. Firemen within the building.
3. Other maintenance (specialist, maintenance) employees within the building rotated by seniority to include all shifts.
4. By seniority to all other maintenance department members.

D. CALL-IN SEQUENCE FOR EMERGENCY OVERTIME

1. Building fireman (where emergency exists).
2. All other overtime assignments shall be determined and made by the superintendent or his designee.
3. For emergency snow removal, a voluntary list of specialist and maintenance employees will be made up in October. The employees on this list will be called in as needed for snow removal on a rotating seniority basis.

E. WORKING IN A HIGHER CLASSIFICATION

When a regular employee is substituting for an absent employee who has a higher position, the substituting employee will be paid the wages on the salary schedule for the higher position for the duration of each absence.

F. LONGEVITY

1. Longevity pay is based on the number of years experience in the Defiance City School system. Longevity is based on the following steps and dollar amounts:

10 years	\$447
15 years	\$638
20 years	\$828
25 years	\$1,021

2. Full time employees (6 hours or more per day) will receive the designated amount. Part time employees (less than 6 hours per day) will receive one half (1/2) of the designated amount.
3. Employees will be become eligible on the anniversary of their initial employment.

4. Effective July 1, 1998, longevity payments will be made quarterly. Payments will be made on the first pay in July, October, January, or April for employees who met the eligibility during the preceding quarter. Until July 1, 1998, the current practice will be continued.

G. SALARY SCHEDULE PLACEMENT

1. Bidding or lateral transfers within the same department

If an employee is awarded a new position which is

- a. an increase in hourly rate, he/she will be placed on the closest step that does not reduce the employees current hourly rate.
 - b. a decrease in hourly rate, he/she will be placed on the step matching his/her years of experience in the department.
2. Bidding on positions in different departments

An employee awarded a new position in a different department will be placed on step 0 of that department's salary schedule.

3. All new or former employees (rehires) will be placed on step 0 of the salary schedule based on the position within the department.

H. EXTRA WORK IN CAFETERIA

The head cook will consult the supervisor on additional time that is needed for the assistants. The elementary (K-4) assistant cooks positions will be evaluated for time needed to perform the job responsibilities and assistant cooks will turn in time sheets for extra time above their normal workday as approved by the supervisor.

ARTICLE VII

FRINGE BENEFITS

(For the purposes of fringe benefits, full time employee is defined as an employee who works six (6) or more hours per day for one hundred and eighty (180) scheduled days.)

A. HEALTH INSURANCE

The Board shall provide from a carrier, or in the case of self funding, a third party administrator, licensed by the state of Ohio a hospitalization/medical/surgical/health insurance coverage as shown in the appendix (with exceptions noted below) for each full time employee now or hereafter employed and for his/her family. Choice of carriers shall be at the discretion of the Board providing that coverage is substantially equivalent. The Board shall pay ninety percent (90%) for a single plan and eighty-five percent (85%) of a family plan.

- Note: The appendix shows the PC-1A plan as of July 2005. Plan changes may be made by NBEC. The Board of Education is not responsible for maintenance of the benefit levels stated in the plan.
- For years 2 and 3 of the agreement, if the insurance increase is more than 15%, the salary schedules may be changed after the Union determines how to keep the combined board costs for insurance increases and salary increases at 15% or below for insurance and at 3% for salary schedules. This may be done by changing plans, absorbing the extra costs by the members, or lowering the salary schedule or combinations of the above.

PC-1A Coverage

The Board shall pay up to and including 15% of insurance increases over the previous year's premium in year 2 and 3 of the Agreement.

If the increase in the cost of health insurance is greater than 15% as determined by NBEC over the previous year's premium, the Union may choose other plan options within the NBEC consortium to reduce the increase to 15% or less which may include reducing the salary increase shown in the salary schedule appendix to compensate the Board for the extra cost of maintaining the insurance.

B. GROUP TERM LIFE INSURANCE

The Board shall provide \$50,000 term life insurance for each full time bargaining unit member and pay 100% of the cost.

C. DENTAL INSURANCE

The Board shall provide from a carrier licensed by the state of Ohio family dental insurance protection for each full time employee. The Board shall pay 100% of the cost of such insurance. Choice of carriers shall be at the discretion of the Board providing the coverage is substantially equivalent. An employee may enroll for dental insurance during the open enrollment period if eligible.

D. VISION INSURANCE

The Board shall provide family vision/optical insurance as listed below for each full time employee. The Board shall pay 100% of the premium cost of such insurance.

NBEC Vision Insurance - Plan 2B

E. PART TIME PROVISIONS

Fringe benefits for part time employees who work less than six (6) hours a day but more than four (4) hours a day for a minimum of one hundred and eighty (180) scheduled days will be provided as follows: the Board will pay fifty percent (50%) of the health insurance premium for both the family and single plans, one hundred percent (100%) of the single dental premium (employee only), one hundred percent (100%) of the single vision premium (employee only) and fifty percent (50%) of the term life coverage with the following exceptions:

Part time non-transportation employees who receive health, dental, and/or term life benefits as of July 1, 1991 and who continue to work more than three (3) hours a day for one hundred and eighty (180) scheduled days will also receive the above part time fringe benefits. However, all new employees and any employee who is presently not receiving a fringe benefit (health insurance, group life insurance, or dental insurance) and who wish to add any of these coverage's, will have to meet the minimum requirements of more than four (4) hours a day for part time benefits and six (6) hours or more a day for full time benefits for a minimum of one hundred and eighty (180) scheduled days. Those employees who are covered under this language are: Health: Sharon Beck, Bonnie Flory; Dental: Sharon Beck, Marcia McMillen, Catherine Ayers; Life: Catherine Ayers, Sharon Beck Rita Brimmer, Lupe Bejarano, Bonnie Flory, Marcia McMillen, Sharon Schubert.

Part time transportation employees who receive health, dental, and/or term life benefits as of July 1, 1993 shall continue to receive the same benefits as long as they meet the eligibility requirements in force as of July 1, 1993. Those employees who are covered under this language are: Health: Ruth Ann Gee, Betty Hernandez, Joan Paxton; Dental: Kay Baldwin, Ruth Ann Gee, Betty Hernandez, Art Miller, Joan Paxton; Life: Ruth Ann Gee, Betty Hernandez, Art Miller, Joan Paxton, Kay Baldwin.

F. WORKER'S COMPENSATION

1. All employees covered under this Agreement are protected under the State Worker's Compensation Act of Ohio in cases of injury or death incurred in the course of, or arising out of, their employment.
2. An injury incurred while performing assigned responsibilities shall be reported to the injured employee's supervisor, or other designated representative, and an application shall be filed with the Bureau of Worker's Compensation.
3. The Board agrees to continue to provide and pay their share of premiums for medical insurance in effect on said employees at the time of injury for a three (3) month period beginning with the first day of the month following the date of the injury or accident.

