



STATE EMPLOYMENT RELATIONS BOARD
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MASTER CONTRACT

Between the
MATHEWS LOCAL BOARD OF EDUCATION
and the
MATHEWS EDUCATION ASSOCIATION

August 25, 2015 through August 24, 2018

TABLE OF CONTENTS

	<u>PAGE</u>
PREAMBLE	1
ARTICLE I RECOGNITION	1
1.1 Recognition of the Mathews Education Association.....	1
1.2 Recognition of the Board	1
1.3 Recognition of the Superintendent	2
1.4 Definitions	2
ARTICLE II NEGOTIATION PROCEDURES	2
2.1 Purpose and Intent of the Parties	2
2.2 Scope of Agreement	2
2.3 Procedures for Conducting Negotiations	3
2.4 Procedure for Negotiations During the Term of the Agreement	5
ARTICLE III ASSOCIATION RIGHTS	6
3.2 President's Use of Conference Period.....	6
3.3 President/Representative Leave.....	6
3.4 Delegates to OEA	7
3.5 MEA Bargaining Rights.....	7
ARTICLE IV MANAGEMENT RIGHTS	7
ARTICLE V NO STRIKE CLAUSE	9
ARTICLE VI SAVINGS CLAUSE	9
ARTICLE VII EFFECTS AND DISTRIBUTION	10
ARTICLE VIII AGENCY SHOP	11
8.1 Association Financial Security	11
8.2 Fair Share Fee	11
8.3 Fair Share Provisions.....	11
ARTICLE IX ABSENCES AND LEAVES	13
9.1 Sick Leave	13
9.2 Dependent Care Leave.....	14
9.3 Assault Leave	15
9.4 Personal Leave	16
9.5 Sabbatical Leave	17
9.6 Extended Leave of Absence	17
9.7 Severance Pay.....	18
9.8 Professional Leave	21
9.9 Sick Leave Bank	22
9.10 Family and Medical Leave	24
ARTICLE X WORKING CONDITIONS	25
10.1 School Year	25
10.2 School Day.....	27

10.3	Parent/Teacher Conferences.....	27
10.4	Floating Teachers	28
10.5	Home Base	28
10.6	Health and Safety Conditions	28
10.7	Responsibilities and Duties of Teachers.....	29
10.8	Personnel File	31
10.9	Teacher Evaluation	32
10.10	Fair Dismissal	34
10.11	PTO Participation and Open House	34
10.12	In-School Substitution and Compensation.....	35
10.13	Vacancies, Postings, and Transfers	35
10.14	Access to Telephone	36
10.15	Open Lunch	36
10.16	Travel Reimbursement.....	37
10.17	Teachers' Contracts.....	37
10.18	Reduction In Force.....	37
10.19	Entry Year/Mentor Teacher Program....	Error! Bookmark not defined.
10.20	Local Professional Development Committee.....	41
10.21	Class Size	41
10.21	Drug Free Workplace.....	42
ARTICLE XI GRIEVANCE PROCEDURES		42
11.1	Purposes	42
11.2	Definitions	42
11.3	Submission Requirements	43
11.4	Grievance Procedure	44
ARTICLE XII COMPENSATION AND RELATED BENEFITS.....		46
12.1	Pay Periods.....	46
12.2	Payroll Deductions	47
12.3	Hospitalization, Surgical, and Major Medical	47
12.4	Dental Insurance.....	51
12.5	Life Insurance	51
12.6	Vision Care Insurance.....	51
12.7	Insurance While On Unpaid Leave	52
12.8	Insurance Rebate.....	52
12.9	Salary Schedule.....	53
12.10	Co-Curricular.....	54
12.11	Employee Children Tuition Waiver	55
12.12	Tuition Reimbursement.....	55
ARTICLE XIII CONSOLIDATION, MERGER AND ASSIGNMENT		56
A	2012-2015 Salary Schedule.....	58
B	Teacher Evaluation Form.....	60
C	Grievance Form	62
D	Drug Screening Program	66
E	PPO/SuperMed Plus – Option #1	72
F	OASIS Trust Amendment	78
G	Vision Benefit Plan.....	79

PREAMBLE

In accordance with the policy established by the Mathews Local Board of Education, the following agreement is entered into with the Mathews Education Association.

The Purpose of this agreement is to assure each child attending this school system the highest level of education opportunity available within the resources of the school district. Mutual understanding, cooperation, and communication between the Mathews Local Board of Education, the administration, and the instructional staff will contribute to both the high morale of the staff and the welfare of the children.

ARTICLE I

RECOGNITION

This Agreement is entered into between the Mathews Education Association (hereinafter referred to as "MEA" or the "Association") affiliated with the Ohio Education Association, North Eastern Ohio Education Association and the National Education Association and the Mathews Local School District Board of Education (hereinafter referred to as the "Board"). The provisions of this contract shall be effective **August 25, 2015 through August 24, 2018.**

1.1 Recognition of the Mathews Education Association

The board recognizes the MEA, as the exclusive collective bargaining representative of all certified/licensed personnel, excluding the Superintendent, Assistant Superintendents, Principals, Assistant Principals, Dean of Students, Home Tutors, and other positions excluded under O.R.C. 4117. Administrators will not be scheduled to teach classes except for assistant principals who may be scheduled to teach up to .5 of a school day, provided the teaching of the designated number of classes does not reduce or eliminate the teaching position of any MEA member.

1.2 Recognition of the Board

The MEA recognizes the Board as the locally elected body charged with the establishment of policies for public education in the Mathews Local School District and as the employer of all certificated/licensed personnel of the school system.

1.3 Recognition of the Superintendent

The MEA and the Board recognize the Superintendent as the chief executive officer and primary advisor of the Board.