The employee will be obligated to pay their share of the premium monthly.

G. SERS PICK-UP

The Board agrees to pick-up (assume and pay) contributions to the School Employees Retirement System upon behalf of the employees in the bargaining unit on the following terms and conditions:

1. The amount to be picked-up and paid on behalf of each employee shall be whatever amount is the State mandated employee's share of compensation. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up by the Board.
2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.
3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.
4. The pick-up shall apply to all compensation including supplemental earnings.
5. Sick leave, severance, supplemental, extended service pay, etc., which are indexed to or otherwise determined by reference to the employee's rate of pay shall be calculated upon both the cash salary component and pick-up component of the employee's reinstated salary.

H. RETIREMENT AND SEVERANCE PAY

1. Upon retirement for not less than five (5) years of employment with the Defiance City Board of Education, regular employees shall be entitled to severance pay based upon the monetary value of their accumulated and unused sick leave, at the

time of retirement, at the rate of 1/4 unused sick leave, up to a maximum sixty-four (64) days. Retirement shall be defined to mean that actual retirement benefits are being received from the School Employees Retirement System when he/she leaves the employment of the Defiance City Board of Education. Payments under this policy shall be limited to one (1) lump sum, and receipt of payment for such accrued but unused sick leave shall eliminate all sick leave credit accrued by the employee.

2. Early Retirement Incentive

The Board shall authorize a retirement payment, in addition to severance, to union members who retire during the next three years. The payment will be \$1,500 for employees who retire in school year 2011-2012, 2012-2013, or 2013-2014. To gain this payment, employees must notify the Board of Education of their intention to retire (via submission of retirement letters for Board acceptance) to the Board of Education three (3) months prior to their date of retirement.

I. TAX SHELTERED ANNUITIES

The Board believes in providing its employees opportunity to enroll in a tax sheltered annuity program under a payroll deduction plan. The Board's tax sheltered annuity involvement shall be governed by Sec. 3917.04 ORC and the following regulations:

1. In an effort to control administrative burden and in keeping with Sec. 3313.20, eligible insurance companies will be asked to cooperate by presenting to the treasurer signed enrollment agreements for a minimum of five Board eligible employees.
2. Enrollment in a tax sheltered annuity program or revision of an existing tax sheltered annuity deduction can occur either in March or in October of each year.
3. Employees may terminate a tax sheltered annuity program at the end of any month upon submitting the appropriately signed form to the treasurer's office.
4. An employee of the Board may not participate concurrently in more than one tax sheltered annuity program with the Board.
5. Only full time and permanent part time employees are eligible to participate in a tax sheltered annuity program.
6. Payroll deductions for tax sheltered annuity programs shall not be made from severance payments.
7. The Board shall not enter into any group annuity contract for retirees.

8. Employees desiring to enroll or make revisions in a tax sheltered annuity program should contact a sales representative of one of the eligible insurance companies and complete enrollment forms. Signed enrollment forms must be received in the treasurer's office on or before October 1 in order for tax sheltered annuity deductions to begin with the second October paycheck. Similarly, for enrollment forms received in the treasurer's office on or before March 1, tax sheltered annuity deductions will begin with the second paycheck in March.
9. A new employee may transfer a tax sheltered annuity program from his/her previous employer to the Board. Such transfers requested by the new employee will become effective with the month following the month containing the first day of employment, providing signed agreement forms are submitted to the treasurer's office in time to implement the transfer.

J. HOLIDAYS

1. Full time employees who are employed for twelve (12) months (Maintenance/Custodial personnel, Bus Mechanic, and the High School and Junior High School secretaries) are entitled to the following holidays provided they have worked either the last scheduled workday preceding each holiday or the first scheduled workday following each holiday:

New Year's Eve	Labor Day
New Year's Day	Thanksgiving
Martin Luther King Day	Friday after Thanksgiving
Good Friday	Day before Christmas
Memorial Day	Christmas
Fourth of July	

If a holiday falls during a Saturday, Sunday, or during a vacation, the employee will receive a day off in place of the holiday. For the High School and Junior High School secretaries, if the Fourth of July falls on a weekend, the employee shall receive a day off in place of the holiday.

2. Employees who work less than 12 months per year and are scheduled for 180 student days will receive the following eight holidays provided they have worked either the last scheduled workday preceding each holiday or the first scheduled workday following each holiday.

New Year's Eve	Christmas
New Year's Day	Labor Day
Martin Luther King Day	Thanksgiving
Memorial Day	Friday after Thanksgiving

K. VACATIONS

Vacation Periods

1. Earned vacation time will be added on the employee's first paycheck of each month.

Initially, full-time employees who are employed for twelve (12) months will accrue vacation at the rate of 5/6 (.83) days per full calendar month up to July 1.

Beginning July 1, full-time employees shall accrue ten (10) days of paid vacation annually for each year of continuous service from anniversary date to anniversary date, excluding legal holidays. After ten (10) years service, fifteen (15) days paid vacation and after twenty (20) years service, twenty (20) days paid vacation.

When returning to work after using vacation time the employee must complete the appropriate cause of absence form (yellow). The number of remaining vacation days will be shown on each paycheck throughout the year.

All vacation time earned must be used within one year after it is earned. (July to July). Special permission to carry over vacation time must be approved by the superintendent and will be limited to no more than one year's accumulation. Vacation time can be utilized in 1/4 hour increments or full days.

2. Vacation Assignments

All vacation dates are to be approved in advance by the supervisor and/or Superintendent. It is recommended that vacation time be used on non school days. Effort shall be made to approve vacation time on school days that are convenient for both the employee and workable for the school.

L. TUITION REIMBURSEMENT

The Board will reimburse bargaining unit members who are approved by the superintendent to take specific courses to improve current job skills based on the following criteria:

- The courses must be taken on the employee's own time,
- The employee must receive a passing grade of C or higher, and
- The amount of the reimbursement will be the cost of the program (tuition, and required materials).

M. FOOD SERVICE CERTIFICATION

The Board will pay the food service yearly membership fee for food service employees (cooks) who wish to be members. The Board will also pay for the certification renewal fee for those members who wish to maintain their certification.

ARTICLE VIII

TRANSPORTATION SECTION

A. ELIGIBILITY FOR EMPLOYMENT

1. To be eligible for employment within this bargaining unit, a person shall possess Commercial Driver License (CDL) Class B.
2. Any driver who is unable to renew his/her CDL upon its expiration shall be laid off. The driver will have a maximum of thirty (30) calendar days layoff to successfully complete the test(s) and receive their CDL. If the driver has not received their CDL by the end of this thirty day period, their employment and benefits will be terminated by the board. Termination as a result of this process will not be subject to the grievance procedure. If the driver is unable to take the driving test due to no fault of their own (due to scheduling or availability of a bus) the thirty (30) day limit will be extended to allow the driver time to schedule and take the test. Upon renewal, said driver shall be reinstated to his or her regular route.

B. EXTRA BUS TRIPS

1. Extra bus trips shall be posted one week in advance or as soon as they are approved by the Transportation Supervisor and shall be awarded on a rotated basis from posted seniority lists. At no time will a bargaining unit member be allowed to vacate their regular route in favor of an extra field trip assignment. The Transportation Supervisor will work with the principals and others who are requesting extra bus trips to set the departure times so as to meet the needs of the activity and maximize the use of regular drivers.
2. There shall be two seniority lists for purposes of assigning extra trips. One list shall be for extra trips taken during the week between Monday and Friday 4:45 p.m. The second list shall be for weekend trips after 4:45 p.m. Friday.
3. The supervisor of transportation shall assign buses and drivers for all extra trips.
4. If a driver does not desire extra trips, he/she shall have the option of withdrawing his/her name from the rotation list. However, if the driver remains on the list, there shall be no trading of positions on the list, and if the driver does not accept an extra trip assignment, the refusal shall be considered as if they had accepted the trip, for the purpose of rotation. If a trip is canceled, the assigned driver will forfeit that trip only and remain in rotation for the next available trip on that daily or weekend rotation list, whichever is appropriate.

Procedure

To facilitate the awarding of extra bus trips, bus trips for the following week will be posted each Monday morning in the bus garage by the transportation supervisor. Each Tuesday morning at 9:00 A.M. (following the morning bus runs) all transportation employees interested in any of the extra trips for the next week will assemble in the bus garage. At this time, the trips will be assigned by selection following the seniority list language in the contract (Article VIII. Section B). Drivers must accept or turn down the assignments at this time. Drivers who are not present on Tuesday shall notify the union rep in writing of his/her choices in order of preference. Drivers off on sick leave will not be allowed to bid.

5. Any driver asked to take an extra trip (at a time other than the Tuesday morning meeting) on or before noon shall confirm with the supervisor of transportation by 4 P.M. the same day if they are able to drive the trip. Any driver asked to take an extra trip after noon shall confirm with the supervisor of transportation by 8 A.M. the next workday if they are able to drive the trip. Failure to respond within the time frame will mean forfeiting that trip and the driver's turn on the rotation list.
6. If no regular driver from the list is able to take the extra trip because of commitment to a regular route or other circumstances, a substitute will be hired. If no substitute is available for in town trips, the mechanic or supervisor of transportation will drive the trip.
7. Drivers shall be furnished with maps, directions, gas credit card and toll money prior to trip.
8. Drivers shall not be responsible for students after reaching destination.
9. If a driver is on sick leave and is next in line when a trip is offered and is unable to return to work on the scheduled trip date, the driver will be bypassed and the bypass will be considered as if he/had accepted the trip.
10. When a driver is working for the Board in another classification during summer break, in accordance with Article XIII, he/she will be ineligible for work under this section.

C. NON EMPLOYMENT RELATED DEDUCT DAYS

Any deduct days must have prior approval of the administration.

D. DEFINITION OF FULL TIME

For the purposes of this contract, a full time employee is one who works approximately 2080 hours per year (only the mechanic).

E. SALARIES

1. A bus driver's pay will be calculated from the time the bus leaves the stall until the bus returns to the garage and stops. There will be no lay-over time unless approved by the administration. Route times for morning, noon, and afternoon will be added together and the total time will be rounded up to the nearest fifteen (15) minutes. Minimum pay for a route will be one (1) hour.
2. Regular drivers who drive both A.M. and P.M. routes will be paid two hours extra per month for nine months for sweeping. Regular drivers will be paid two hours per month for nine months for washing his/her bus. Regular drivers who drive only an A.M. or P.M. route will be paid one extra hour per month for nine months for sweeping. These drivers will be paid one hour per month for nine months for washing his/her bus. Compensation will be paid upon receipt of a time sheet to the supervisor. Employees who fail to wash their bus shall not be compensated.
3. When there is an early dismissal for only elementary schools, drivers will be paid one half (1/2) hour layover time.
4. Drivers will be paid forty-five (45) minutes per week for pre trip inspection.
5. Every summer, the bus routes may be restructured. Each year prior to the start of school, the routes will be bid by seniority.
6. Driving times will be set for the year during the week following the first four full weeks of school (a full week of school means a week in which students are scheduled to be in attendance for the full week). At this time the pay rate for each route will be established for the year. These times will remain in effect (except for the handicapped bus whose times may change during the year due to changes in the number of handicapped students who are transported) until that same time next year. However, the administration reserves the right to increase or reduce a route time when restructuring of that route is deemed necessary.
7. Within four working days after the times have been set for the year, the times will be posted at the bus garage. Drivers who would like their route time verified must notify the transportation supervisor of their intention within one week of the posting. Route times will be verified in a timely fashion and adjustments in time and pay (upward or downward) will be made. At the end of this verification period, the route times will not be increased (unless the route is restructured) until the new route times are established the next year.

F. COMPENSATION FOR EXTRA TRIPS

1. The hourly rate for extra trips shall be established as a rate separate from the regular driving rates.

2. All drivers will be paid the same rate for extra trips.
3. All extra trips will be paid a minimum of 1 hour and a maximum of 10 hours. The pay will be calculated from the time the driver signs out to the time the driver signs back in. After signing out, the driver will conduct the pre inspection, drive the extra trip, return to the garage, and sweep out the bus.
4. If the employer cancels the trip after the driver arrives at work, the driver shall receive the one (1) hour minimum.

G. GENERAL PROVISIONS

1. Regular Drivers - The Board shall pay the cost of the annual physical if done by the board's designated physician. Otherwise, the Board shall pay up to \$25 for the cost of the annual physical. A bill for this exam must be submitted to the Board for payment to the doctor.
2. Annual abstract fees and fees to renew the CDL (class B) and recertification shall be the responsibility of the employer. If the employee is required to take the skills test, any related fees will be the responsibility of the employee. This section (E2) is effective January 1, 1990.
3. The Board shall provide one (1) winter jacket to each District Bus Driver. The cost of the jacket is not to exceed \$100.00. The jackets will be provided during the 2013-2014 school year.
4. If an employee who was receiving fringe benefits changes routes voluntarily and as a result reduces his/her daily driving time, the following will apply:
 - a. If the time is reduced from six hours or more to between three hours or more but less than six hours, the employee will receive only part time benefits;
 - b. If the time is reduced from six hours or more to less than three hours, the employee will cease to receive any fringe benefits;
 - c. If the employee was part-time and the time is reduced to less than three hours, the employee will cease to receive any fringe benefits.

If an employee changes routes or the route time changes as a result of Board action and such changes result in reduction of his/her daily driving time, and the employee was receiving fringe benefits, he/she will continue to receive the same level of benefits for the remainder of the year.