1.4 Definitions

1.4.1 Teacher - includes any member of the bargaining unit.

1.4.2 Days – Days under this agreement shall be defined as calendar days.

1.4.3 Work day – A teacher work day will be as identified on the school calendar.

ARTICLE II

NEGOTIATION PROCEDURES

2.1 Purpose and Intent of the Parties

The purpose of the Association and the Board in entering into this Agreement is to set forth their agreement on salary and fringe benefits and other conditions of employment so as to promote orderly and peaceful relation with the employees, to achieve the highest level of employee performance, and to establish a procedure for negotiations.

2.2 Scope of Agreement

2.2.1 All matters pertaining to wages, hours, or terms and conditions of employment and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement are subject to collective bargaining between the Board and the MEA.

2.2.2 The board shall not adopt policies which conflict with the terms and conditions of the contract between the Board and the MEA.

2.3 Procedures for Conducting Negotiations

2.3.1 Submission of Issues

2.3.1.1 Negotiations shall begin no sooner than January 10 and no later than February 15. The period of negotiation shall continue for no longer than ninety (90) days.

2.3.1.2 Items proposed for negotiations shall be submitted in writing by both parties at the first meeting. Items that have not been presented in writing at the first negotiations session, may be negotiated only upon mutual consent of both parties.

2.3.2 Exchange of Information

There shall be free exchange between the two parties, upon reasonable request, of all available information pertinent to the issues under negotiation.

2.3.3 Consultants

The parties may call upon professional and lay consultants to assist in all negotiations; such consultants shall have the right to serve as spokesmen in negotiations.

2.3.4 Negotiating Team

The Board and the MEA shall be represented at all negotiating meetings by a team of negotiators selected by the respective parties, not to exceed six (6) members each, including any consultant(s). All negotiations shall be conducted exclusively between said teams.

2.3.5 Negotiating Meetings

The negotiation teams shall meet for the purpose of effecting a free exchange of facts, opinions, proposals, and counter-proposals in a sincere effort to reach mutual understanding and agreement on all matters within the scope submitted for negotiations. All parties are obligated to deal openly and fairly with each other on all matters to conduct such

negotiations in good faith. Each party is responsible for keeping their own notes.

2.3.6 Progress Reports

Periodic progress reports may be issued during negotiations to the MEA membership and the Board. No news releases shall be issued without prior approval of both parties.

2.3.7 Caucus

Upon the request of either party, the negotiation meeting shall be recessed to permit the requesting party a reasonable period to caucus.

2.3.8 Pressure or Reprisal

Activities by teachers in regard to the MEA or for reason of membership on the negotiating team shall be free from any interference, influence, or pressure by the Board or its representatives and shall be conducted so that they do not interrupt normal operation of schools, unless such interruption is approved by the Board or the Superintendent of Schools.

2.3.9 Agreement

If agreement is reached on all matters being negotiated, the tentative agreement shall be submitted to the membership of the MEA for ratification within fourteen (14) days. Upon ratification by the MEA, the tentative agreement shall be presented to the Board for vote at the next regular Board meeting. If adopted, the resulting agreement shall be signed and shall be binding on all parties. The terms of the Agreement shall control contradictory individual contract terms.

2.3.10 Disagreement

2.3.10.1 In the event that the parties are unable to reach agreement within 60 days from the first bargaining session, either party may declare the unresolved issues to be at impasse and shall request the Federal Mediation and Conciliation Service to appoint a Federal Mediator to mediate the

dispute. Said mediation shall be conducted in accordance with the rules, regulations, and procedure of the FMCS for a period of not less than twenty (20) days, which period of time may be extended only by mutual agreement of the parties (If a Mediator from the FMCS is unavailable, the Board and the MEA will employ on an equally shared basis a mediator selected on an alternate strike basis from a list of seven provided by the American Arbitration Association.)

2.3.10.2 This is the mutually agreed alternative dispute settlement procedure provided for in O.R.C. 4117.14.

2.3.11 Right To Strike

After expiration of the Agreement and the procedure outlined in subsection **2.3.10**, the teachers have retained their rights pursuant to O.R.C.4117.14 (D) (2).

2.4 Procedure for Negotiations During the Term of the Agreement

- 2.4.1** Any negotiations required during this Agreement shall be controlled by this Section of the Agreement.
- 2.4.2** Either party may request bargaining as allowed by Article VII by written request to the MEA President or the Superintendent.
- 2.4.3** The parties will meet within thirty (30) days in teams not to exceed six (6) persons, including any consultants, in an attempt to reach agreement.
- 2.4.4** If no agreement is reached, the parties will request a mediator's help following the procedure in 2.3 of the Article.

ARTICLE III

ASSOCIATION RIGHTS

3.1 The MEA, as exclusive bargaining agent, shall have the following rights:

3.1.1 The right to use teacher mailboxes and inter-school mail for communication purposes.

3.1.2 Upon giving reasonable prior notice, the right to use school facilities for meetings at reasonable times after school hours on school days, providing such use does not conflict or interfere with other scheduled activities in the building. When custodial service, other than regularly scheduled custodial service, is required, the Board may make standard charges as provided in Board policy.

3.1.3 The right to use a section of bulletin boards in teachers' lounges normally used for posting notices to teachers for the posting of MEA materials and information pertinent to the instructional process.

3.2 **President's Use of Conference Period**

The MEA President may use his/her conference period to visit schools in the Mathews School System when necessary; to confer with the Superintendent; or to conduct MEA business that cannot be transacted after the completion of the normal school day.

3.3 **President/Representative Leave**

3.3.1 The MEA President or representative shall, with notification to the Superintendent at least three (3) work days in advance, be granted maximum of eight (8) days leave with pay per school year to conduct the business of or to represent the MEA. For the first two (2) work days, the substitute shall be paid by the Board. For the remainder of the days to a maximum of six (6), the cost of the substitute shall be shared equally by the Board and the MEA.

3.3.2 The Board will not be held responsible for meals, lodging, or mileage, or any other costs incurred by the MEA President and/or representative.

3.4 Delegates to OEA

3.4.1 The two (2) official OEA delegates of the MEA, with notification to the Superintendent at least three (3) days in advance, shall be granted two (2) days leave with pay per school year to conduct the business of or to represent the MEA.

3.4.2 The Board will not be held responsible for meals, lodging, or mileage, or any other costs incurred by the MEA President and/or delegate.

3.5 MEA Bargaining Rights

Unless legally required, these rights shall not be granted during the term of this contract to any other teacher organization competing with the MEA to be the bargaining representative.

ARTICLE IV

MANAGEMENT RIGHTS

4.1 The following indicate the type of matters or rights which belong to, and are inherent to, the Board:

4.1.1 Hire, discharge, transfer, suspend and discipline certificated/licensed employees;

4.1.2 Determine the number of persons required to be employed, laid off, or discharged;

4.1.3 Determine the qualifications of certificated/licensed employees covered by this contract;

4.1.4 Determine the starting and quitting time to be worked by its certificated/licensed employees;

4.1.5 Make any and all rules and regulations;

4.1.6 Determine the work assignments of its certificated/licensed employees;

4.1.7 Determine the basis for selection, retention, and promotion of certificated/licensed employees;

4.1.8 Determine the type of equipment used and the sequence of work processes;

- 4.1.9** Determine the making of technological alterations by revising either process or equipment, or both;
 - 4.1.10** Determine work standards and the quality and quantity of work to be produced;
 - 4.1.11** Select and locate buildings and other facilities;
 - 4.1.12** Establish, expand, transfer and/or consolidate work processes and facilities;
 - 4.1.13** Consolidate, merge, or otherwise transfer any or all of its facilities, property, process or work with or to any other entity, or change in any respect the legal status, management or responsibility of such property, facilities, processes or work;
 - 4.1.14** The Board will not sub-contract jobs currently assigned to members of the bargaining unit. The Board will not assign work historically and normally performed by certificated/licensed MEA bargaining unit personnel to persons from outside the bargaining unit, nor shall the Board reclassify bargaining unit personnel by designating them as teachers' aides/assistants or library aides/assistants or similar terminology. Trumbull County Board of Education employees shall not replace or displace bargaining unit members. However, the Board shall continue to have the right to house Trumbull County Board of Education special education units;
 - 4.1.14.1** A full-time certified/licensed librarian will be assigned to the high school and will be in charge of overseeing the operation of all libraries within the District.
 - 4.1.15** Grade level and building assignments shall be administrative decisions;
 - 4.1.16** Exercise its authority to establish policy in all matters relative to the conduct of the school system within its jurisdiction, and that the Superintendent and his staff have the responsibility of carrying out such policy.
- 4.2** Except as specifically limited by this contract, the Board, on its own behalf and on the behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, 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/or the United States and shall not be subject to the grievance procedure herein contained.

ARTICLE V

NO STRIKE CLAUSE

- 5.1** Neither the Mathews Education Association (MEA), its agents or the teachers represented by the MEA, shall engage in, assist in, sanction or approve any strikes, slow downs, withholding of services, or any other concerted effort which interferes with, impedes, or impairs the normal operation of the schools for the duration of this contract.
- 5.2** If the MEA or any officer or agent of the MEA, engages in, advocates, or supports a strike or any concerted activity whose purpose is to disrupt the activities of the school district, or if the majority of the members of the bargaining unit actually engage in such a strike or concerted activity, the Board may consider such participation in a strike or action to disrupt the education of children as grounds and just cause for the imposition of discipline or penalties which may include dismissal. The Board of Education, in the event of violation of this Article, will have the right, in addition to the foregoing and any other remedies available under the law, to seek injunctive relief and damages against the MEA, its officers, the OEA, and its agents.

ARTICLE VI

SAVINGS CLAUSE

- 6.1** If any provision of this Agreement, or application of any provision, shall be rendered or declared invalid, unlawful, or not enforceable by any court action or by reason of any existing or subsequently enacted legislation, then such provision shall not be applicable, performed, or enforced, but all remaining parts of this Agreement shall remain in full force and effect for the term of this Agreement. Either party may request negotiation about the effects of any provision being rendered or declared invalid, unlawful or not enforceable. Such negotiations will be pursuant to Article II (2.4).

ARTICLE VII

EFFECTS AND DISTRIBUTION

- 7.1** This contract supersedes and cancels all previous agreements, whether verbal or written or based on alleged past practices, and represents the full and complete commitments between parties.
- 7.2** The Board and the MEA acknowledge that during negotiations which preceded this Agreement, each had the 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 agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
- 7.3** Therefore, for the life of this Agreement, the Board and the MEA each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement. However, should there be changes in state and/or federal law, or in Ohio Department of Education rules and regulations which impact upon the contract or working conditions, then negotiation to make appropriate amendment(s) to the contract shall ensue upon written notice by either party of such change, pursuant to Article II (2.4).
- 7.4** After this Agreement is ratified, copies shall be printed by the MEA and distributed to all bargaining unit members. MEA personnel hired thereafter shall also receive a copy. Any subsequent revisions or amendments shall also be printed and distributed to MEA members. The expense of such printing(s) shall be paid for by the MEA. The Board will access copies electronically.

ARTICLE VIII
AGENCY SHOP

8.1 Association Financial Security

In recognition of the MEA's services to the bargaining unit, all members of the bargaining unit shall either be members of the MEA or share in the financial support of the MEA by paying to the MEA a service fee not to exceed the amount of dues uniformly required of members of the MEA. MEA members may either pay the dues directly to the MEA or by dues deduction made pursuant to a properly executed Payroll Deduction Authorization form delivered to the Board.

8.2 Fair Share Fee

The teacher shall either (1) be a member of the MEA paying dues according to its structure; or (2) pay a service fee for representation in an amount not to exceed the total annual unified dues of the Mathews Education Association/North Eastern Ohio Education Association/Ohio Education Association/National Education Association. All bargaining unit members may remit payments directly to the MEA.