Eligibility for insurance coverage's are based on the driving time as determined by Article VII, section E.2.

5. If during the summer a bus mechanic is not needed for mechanical work, he/she may be assigned maintenance duties at the bus garage or at other places in the district.

H. PROCEDURES FOR TESTING FOR DRUG/ALCOHOL

The following items have been agreed to by the undersigned as they relate to the Defiance City Schools Alcohol and Drug Testing Program:

The school district will pay for required random, post accident, and reasonable suspicion drug and alcohol testing expenses. Employees shall pay for all return to duty and follow-up drug and alcohol testing that is required. The employer shall provide transportation to and from the testing site.

Drivers required to be tested will be compensated at their regular hourly rate for one hour.

Having complied with the federal statute for current bus drivers, the district shall continue to provide for any new bus drivers the mandatory Alcohol and Drug Testing In-service. At this In-service, the district shall inform the employees of drug and alcohol rehabilitation programs/providers in the area.

A copy of the Defiance City Schools CDL Alcohol and Drug Policy will be on file at the Board Office and the Bus Garage. Each new hire will be provided a copy of this policy.

On the first occurrence that an employee's test is positive for drug and/or alcohol (at .04 and beyond), the employee shall be required to attend a rehabilitation treatment program. The employee shall pick an MRO from an approved list for the rehabilitation program. The employer shall set up the initial meeting. The employee shall be afforded his/her available sick leave, and/or a medical unpaid leave at his/her request.

The board must require a driver to submit to a controlled substance test if there is reasonable suspicion to believe that the driver has violated the prohibitions of controlled substances. The Defiance City Schools administrator determining reasonable suspicion shall have confirmation of reasonable suspicion by a second Defiance City Schools administrator. The driver shall be tested at a site mutually agreed to by the Union and the Board. If the driver's alcohol test results in a reading between .02 and .04, that employee shall receive a 24 hour unpaid suspension and be required to attend an Employee Assistant Program (EAP) consultation. The employer shall schedule the EAP consultation within the 24 hour period and shall arrange for confirmation of the meeting.

All disciplinary provisions of Article XIV, section B shall continue to apply, as well as grievance procedures contained in Article IX.

I. GENERAL

1. The Board shall furnish the mechanic's uniforms and pay the total cost of cleaning.
2. The Board shall provide the tools necessary for the mechanic's work.

J. KINDERGARTEN NOON ROUTES

Each year kindergarten noon bus routes that the board determines to fill will be posted and filled no more than thirty (30) days from the creation of the route.

K. BUS INSTRUCTOR/TRAINER

Transportation members who wish to serve as a Bus Instructor/Trainer shall sign up on a list at the beginning of the year. The Transportation Supervisor/Administration shall determine which of the candidates will be trained. Those who are selected by the administration will be required to be certified as trainers by the state of Ohio and then they will provide bus instruction/training to the new drivers. The assignment of trainers to drivers will be made by the administration. The trainers will be reimbursed at the trip rate for time spent performing training responsibilities.

In the event that a trainer is not available to train a driver, the transportation supervisor may perform this responsibility.

L. CALAMITY DAYS

Part time transportation employees who are not contacted about a delay or cancellation and report to work shall be paid one (1) hour regular time. (Transferred from Article V. E. 3).

ARTICLE IX

GRIEVANCE PROCEDURE

A. DEFINITION

A "Grievance" is defined as a claim by a bargaining unit member or group of members that there has been a violation, misinterpretation or misapplication of any provision of this Master Agreement. The local president may file a grievance representing the group.

B. PURPOSES

The following purposes are presented as a framework from which the grievance procedures hereinafter set forth have been developed, and according to which they are to be conducted:

1. To secure, at the lowest possible administrative level, solutions to grievances which arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. To insure that a complaint is considered, with all due speed, and without prejudice or reprisal.
3. This shall be the exclusive formal procedure for the resolution of alleged violations, misinterpretations, or misapplications of the master contract.

C. INFORMAL PROCEDURE

In the event that the grievant believes there is a basis for a grievance, he/she must first discuss the alleged grievance with the immediate administrative person who has the authority to bring about a resolution of the alleged problem. Said discussion may be held confidentially and personally by the grievant, and/or his Union representative.

D. FORMAT PROCEDURES

STEP 1

Within fifteen (15) days after the grievant knew or could reasonably be expected to know about the occurrence of the alleged violation giving rise to the grievance, the grievant may submit to the proper immediate administrative authority, who has the authority to bring about a resolution of the alleged problem, a completed and signed STEP 1 grievance. A copy of the completed form shall be given to the grievant and to the Union. Within five (5) days of the receipt of the Grievance Report, the administrator shall meet with the grievant and/or his Union representative, in an effort

to resolve the grievance. The administrator shall indicate in writing his disposition to the grievant and the Union within three (3) days after such meeting.

STEP II

If the grievant is not satisfied with the disposition of the grievance in STEP I, the grievant may elevate the grievance to a Level II by completing a written Grievance Report, STEP II, within five (5) days, and submit the same to the Superintendent. Within five (5) days the Superintendent and/or his designated representative shall meet with the grievant and/or his Union representative. Within three(3) days of the meeting, the Superintendent shall indicate in writing his disposition, and forward a copy thereof to the grievant, the Union and Administrator(s) involved.

STEP III

If the Union is not satisfied with the disposition of Step II of the grievance procedure, it may request Expedited Mediation or skip to Step IV and pursue arbitration.

If it wishes to request Expedited Mediation, it must do so in writing to the superintendent within five (5) days. If the Superintendent and/or his designated representative believe there exists common ground for an agreement, within five (5) days a request for Expedited Mediation will be submitted to the Federal Mediation and Conciliatory Service (FMCS). The mediation session will be held at the Board Office under the direction of the Federal Mediation and Conciliation Service (FMCS).

If the Superintendent determines not to utilize Expedited Mediation, within five (5) days of receiving the mediation request, he shall indicate in writing his disposition, and forward a copy to the Union, and Administrator(s) involved.

STEP IV

If the Union is not satisfied with the disposition of Step II/Step III of the grievance procedure, the Union may submit the grievance to arbitration by filing with the Superintendent a request for arbitration within fifteen (15) days. A request for a list of seven (7) arbitrators shall be submitted to the Federal Mediation and Conciliatory Service (FMCS) in accordance with its rules, which rules shall likewise govern the arbitration proceeding. A second list may be requested by either party. The arbitrator shall have no power to alter, add to, or subtract from the terms of the contract or make any decision contrary to law or the contract. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issues(s) not so submitted to him/her or to submit observations or declaration of opinion which are not directly essential in reaching his/her decision. The arbitrator's award shall be final and binding on both parties. Either or both parties may be represented at the arbitration hearing. The fees and expenses, excluding legal fees, shall be borne by the loser.