8.3 Fair Share Provisions

8.3.1 Each person in the bargaining unit, after forty-five (45) days of the teacher's work year or after forty-five (45) days of initial employment, must decide whether to become a member of MEA. Each nonmember shall be obligated to pay to the MEA, as a condition of employment, a "Fair Share Fee" for the MEA's efforts as the collective bargaining representative. This obligation does not require any person in the bargaining unit to become a member of the MEA, nor shall the "Fair Share Fee" exceed MEA dues covering the same period of time.

8.3.2 The deduction of the "Fair Share Fee" by the Treasurer of the Board from the payroll check of the employee and its payment to the MEA shall be automatic and does not require the written authorization of the teacher. The obligation of the Board to deduct the fee shall cease upon the removal of the bargaining unit member from the Board's active payroll for any reason.

- 8.3.3** By August 1 of each year, the MEA President shall give the Treasurer of the Board a notarized statement as to the amount of the "Fair Share Fee" for the upcoming school year. The MEA shall send a copy of the statement to any member of the bargaining unit upon request.
- 8.3.4** The MEA shall establish and operate a rebate procedure by which unit members obligated to pay a "Fair Share Fee" may recover that portion of their fee which is expended for purposes other than acting as the collective bargaining representative. This rebate procedure must provide the unit member with the opportunity to appeal the MEA's decision to the State Employment Relations Board, and must fully conform to all requirements of federal and state law.
- 8.3.5** The MEA shall provide a copy of its rebate procedure to the Board and shall make this information available to any unit member upon request. The MEA shall also supply the Board and make available to all members, upon request, copies of any changes in its rebate procedure.
- 8.3.6** The MEA shall obtain and make available to all unit members appropriate State Employment Relations Board forms upon which the unit member may challenge the MEA rebate procedure.
- 8.3.7** Any unit member who, because of bona fide religious beliefs or the teachings of a religious organization with which s/he is affiliated, objects to paying the "Fair Share Fee" shall not be required to pay the "Fair Share Fee" in compliance with federal and state law. Any unit member who wishes to avoid paying the "Fair Share Fee" due to religious conviction must apply for an exemption to the State Employment Relations Board. The MEA shall provide forms to apply for this exemption to any interested unit member. The MEA shall place any "Fair Share Fee" from any unit member applying for a religious exemption in escrow until such time as there has been a final adjudication on the exemption, at which time the "Fair Share Fee" and escrowed monies shall either be paid to the MEA or to a mutually agreed on charity pursuant to O.R.C. 4117.09(C).

8.3.8 The MEA shall indemnify and save the Board, individual Board members, its officers and its employees harmless against any and all claims, demands, suits, or other forms of liability arising out of any action taken or not taken by the Board or its officers or employees for the purpose of complying with any of the provisions of this Article. The Board and the MEA shall negotiate to amend this article if provision becomes invalid, unlawful or unenforceable. The Board may require the MEA to administer the "Fair Share Fee" in a valid, lawful and enforceable manner.

ARTICLE IX

ABSENCES AND LEAVES

9.1 Sick Leave

- 9.1.1** Teachers shall earn sick leave at the rate of 1-1/4 days per month, to a maximum of fifteen (15) days per year. Accumulation of sick leave shall be limited as follows, based on years employed by the Board:
- o As of August 31, 2011, thirty (30) or more years as a Mathews employee - unlimited sick leave accumulation
 - o As of August 31, 2011, less than thirty (30) years as a Mathews employee - maximum 366 days

If a teacher has less than thirty (30) years and has more than 366 accumulated sick days as of August 31, 2011, sick days will be grandfathered with no additional accumulation unless the balance drops below 366 days.

If a teacher should drop below the 366 days sick leave cap, sick days shall be added up to 366 days.

The Superintendent may require that a teacher provide the name and address of his/her physician, if treated, together with an authorization allowing the physician to communicate the teacher's ability or inability to work. Sick leave days in excess of five (5) continuous days will be paid only upon submission of a doctor's excuse to support the extended absence within ten (10) working days upon the return to work.

9.1.2 Sick leave may be used for personal illness or injury; illness, injury, or death in the immediate family; exposure to communicable disease; and illness or disability due to pregnancy. Immediate family will be defined as: spouse, parent, children, brothers, sisters, grandparents, grandchildren, the corresponding in-laws and/or any person with whom the teacher makes his/her home. To attend to the illness, injury, or death of a relative not in the immediate family (as defined above), the employee may use his/her personal leave days, except that when those personal leave days have been exhausted, the employee may use up to three (3) days per year of his/her accumulated sick leave for such absence.

9.1.3 When a teacher returns to work after using sick leave, s/he shall be placed in his/her same position.

9.2 Dependent Care Leave

9.2.1 Upon thirty (30) days written notice to the Superintendent, a teacher shall be granted an unpaid leave for the remainder of the year and two additional years, if so desired by the individual to care for a dependent (dependent shall be identified as a member of the immediate family as defined in Article IX; 9.1.2). The teacher shall notify the Superintendent, in writing, by April 1st of each year of leave, of his/her intention to return so that the Superintendent can arrange for a replacement without disruption of the education of the students.

9.2.2 The length of the leave must be specified as either for a nine (9) week period, a semester (one-half of the school year), or for a full school year.

9.2.3 A teacher returning from dependent care leave shall be entitled to all the contractual rights s/he had prior to the leave as if there had been no break in continuous service. The teacher shall have the same seniority, and salary placement as when s/he left unless the teacher had completed 120 days of service in that year and was entitled to an additional year credit of service for such.

- 9.2.4** The teacher shall be placed in the same or a similar position for which s/he is certificated/licensed upon return from dependent care leave.

9.3 Assault Leave

- 9.3.1** Pursuant to, and in accordance with, Section 3319.143 of the Ohio Revised Code, assault leave shall be granted to an employee who is unable to work and who, therefore, is absent from his/her assigned duties because of disability resulting from a physical assault. Said leave shall not be charged against sick leave earned under Section 3319.141 of the Ohio Revised Code. Said employee shall be granted the aforementioned assault leave and shall be maintained on full pay status during such absence, up to a maximum of ninety (90) working days.

- 9.3.2** An employee shall be granted assault leave according to the following rules:

9.3.2.1 The incident, resulting in the absence of the employee, must have occurred when on duty during the course of employment with the Board while on the Board premises or at a Board-approved or sponsored activity/event.

9.3.2.2 Upon notice to the principal or immediate supervisor that an assault upon an employee has been committed, any employee having information relating to such assault, shall, as soon as possible, prepare a written statement embracing all facts within the employee's knowledge regarding said assault, sign said statement, and present it to the building principal or immediate supervisor.

9.3.2.3 To qualify for assault leave, the employee shall furnish a certificate from a licensed physician stating the nature of the disability and its likely duration. The Superintendent may require a licensed physician's statement justifying the continuation of the leave at any time during the leave.

- 9.3.2.4** An employee shall not qualify for payment for assault until the assault leave form and a physician's statement have been submitted to the Superintendent.
- 9.3.2.5** Employees shall not be permitted to accrue assault leave.
- 9.3.2.6** Payment for assault leave shall be at the assaulted employee's rate of pay in effect at the time of the assault or at the rate for which the member may become eligible in accordance with the Ohio Revised Code. An employee on assault leave shall reimburse to the Board any salary benefits received under Worker's Compensation.
- 9.3.2.7** Falsification of a statement for assault leave is grounds for disciplinary action.

9.4 Personal Leave

- 9.4.1** Members of the MEA bargaining unit shall be entitled to use five (5) personal leave days per year and any of these days not used during a school year shall be accumulated with the teacher's sick leave accumulation.
- 9.4.2** Forms for personal leave must be filled out to receive salary payment. This form must be signed by the employee before it can be accepted. These forms are available in the school office.
 - 9.4.2.1** A request for a personal leave must be filled out by the member and submitted to the building Principal and/or the Superintendent at least 3 workdays in advance. Exceptions to this rule may be made in emergency situations.
 - 9.4.2.2** Personal leave days may not exceed three (3) consecutive, nor be used the day before, or the day after, a legal holiday or vacation period; however, exceptions may be made for emergency situations upon approval by the Superintendent.

9.4.2.3 Personal leave days may not be used during the first or last week of school or on a conference day. However, exceptions may be made for emergency situations upon approval by the Superintendent.

9.5 Sabbatical Leave

- 9.5.1** Upon request, an unpaid sabbatical leave for study and research may be granted by the Board to teachers who have completed five (5) years or more in the school system.
- 9.5.2** During any given school year, not more than five percent (5%) of the certificated/licensed staff shall be granted a sabbatical leave.
- 9.5.3** Sabbatical leave shall not be granted to one person more often than once every five (5) years.
- 9.5.4** Application for sabbatical leave must be made in writing, and addressed to the Superintendent by June 1st of the school year preceding the year the leave is desired. The application shall include a statement of intended use of the leave including the plan for professional growth.
- 9.5.5** A teacher returning from sabbatical leave is entitled to return to the position s/he left when s/he took the leave or a similar position for which s/he is certificated/licensed.
- 9.5.6** A teacher on sabbatical leave shall be entitled to maintain all insurance provisions during the leave by remitting the payments for the group insurances that the Board paid for the teacher to the Treasurer of the District.

9.6 Extended Leave of Absence

Members of the MEA may apply for an unpaid extended leave of absence for personal reasons. Such leave shall be granted, provided:

- 9.6.1** The member has seven (7) or more years of continuous service in the Mathews Local School District.

- 9.6.2 The leave is applied for in writing to the Superintendent at least sixty (60) days prior to the commencement of the leave.
- 9.6.3 The length of the leave must be specified as either for a nine (9) weeks period, semester (one-half of the school year) or for a full school year.

9.7 Severance Pay

In accordance with Revised Code 124.39, any teacher who qualifies for and retires under the State Retirement System (STRS) may use accumulated sick leave for severance pay in the following manner and under the following guidelines:

- 9.7.1 Accumulated sick leave may be used for the severance pay formula up to the maximum stated in Article 9.1.1.
- 9.7.2 To qualify for severance pay, a teacher must have served the last ten (10) years, inclusive of approved leave of absence, in the service of the Mathews Local School District. Any teacher retiring between May 1 and August 31 must provide written notice to the Treasurer by April 1. A teacher retiring at any other time must provide to the Treasurer at least forty-five days prior written notice.
- 9.7.3 For purpose of eligibility for severance pay, an employee shall not be required to purchase eligible time under STRS provisions to qualify for severance pay as defined herein nor shall they be required to retire prior to 30 years of STRS service.
- 9.7.4 Any teacher who receives severance pay and/or retirement incentives under this contract will receive all payments for severance pay and retirement incentives as follows:

One-third payable in the October following the retirement;

One-third payable the second October following the retirement;

The final one-third payable the third October following the retirement.

Such payment will be made only after:

The teacher requests severance pay in writing to the Board no later than thirty (30) days after the final date of employment.

The teacher has verification from STRS that the teacher has applied for, is eligible for and has accepted Ohio retirement and has ten (10) continuous years of service with Mathews Local School District.

The teacher has submitted his/her written resignation, accepted by the Board, and will not serve in another regular teaching capacity within the school district except as provided by law.