E. GENERAL PROVISION

1. The time limits provided for in this Article shall be strictly observed by may be extended by written agreement of the parties.
2. Nothing herein contained shall be construed to limit the right of an individual classified employee to discuss a personal complaint with a supervisory person without recourse to grievance procedure except that the Union will be informed of any results that affect the Agreement.
3. The grievant may be represented at all stages of the grievance by procedure by a Union representative.
4. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
5. Hearings and conferences under this procedure will be conducted at a time and place agreeable to all parties which will afford a fair and reasonable opportunity for all persons, including witnesses, to be present.
6. Days shall mean actual working days unless specified differently.
7. If a decision on a grievance is not appealed within the time limits specified at any step of the procedure, the grievance shall be deemed settled on the basis of the disposition at that step and further appeal shall be barred. Any grievance not answered by the administration within the time limit of that step shall be deemed resolved by the relief requested by the employee and Union representative.
8. If any grievance arises, there shall be no stoppage or suspension of work, for it is intended that it shall be submitted to the Grievance Procedure.

ARTICLE X

UNION RIGHTS

A. RELEASE TIME

1. The Board agrees to permit the local President or his/her designee release time to conduct union, business with the employer.

B. USE OF BUILDINGS, FACILITIES, EQUIPMENT, AND SERVICE

1. The union and its representative shall have the right to use school buildings at all reasonable hour notice, so long as it does not interfere with the normal conduct of a school day or previously scheduled activities.
2. The union shall have the right to use school facilities and equipment, when such equipment is not otherwise in use. The union shall pay for the reasonable cost of all materials and supplies incidental to such use. Should any equipment be damaged due to negligence on the part of the union then the union will pay for any necessary repairs.

C. OAPSE BUSINESS LEAVE

The Board agrees to permit the President or Vice President or Alternate and the number of delegates allowed by the OAPSE constitution three (3) days each to attend the OAPSE Annual Conference with continuity of salary. (The maximum number attending shall not exceed three voting delegates).

D. OAPSE DISTRICT DAY LEAVE

The Board will allow no more than four (4) employees, elected by the local, to attend the OAPSE District Day as a professional day. The employees will attend the full day sessions and the President will maintain accountability for all participants.

E. DUES DEDUCTION

1. The Board agrees to deduct union dues for every employee who authorizes the Board to do so in writing, and to remit the dues to the State Union Treasurer monthly together with a list showing the names of the employees and the amount deducted.
2. Deductions shall be made during the months worked.
3. Enrollment for dues deductions shall be made upon submission of a signed authorization form to the Treasurer. Dues deduction authorization may be revoked by an employer during a 10 day period ending August 31. Dues deduction

authorization not revoked during the 10 day period shall continue for a successive period of one year. Written notice of revocation shall be served upon the Treasurer and State Union Treasurer.

4. The Union agrees to indemnify and hold the Board harmless against any and all claims that arise out of or in any way related to dues deduction wherein the Union is at fault.

F. PEOPLE DEDUCTION

The employer agrees to deduct from the wages of any employee who is a member of the union a People Deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by written notice to both the employer and the State Union Treasurer. The employer agrees to remit any deductions made pursuant to this provision promptly to the State Union Treasurer together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

G. LABOR MANAGEMENT COMMITTEE

There shall be established a committee of up to ten (10) members which shall meet at mutually agreed upon times to discuss problems of mutual concern between the parties to this collective bargaining agreement and problems which may occur from time to time in the administration of this agreement. Five (5) days prior to the established meeting date, each party shall submit an agenda of items to be discussed and the meeting discussion shall be limited to the prepared agenda items unless the parties mutually agree otherwise. Up to five (5) members of the committee shall be appointed by the Superintendent and five (5) shall be appointed by the local union president.

ARTICLE XI
WORKING CONDITIONS

A. GENERAL

The Board shall set the hours of work for each job position and employees shall be notified of such hours.

B. CHANGE IN HOURS OF WORK

In the event the Board finds it necessary to change the hours of work, or the starting or quitting time of any employee, the employee shall be given as much advance notice as possible.

C. LUNCH PERIOD

All employees working five (5) consecutive hours or more shall have a minimum of thirty (30) minutes unpaid lunch period. The administrator in charge schedule the time for lunch periods.

- 1) If an employee's lunch period is interrupted due to an emergency situation, by the administrator in charge, the employee will reschedule his lunch period so he will have a minimum of thirty (30) minutes.
- 2) If an employee chooses to leave his work location during lunch period, he shall report to his immediate supervisor in advance of departure.

D. BREAK PERIODS

1. Seven (7) and eight (8) hour employees are entitled to a ten (10) minute break period at the middle of each half shift worked. This break is to be taken at the place of work.
2. Employees four (4) to six (6) consecutive hours daily will be eligible for one (1) ten minute break for which they will be paid. This break is to be taken at the place of work.

E. BOARD PAID ITEMS

The Board will pay for the following items:

1. CDL license.
2. Bus physicals.
3. Fingerprinting/BCI checks after initial employment for bus drivers.
4. Bus drivers' abstracts.

5. Hepatitis shots (the Board will pay for up to two additional individuals/building/year to receive hepatitis shots up to a maximum of five individuals in a building).
6. One physical/person to test for asbestos exposure for maintenance/custodial employees hired prior to 1989.
7. Maintaining boiler license for individuals in maintenance positions and above as listed in the salary schedule.
8. Bus drivers will be paid at sub rate for bus driver safety In-service for up to four hours.
9. Maintaining "aides" certificates after the employee pays for the initial certificate.
10. Bus drivers will be paid the trip rate for all hours of attendance at classes required for CDL recertification.
11. Drivers required to attend any bus discipline meetings with parents, students, or administrators will be compensated at their regular rate of pay.
12. Certification fee renewal (for food service personnel) to be paid by the Board.

F. TRANSPORTATION SAFETY MEETING

Employees shall be paid their hourly wage rate for all time spent at the initial orientation/safety meeting at the beginning of the year.

G. CAFETERIA MEETING

The cafeteria in-service at the beginning of the school year is to be scheduled no more than three (3) days before school starts.

H. AIDES AND SECRETARIES BANKED TIME

Aides or Secretaries who work beyond their normal ending time, with the approval of the building principal, will bank the excess time. Banked time must be used with approval of the principal by the end of the employee's contract year.

On delayed start days, secretaries and aides who are relieved from working their normal daily hours and have not accumulated banked time will be responsible for making up the time as determined by the principal.