- 9.7.5** Any payment for sick leave as described in Section 9.7 herein shall eliminate all unused sick leave accumulated by the teacher. Severance pay shall be paid only once to any teacher.
- 9.7.6** In the event that the teacher had indicated, in writing, to the Superintendent that s/he is retiring, but dies prior to retirement or receipt of the severance check, the severance pay check shall be made payable to the teacher's estate.
- 9.7.7** Benefits and sick day accumulation will terminate on the effective date of the employee's retirement. All remaining salary that is owed to the employee shall be paid no later than the first pay following the effective date of retirement.
- 9.7.8** Opt out provisions shall be paid in full for the previous year if those benefits were waived.
- 9.7.9** Severance pay will be calculated using the following formula:

Final contracted salary x .00125 x Number of Sick Days Accumulated according to Article 9.1.1.

As of August 31, 2011, thirty (30) or more years as a Mathews employee – unlimited sick leave accumulation.

As of August 31, 2011, less than thirty (30) years as a Mathews employee – maximum 366 days.

9.7.10 The Board of Education shall consider, at their discretion, a Retire/Rehire Program to those who elect to retire. The Rehire contract will be for one year, with subsequent years options at the Board's discretion. Compensation will be calculated at the teacher's column on the pay scale at the 5th year of service, minus any costs for health insurance if necessary. It is intended and understood that these provisions shall supersede the salary progression schedule of this agreement as well as the provisions of R.C. 3319.11, 3319.111 and 3317.13 of the Ohio Revised Code, non-renewal being automatic at the end of each school year; disputes arising from this provision shall not be grievable and excluded from the contractual grievance provisions.

9.7.11 A retiring member may participate in the Mathews Local School District Severance Special Pay Plan if the retiring member meets both of the following requirements:

- The member is 55 years of age or older in the calendar year in which he/she retires.
- The member is entitled to \$1,000 or more severance pay.

If a retiring member is a participant in the Mathews Local School District Severance Special Pay Plan, an employer contribution shall be made on his/her behalf into the Mathews Local School District Severance Special Pay Plan as follows:

- One-third payable in the October following the retirement,
- One-third payable the second October following the retirement,
- And the final one-third payable the third October following the retirement.

9.8 Professional Leave

9.8.1 Members of the MEA may request professional leave and may have such leave granted as specified below:

9.8.1.1 Leave request must be submitted, in writing, to the Superintendent.

9.8.1.2 Leave request must be submitted at least three (3) work days in advance.

9.8.2 If a teacher requests or is requested by the Board or Superintendent to attend a professional conference or workshop, the following procedure will be followed:

9.8.2.1 The teacher will receive release time without loss of pay.

9.8.2.2 Conference or workshop fees will be paid for by the Board.

9.8.2.3 Mileage will be reimbursed at the current IRS rate, from the teacher's homebuilding to the conference or workshop site.

9.8.2.4 Upon submission and approval of the appropriate form, expenses for meals and lodging will be paid for by the Board.

9.8.3 Upon thirty (30) days advance written notice to the Superintendent, teachers elected to a county, state or national organization office related to education, shall be permitted to attend conferences or conventions of which they are elected officials or delegates without loss of salary. No more than two (2) teachers may be absent at the same time for this leave and if more than two (2) teachers request leave under this section for the same date, the teachers with the greater seniority shall be granted the leave. An employee on professional leave shall reimburse to the Board any salary benefits received from the organization up to the teacher's daily rate.

9.9 Sick Leave Bank

9.9.1 Establishment

9.9.1.1 The Bank will be operated on a voluntary basis. Each bargaining unit member may contribute one day of his/her accumulated sick leave days to the Sick Leave Bank during the enrollment period. The enrollment period will be from the first day of in-service through September 15 of each school year. New teachers hired after the school year has commenced will have four (4) weeks to enroll. The donated day is not returnable.

9.9.2 Sick Leave Bank Committee

A committee shall be formed to administer the Bank and to provide the information whereby the business office of the Mathews Local School District will keep the records. This committee shall be empowered to operate the sick bank and to make decisions regarding application to use the Sick Leave Bank, so long as those rules, regulations, and decisions do not modify the agreement contained herein. This committee will be titled the "Mathews Sick Leave Bank Committee" (hereafter referred to as the MSBC). The MSBC shall be composed of the following five (5) persons:

1. Superintendent of Schools of the Mathews Local School District or his/her designee.
2. The Mathews Education Association President or his/her designee.
3. The Mathews Local School District Treasurer or his/her designee.
4. Two bargaining unit members. These members are to be appointed by the Mathews Education Association President. Effort should be made with

these appointments to provide one (1) bargaining unit member each from the elementary, and junior/senior high school levels.

9.9.2.1 Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.

9.9.2.2 One of the three bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The Mathews Education Association President will designate the chairperson prior to the first meeting of the SBC.

9.9.3.4 The MSBC will meet upon receipt of an application for Sick Leave Bank use to determine member eligibility.

9.9.2.3 Eligibility will be based upon the following procedures:

- A. Use of days from the Sick Leave Bank will be limited to members who have contributed to the bank.
- B. sick Leave Bank use will be limited to a catastrophic illness or injury of the bargaining unit member, spouse or dependent children. A doctor's statement is required with the application to be considered.
- C. Use of the Sick Leave Bank will be considered only after the individual has used all of his/her accumulated sick leave days and any possible sick leave advances.
- D. The maximum number of days that a member may use is 20% of the total days at the end of the enrollment period up to a maximum of fifteen (15) days per person. Additional days may be advanced at the discretion of the MSBC.

9.10 Family and Medical Leave

9.10.1 An eligible teacher (i.e., one having been employed at least 12 months and having worked 1,250 hours during the preceding 12 months) may take up to twelve (12) consecutive weeks of unpaid FMLA leave in a twelve (12) consecutive month time frame for 1 or more of the following circumstances:

- A. The birth of an employee's child and to care for the child;
- B. The placement of the child with the teacher for adoption or foster care;
- C. To care for the spouse, child, or parent of a teacher when that family member has a serious health condition;
- D. The teacher's inability to perform the functions of the position because of the teacher's own serious health condition;
- E. Any exigency (as defined in relevant Federal regulations) arising out of the circumstances that the teacher's spouse, son, daughter or parent is on active duty (or has been notified of an impending call/order to active duty) in the Armed Forces to support a contingency operation.

An eligible teacher who is a spouse, son, daughter, parent, or next of kin (i.e., the nearest blood relative) of a covered service member is entitled to up to a total of twenty-six (26) work weeks of leave during a twelve (12) month period to care for the service member but only during a single twelve (12) month period. Moreover, during such twelve (12) month period described herein, an eligible teacher shall be entitled to a combine total of twenty-six (26) work weeks of leave under this Section and general FMLA. The definition of a covered service member is a member of the Armed Forces of the United States, including a member of the National Guard or Reserves who is undergoing medical treatment, recuperation, therapy or otherwise in outpatient status or is otherwise on temporary disability retired list, for a serious injury or illness. Serious illness or injury for this purpose is defined as an injury or illness suffered by the service member in the line of duty, while on active duty, in the U.S. Armed Forces

that may render him/her medically unfit to perform the duties required of his/her office, grade, rank, or rating.

- 9.10.2** The twelve (12) month period for FMLA use is a rolling twelve (12) month period measured backward from the date the employee intends to begin to use FMLA leave (to determine eligibility) and forward from such initiation of FMLA leave for setting the period during which the eligible employee may utilize the full amount of the FMLA leave. Once the teacher has been determined eligible for an initial leave, subsequent uses of FMLA leave, up to the applicable maximum, can be used for qualifying reasons during that immediate twelve (12) month period but unused FMLA may not be "carried over" to subsequent twelve (12) month periods.
- 9.10.3** Excluding the first twenty-four (24) days of leave, an eligible teacher shall be required to substitute any of his/her available paid leaves hereunder during the FMLA qualifying leave with the appropriate reduction of the maximum-eligibility.
- 9.10.4** During the period of an FMLA leave, the teacher shall not accrue sick leave, vacation time, nor other benefits unless on a paid leave that is run concurrently with an FMLA leave. Seniority, however, will not be affected and the use of FMLA will not be considered a break in service.

ARTICLE X

WORKING CONDITIONS

10.1 School Year

The school year shall consist of 183 teacher work days to be scheduled as follows:

- 10.1.1** 180 days for instruction which shall include two (2) days for parent-teacher conferences for grades K-12.

- 10.1.2** Two and one-half (2-1/2) days for orientation and in-service training. At least one of those days will be held prior to the first day of instruction and one-half day subsequent to the last day of instruction.
- 10.1.3** One-half (1/2) day for records and reports subsequent to the last day of instruction.
- 10.1.4** In accordance with HB 59 and ORC 3313.48, the minimum number of hours that a school district must be open for instruction during a school year are:
- 910 hours for students in full-day kindergarten through Grade 6;
- 1001 hours for Grades 7-12
- 10.1.5** Excess hours over the state instructional minimum missed due to calamity in a school year shall not be made-up in that school year.
- 10.1.6** If the minimum number of instructional hours are not met due to calamity, they will be made up by the district.
- 10.1.7** The Association shall have input into which days may be used for make-ups when not meeting the state minimum.
- 10.1.8** The Board shall employ substitute teachers in first, second, and third grade in order to provide each teacher release time to administer/score state-mandated tests. On an annual basis, the grade-level teachers will receive two (2) release days per classroom teacher for grade one, one and one half (1½) release days per classroom teacher for grade two, and one (1) release day per classroom teacher for grade three. The dates will be determined by the affected teachers and principal in their respective buildings.
- 10.1.9** All bargaining unit members who teach Special Education shall receive one professional day annually for testing and/or writing IEPs.

10.2 School Day

- 10.2.1** The length of the school workday shall not exceed seven (7) hours and fifteen (15) minutes, inclusive of a minimum of thirty (30) minute duty-free, uninterrupted lunch with three (3) minutes on each end of the lunch for the purpose of changing classes..
- 10.2.2** Building Principals may schedule one staff meeting per month (September through May) of not longer than thirty (30) minutes for each. Such meetings shall commence within three (3) minutes after student dismissal and may exceed Article **10.2.1**.
- 10.2.3** Students will be given early dismissal, and teachers will work in their schools for the remainder of the work day, one day at the end of each nine-week grading period. The time shall be used to update records and prepare grade reports.

10.3 Parent/Teacher Conferences

- 10.3.1** Parent/Teacher Conferences will be held twice a year throughout the district with the dates established as part of the school calendar. The fall conferences will be held on the Wednesday or Thursday of the week before Thanksgiving from 2:30-8:30 p.m. for grades 7-12; 3:00-9:00 p.m. for grades K-6 with school not scheduled for the Wednesday before Thanksgiving. The spring conferences will be held on the Wednesday or Thursday of the week before the scheduled four-day weekend in February from 2:30-8:30 p.m. for grades 7-12; 3:00-9:00 p.m. for grades K-6 with school not scheduled for the Friday before Presidents' Day. Students will be given an early dismissal on both conference nights. To the extent a parent is unable to attend during the available conference times, the teacher will cooperate in scheduling a conference with the parent during the teacher's work day.
- 10.3.2** Should any Parent/Teacher conference day be cancelled by a calamity, the Superintendent will immediately reschedule it, providing at least fourteen (14) days notice.

10.4 Floating Teachers

10.4.1 Floating teachers shall be the least senior teacher who does not have a permanent classroom. Those least senior employees who teach subjects that require specific facilities for instruction, as determined by the building principal, shall not be floating teachers.

10.4.2 Teachers who are assigned to more than one building shall be provided adequate travel time in addition to the contractual planning time and lunch time.

10.5 Home Base

Each teacher will be provided with a desk, filing cabinet, and some area where s/he may store his/her materials safely in each building assignment. Home base is defined as the building assignment at the start of the workday.