ARTICLE XII

FAIR SHARE FEE

- A. On the effective date of this agreement or sixty (60) days following the beginning of employment, whichever is later, employees in the bargaining unit who are not members of the Union shall pay to the Union a fair share fee. This fee will not include moneys spent on political or ideological matters. Such fair share fee shall not exceed dues paid by members of the Union who are in the bargaining unit.
- B. Fair share fees shall be deducted from the payroll checks of the employees in the same manner as regular membership dues are deducted and forwarded by the Employer to the Union in the same manner except that written authorization for deduction of fair share fees is not required. Payments by employees holding religious conscientious objections will be governed by Ohio Revised Code Section 4117.09 (c).
- C. It shall be the responsibility of the Union to prescribe an internal rebate procedure of moneys spent on political or ideological matters opposed by the fair share fee payer, which are not related to the purposes of enforcing or negotiating the agreement or processing grievances. The Union certifies to the Board that an internal rebated procedure shall be established in accordance with Section 4117.09 (c) of the Revised Code and that a procedure for challenging the amount of the representation fee shall be established and posted for the information of members of the bargaining unit and that such procedure and posting shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio. The Union warrants that its rebate procedures will satisfy case law, federal, state and local statutes, and meet constitutional requirements.
- D. The Union agrees to indemnify and hold the Board harmless against any judgments, costs, expenses, or other liability the Board might incur as a result of the implementation and enforcement of this fair share fee section.

ARTICLE XIII

A. SUB-CONTRACTING

No outside contractor or supervisor outside the bargaining unit may be used to perform work normally performed by bargaining unit members. The Board shall not reduce the regularly scheduled hours, layoff, or terminate an employee or a position as a direct result of sub-contracting. This does not prohibit the employer from using a charter service for out of state trips.

The employer further agrees to discuss with the Union ways of eliminating the current contractor.

The employer will be allowed to transport nine (9) or less students or team members in one (1) school van for any event. The employer will also be allowed to use two (2) school vans for over nighters and regional or state tournament competitions. In other cases it is understood the Board of Education will not use school vans to circumvent the contract and the work normally performed by bargaining unit members.

The supervisors (excluding the current supervisor of transportation) will not perform work normally assigned to bargaining unit members when a bargaining unit member is available to perform the work. The current supervisor of transportation may continue to perform mechanic work as in the past.

B. BOOSTER WORK AND YMCA USE OF BUILDINGS

The fireman or custodian at an elementary building will be paid according to the contract for work spent on Saturdays when the YMCA is using the building's facilities. The fireman or custodian will be given work related duties by the supervisor and will open/close the building and be available in case of emergency.

Volunteers will be allowed to do non maintenance work, i.e. Athletic or band booster groups. Maintenance related work will be brought to the maintenance supervisor. If the maintenance employee has time during their normal work-day, the maintenance employee will perform the work. If the maintenance employee does not have the time to do the work during their normal work day, volunteers may do the work. Use of tractors by volunteers will not be permitted. The union agrees not to grieve employment of seasonal part-time help as needed during the late spring through fall (April-November).

Spring/Summer/Break Work

Spring/Summer/Break Work positions will be posted in a generic fashion, i.e., "Spring/Summer Work Available", and filled as early as possible. Employees who are interested will be required to notify the contact person within five (5) working

days of the posting. Eligible employees, if qualified, will be offered the opportunity for such work prior to hiring a substitute. Employees will be compensated in accordance with the Board of Education established summer scale.

ARTICLE XIV

EMPLOYEE DISCIPLINARY CODE

- A. In a meeting between an employee and an administrator in the which the employee is to receive a formal letter of reprimand that will be placed in the employee's personnel file, the employee and the administrator shall have the right to have representative of their choosing present. The employee may attach a letter of rebuttal to the written reprimand.

- B. The superintendent or his designee may suspend an employee for up to three (3) days without pay for inefficiency or immorality, for violations of reasonable regulations of the board of education, or for other good and just cause. The superintendent or his designee may recommend to the board of education termination for gross inefficiency or immorality, for willful and persistent violations of reasonable regulations of the board of education, or for other good and just cause, e.g., theft, embezzlement of public funds, using or being under the influence of alcoholic beverages during working hours, using or being under the influence of illegal or abusive drugs during working hours, physical violence, offenses involving gross misconduct or gross insubordination. Said suspension or termination shall occur only after the employee has been verbally warned unless the act is deemed by the superintendent and board of education to be severe enough to warrant immediate suspension or termination. Prior to suspension or termination, the superintendent will give the reasons for suspension or termination to the unit member in writing and will afford them an opportunity to reply. Discipline is subject to the grievance procedure only for suspensions and terminations.

- C. If a bus driver has their CDL driving privileges disqualified, the following actions will be taken:
 - 1. CDL disqualification of twenty-four (24) hours - a warning letter will be placed in employee's file and the employee must take a pay deduct for the working day missed.
 - 2. CDL disqualification of sixty (60) days or more - a five (5) day suspension in addition to the work days missed without pay.
 - 3. CDL disqualification of one-hundred-twenty (120) days - one (1) year suspension without benefits starting with the effective date of the disqualification.
 - 4. CDL disqualification of one (1) year or more - termination of employment and benefits by the Board.
 - 6. Actions taken by the Board as a result of CDL disqualification are not subject to be grievance procedure.

ARTICLE XV

NO STRIKE - NO LOCK OUT

In consideration of the rights and privileges extended to the employee organization pursuant to or arising from the foregoing provisions of this Agreement during the term of this Agreement, the parties hereto agree that there shall be no strikes of any kind whatsoever; work stoppages; slowdowns; or interference or interruption with the operations of the schools by any member of Union. Likewise the employer agrees not to lock out the Union during the term of this agreement.

ARTICLE XVI

CONTRARY TO LAW

- A. If any provisions of this Agreement shall be found contrary to law by a court of competent jurisdiction, then this provision(s) shall be deemed invalid, except to the extent permitted by law. Any provision found contrary to law will be amended at the time and to the extent permitted by law. All other provisions shall continue in full force and effect.

- B. On the issue of discrimination, the Board will follow federal and state law with regards to age, sex, race, disability, sexual origin, and marital status.

ARTICLE XVII

WAIVER CLAUSE

The parties acknowledge that during the negotiations which resulted in this Agreement each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement and with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject may not have been within the knowledge and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE XVIII

MANAGEMENT RIGHTS CLAUSE

The Board hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and of the United States.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Master Contract.

ARTICLE XIX

ENTIRE AGREEMENT CLAUSE

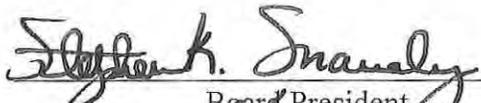
This agreement supersedes and cancels all previous agreements, verbal or written, between the Board and the Union and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE XX

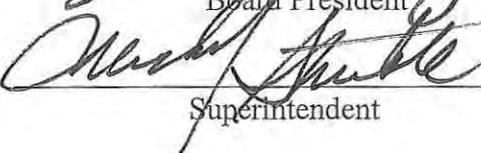
DURATION OF AGREEMENT

This agreement shall be effective July 1, 2014 and shall remain in full force and effect until June 30, 2017. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

Signed: DEFIANCE CITY BOARD OF EDUCATION



Board President



Superintendent

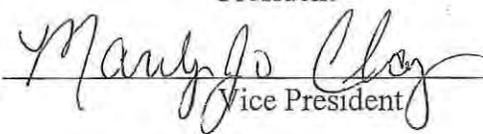
1-14-2015
Date

1/15/15
Date

Signed: OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES



President



Vice President

12-29-14
Date

12-29-14
Date

DEFIANCE CITY SCHOOLS

Grievance # _____

Distribution of Form

- 1. Superintendent
- 2. Principal/
Supervisor
- 3. Association
- 4. Employee

GRIEVANCE REPORT

Submit to Principal or Immediate Supervisor in Duplicate

Building	Assignment	Name of Grievant	Date Filed

STEP I

A. Date Cause of Grievance Occurred _____

B. Specific Article and Section of Agreement Alleged Violated _____

C.1. State Grievance _____

2. Relief Sought _____

(If additional space is needed
in reporting Sections C1 & 2,
attach an addition sheet.)

Signature Date

D. Disposition by Principal or Immediate Supervisor _____

Signature of Principal or Immediate Supervisor Date

STEP II

A. Position of Grievant _____

Signature

Date

B. Date Received by Superintendent or Designee _____

C. Disposition of Superintendent or Designee _____

Signature

Date

STEP III

A. Position of Grievant _____

Signature

Date

B. Date Submitted to Board of Education _____

C. Disposition of Board of Education _____

Signature

Date

ATTACHMENT #

Print Your Name: _____, request the following:

___not to be called for any lateral transfers in the aide position;

___not to be called for any lateral transfers in the aide position with less time than I currently have;

___not to be called for any lateral transfers in the aide position that includes bus and/or autistic behavioral students.

I confirm by signing this document it will remain in affect until I provide a written change of my request to the District Office.

Signature _____ Date _____

DEFIANCE CITY SCHOOLS
SECRETARIES/AIDES 2014-15

		0	1	2	3	4	5	6	7	8	9
HS Prin	1	\$ 14.30	\$ 14.67	\$ 14.94	\$ 15.21	\$ 15.48	\$ 15.74	\$ 16.03	\$ 16.29	\$ 16.56	\$ 16.87
MS & Elem Prin	2	\$ 14.15	\$ 14.49	\$ 14.77	\$ 15.06	\$ 15.32	\$ 15.59	\$ 15.86	\$ 16.12	\$ 16.41	\$ 16.72
Sp Svc & AD	3	\$ 13.90	\$ 14.27	\$ 14.52	\$ 14.81	\$ 15.21	\$ 15.34	\$ 15.61	\$ 15.88	\$ 16.15	\$ 16.46
Guid & Attd	4	\$ 12.78	\$ 13.10	\$ 13.36	\$ 13.57	\$ 13.83	\$ 14.06	\$ 14.32	\$ 14.57	\$ 14.81	\$ 15.09
Lib & Comp Aides	5	\$ 12.57	\$ 12.89	\$ 13.15	\$ 13.39	\$ 13.63	\$ 13.88	\$ 14.11	\$ 14.35	\$ 14.62	\$ 14.90
Ed & Plgd Aides	6	\$ 12.37	\$ 12.69	\$ 12.93	\$ 13.17	\$ 13.42	\$ 13.65	\$ 13.91	\$ 14.16	\$ 14.39	\$ 14.66
Health Aide	7	\$ 15.84	\$ 16.24								

FOOD SERVICE 2014-15

		0	1	2	3	4	5	6	7	8	9
Head Cook - Sr Hi & Jr Hi	1	\$ 14.89	\$ 15.34	\$ 15.68	\$ 16.03	\$ 16.35	\$ 16.69	\$ 17.04	\$ 17.37	\$ 17.76	
No longer used	2										
Cashier/Asst. Cook (incl. vending & ala carte)	3	\$ 12.29	\$ 12.66	\$ 12.97	\$ 13.26	\$ 13.55	\$ 13.86	\$ 14.16	\$ 14.45	\$ 14.75	\$ 15.09
Helper/Dishwasher/Hostess	5	\$ 11.54	\$ 11.89	\$ 12.15	\$ 12.43	\$ 12.69	\$ 12.97	\$ 13.24	\$ 13.51	\$ 13.79	\$ 14.09

MAINTENANCE/CUSTODIAL 2014-15

		0	1	2	3	4	5	6
Fireman	1	\$ 17.16	\$ 17.58	\$ 17.89	\$ 18.20	\$ 18.51	\$ 18.81	\$ 19.15
Specialist	2	\$ 16.96	\$ 17.38	\$ 17.69	\$ 18.01	\$ 18.32	\$ 18.61	\$ 18.95
Maintenance	3	\$ 15.75	\$ 16.21	\$ 16.46	\$ 16.71	\$ 16.98	\$ 17.26	\$ 17.57
Custodial Carrier	4	\$ 13.79	\$ 14.10	\$ 14.32	\$ 14.58	\$ 14.77	\$ 15.00	\$ 15.27
Custodial	5	\$ 13.33	\$ 13.62	\$ 13.83	\$ 14.06	\$ 14.27	\$ 14.48	\$ 14.74

TRANSPORTATION 2014-15

		0	1	2	3	4	5	6
Mechanic	1	\$ 17.16	\$ 17.58	\$ 17.89	\$ 18.20	\$ 18.51	\$ 18.81	\$ 19.15
Bus Driver	2	\$ 17.53	\$ 18.02	\$ 18.38	\$ 18.77	\$ 19.13	\$ 19.48	\$ 19.88
Special Trips/Subbing		\$ 15.00	Minimum	-	\$150.00	(10 HR)	Max/Trip	

DEFIANCE CITY SCHOOLS
SECRETARIES/AIDES 2015-16

		0	1	2	3	4	5	6	7	8	9
HS Prin	1	\$ 14.66	\$ 15.04	\$ 15.31	\$ 15.59	\$ 15.87	\$ 16.13	\$ 16.43	\$ 16.70	\$ 16.97	\$ 17.29
MS & Elem Prin	2	\$ 14.50	\$ 14.85	\$ 15.14	\$ 15.44	\$ 15.70	\$ 15.98	\$ 16.26	\$ 16.52	\$ 16.82	\$ 17.14
Sp Svc & AD	3	\$ 14.25	\$ 14.63	\$ 14.88	\$ 15.18	\$ 15.59	\$ 15.72	\$ 16.00	\$ 16.28	\$ 16.55	\$ 16.87
Guid & Attd	4	\$ 13.10	\$ 13.43	\$ 13.69	\$ 13.91	\$ 14.18	\$ 14.41	\$ 14.68	\$ 14.93	\$ 15.18	\$ 15.47
Lib & Comp Aides	5	\$ 12.88	\$ 13.21	\$ 13.48	\$ 13.72	\$ 13.97	\$ 14.23	\$ 14.46	\$ 14.71	\$ 14.99	\$ 15.27
Ed & Plgd Aides	6	\$ 12.68	\$ 13.01	\$ 13.25	\$ 13.50	\$ 13.76	\$ 13.99	\$ 14.26	\$ 14.51	\$ 14.75	\$ 15.03
Health Aide	7	\$ 16.24	\$ 16.65								

FOOD SERVICE 2015-16

		0	1	2	3	4	5	6	7	8	9
Head Cook - Sr Hi & Jr Hi	1	\$ 15.26	\$ 15.72	\$ 16.07	\$ 16.43	\$ 16.76	\$ 17.11	\$ 17.47	\$ 17.80	\$ 18.20	
No longer used	2										
Cashier/Asst. Cook (incl. vending & ala carte)	3	\$ 12.60	\$ 12.98	\$ 13.29	\$ 13.59	\$ 13.89	\$ 14.21	\$ 14.51	\$ 14.81	\$ 15.12	\$ 15.47
Helper/Dishwasher/Hostess	5	\$ 11.83	\$ 12.19	\$ 12.45	\$ 12.74	\$ 13.01	\$ 13.29	\$ 13.57	\$ 13.85	\$ 14.13	\$ 14.44

MAINTENANCE/CUSTODIAL 2015-16

		0	1	2	3	4	5	6
Fireman	1	\$ 17.59	\$ 18.02	\$ 18.34	\$ 18.66	\$ 18.97	\$ 19.28	\$ 19.63
Specialist	2	\$ 17.38	\$ 17.81	\$ 18.13	\$ 18.46	\$ 18.78	\$ 19.08	\$ 19.42
Maintenance	3	\$ 16.14	\$ 16.62	\$ 16.87	\$ 17.13	\$ 17.40	\$ 17.69	\$ 18.01
Custodial Carrier	4	\$ 14.13	\$ 14.45	\$ 14.68	\$ 14.94	\$ 15.14	\$ 15.38	\$ 15.65
Custodial	5	\$ 13.66	\$ 13.96	\$ 14.18	\$ 14.41	\$ 14.63	\$ 14.84	\$ 15.11

TRANSPORTATION 2015-16

		0	1	2	3	4	5	6
Mechanic	1	\$ 17.59	\$ 18.02	\$ 18.34	\$ 18.66	\$ 18.97	\$ 19.28	\$ 19.63
Bus Driver	2	\$ 17.97	\$ 18.47	\$ 18.84	\$ 19.24	\$ 19.61	\$ 19.97	\$ 20.38
Special Trips/Subbing		\$ 15.00	Minimum	-	\$150.00	(10 HR)	Max/Trip	

DEFIANCE CITY SCHOOLS
SECRETARIES/AIDES 2016-17

		0	1	2	3	4	5	6	7	8	9
HS Prin	1	\$ 15.02	\$ 15.41	\$ 15.70	\$ 15.98	\$ 16.26	\$ 16.54	\$ 16.84	\$ 17.11	\$ 17.40	\$ 17.72
MS & Elem Prin	2	\$ 14.87	\$ 15.22	\$ 15.52	\$ 15.82	\$ 16.10	\$ 16.38	\$ 16.66	\$ 16.94	\$ 17.24	\$ 17.57
Sp Svc & AD	3	\$ 14.60	\$ 14.99	\$ 15.26	\$ 15.56	\$ 15.98	\$ 16.12	\$ 16.40	\$ 16.68	\$ 16.97	\$ 17.29
Guid & Attd	4	\$ 13.43	\$ 13.76	\$ 14.04	\$ 14.26	\$ 14.53	\$ 14.77	\$ 15.04	\$ 15.31	\$ 15.56	\$ 15.85
Lib & Comp Aides	5	\$ 13.21	\$ 13.54	\$ 13.82	\$ 14.07	\$ 14.32	\$ 14.58	\$ 14.82	\$ 15.08	\$ 15.36	\$ 15.65
Ed & Plgd Aides	6	\$ 13.00	\$ 13.33	\$ 13.58	\$ 13.84	\$ 14.10	\$ 14.34	\$ 14.61	\$ 14.88	\$ 15.12	\$ 15.40
Health Aide	7	\$ 16.64	\$ 17.06								

FOOD SERVICE 2016-17

		0	1	2	3	4	5	6	7	8	9
Head Cook - Sr Hi & Jr Hi	1	\$ 15.64	\$ 16.12	\$ 16.47	\$ 16.84	\$ 17.18	\$ 17.53	\$ 17.90	\$ 18.25	\$ 18.66	
No longer used	2										
Cashier/Asst. Cook (incl. vending & ala carte)	3	\$ 12.91	\$ 13.30	\$ 13.63	\$ 13.93	\$ 14.24	\$ 14.56	\$ 14.88	\$ 15.18	\$ 15.50	\$ 15.85
Helper/Dishwasher/Hostess	5	\$ 12.12	\$ 12.49	\$ 12.77	\$ 13.06	\$ 13.33	\$ 13.63	\$ 13.91	\$ 14.19	\$ 14.49	\$ 14.80

MAINTENANCE/CUSTODIAL 2016-17

		0	1	2	3	4	5	6
Fireman	1	\$ 18.03	\$ 18.47	\$ 18.80	\$ 19.12	\$ 19.45	\$ 19.76	\$ 20.12
Specialist	2	\$ 17.82	\$ 18.26	\$ 18.59	\$ 18.92	\$ 19.25	\$ 19.55	\$ 19.91
Maintenance	3	\$ 16.55	\$ 17.03	\$ 17.29	\$ 17.56	\$ 17.84	\$ 18.13	\$ 18.46
Custodial Carrier	4	\$ 14.49	\$ 14.81	\$ 15.04	\$ 15.32	\$ 15.52	\$ 15.76	\$ 16.04
Custodial	5	\$ 14.00	\$ 14.31	\$ 14.53	\$ 14.77	\$ 14.99	\$ 15.21	\$ 15.49

TRANSPORTATION 2016-17

		0	1	2	3	4	5	6
Mechanic	1	\$ 18.03	\$ 18.47	\$ 18.80	\$ 19.12	\$ 19.45	\$ 19.76	\$ 20.12
Bus Driver	2	\$ 18.42	\$ 18.93	\$ 19.31	\$ 19.72	\$ 20.10	\$ 20.47	\$ 20.89
Special Trips/Subbing		\$ 15.00	Minimum	-	\$150.00	(10 HR)	Max/Trip	