10.6 Health and Safety Conditions

10.6.1 The Board shall take all prudent steps to ensure that a healthful and safe working environment is provided in all buildings. To this end, the Board will authorize regular and thorough inspections of water, heating, plumbing, and electrical systems.

10.6.2 If there are malfunctions of the heating, or plumbing, or electrical systems, or damage to the building that creates a clear and present danger that cannot be remedied by utilizing the existing facilities, then the administration will take the appropriate steps to send students home and dismiss the staff.

10.6.3 When working conditions in any building are deemed to be unhealthful or unsafe by the building administrator, the administrator shall take steps to have students and staff transferred to another building or sent home.

10.6.4 After students are sent home, the teaching staff is not required to remain on duty.

10.7 Responsibilities and Duties of Teachers

- 10.7.1** All teachers shall have a 7-1/4 hour workday including a minimum of thirty (30) minute, duty-free, uninterrupted lunch with three (3) minutes on each end of the lunch for the purpose of changing classes..
- 10.7.1.1** All teachers shall have a minimum of 200 minutes of planning/conference time per week, in addition to travel time.
- 10.7.1.2** All teachers not required to travel between buildings shall have at least 200 minutes per week of planning/conference time scheduled during the student day.
- 10.7.1.3** The Association and Administration shall work together to develop a common planning time for grade level or department planning time.
- 10.7.2** The Superintendent shall be responsible for establishing the starting and ending time of the workday. These times will not be changed except in an emergency. Teachers shall attend all faculty meetings called by the Superintendent or Principals during the regular school day. Appropriate notice of such meeting will be given, if possible. Administrators must personally excuse teachers from attendance.
- 10.7.3** Teachers should leave classrooms only in emergency situations.
- 10.7.4** Teachers will be furnished a schedule by the Principal stating his/her teaching assignment.
- 10.7.5** Lesson plans will be submitted to the building Principal on Friday or the last workday of the week.
- 10.7.6** If the teacher is absent, plans are to be turned in upon the teacher's return to school.
- 10.7.7** Each teacher shall prepare and follow a daily schedule.

- 10.7.8** Teachers shall be responsible for reading all items contained in circulars, e-mails or any electronic submission initiated by the local administrators, provided working equipment and training is readily available.
- 10.7.9** Teachers shall keep their classes in session each day during school hours.
- 10.7.10** Teachers shall exercise care for all school property and equipment entrusted to them.
- 10.7.11** Teachers shall be responsible for the orderly deportment of their pupils and with appropriate support from administrators.
- 10.7.12** Teachers shall give reasonable assistance to pupils in their studies when making up work.
- 10.7.13** Teachers shall give careful attention to the health and comfort of the pupils under their care. Teachers shall observe the physical conditions of the room relative to heat, ventilation, lighting, and cleanliness and shall make the administration aware of any deficiencies in these areas.
- 10.7.14** Teachers shall keep all records and make all reports, electronic or otherwise, as directed by the Superintendent or designee, provided working equipment and training is readily available.
- 10.7.15** Teachers' appearance shall be professional.
- 10.7.16** Except in an emergency, elementary teachers will not be required to monitor students while students are eating lunch.
- 10.7.17** Teachers supervising students using the Internet shall take reasonable measures to assure that students are adhering to the Acceptable Use Policy signed by the student/parents or guardians. Teachers shall not suffer disciplinary action due to violation of the Acceptable Use Policy by students when such reasonable measures have been taken.

10.8 Personnel File

- 10.8.1** A personnel file for each certificated/licensed employee shall be maintained in the Board office. Each employee shall be responsible for providing the following information to be included in his/her file:
- 10.8.1.1** Completed application form
 - 10.8.1.2** Copy of current teaching certificates/licenses
 - 10.8.1.3** Complete current official transcripts
 - 10.8.1.4** Current withholding federal and state income tax forms
 - 10.8.1.5** Current hospitalization insurance status
 - 10.8.1.6** Previous official record of accumulated sick leave days
 - 10.8.1.7** Official record of previous years of teaching or administrative experience
 - 10.8.1.8** Official copy of discharge from military service, where applicable
 - 10.8.1.9** Credentials and other letters of recommendation.
- 10.8.2** All teachers shall be guaranteed the right to examine and review their personnel file upon reasonable request. At the discretion of the Superintendent, such review shall be in the presence of the Superintendent or a member of the administrative staff. Upon request, a member shall be provided a copy of any document contained in such file.
- 10.8.3** Teachers' files shall be maintained in a secure and private place and shall be available only to counsel for the Board, Board members, administrators, and the teacher or teachers' designee, unless access is requested under a public records request. The Board will attempt to provide the teacher notice of the request immediately.

- 10.8.4** Information contained in the file relevant to matters such as described in O.R.C. 3319.16 will be maintained in the files for a period of five (5) years. Pursuant to O.R.C.1347, all information will be maintained with such accuracy, relevance, timeliness, and completeness as to insure fairness in determinations based on the use of the information. Any material found to be false or inaccurate shall be removed from the file.
- 10.8.5** Teachers shall receive a copy of any non-routine material placed in their personnel file (such as but not limited to reprimands, complaints or letters from the public) and they shall have the right to attach their response to the material. Teachers will initial and date his/her file after reviewing. No anonymously signed material shall be placed in a teacher's file nor shall such materials be retained by the administration. The administration shall not acknowledge calls of complaint about MEA members from anonymous sources.

10.9 Teacher Evaluation

- 10.9.1** For Ohio Teacher Evaluation System (OTES): The Board Adopted Policy for standard's based teacher evaluation will be included in this agreement in accordance with Ohio Revised Code Sections 3319.111 and 3319.112.
- 10.9.2** Any revisions to the Standard's Based teacher evaluation must be reviewed by the Board and Association prior to implementation in accordance with the law.
- 10.9.2.1** The Association and the Board agree to establish a joint Mathews Evaluation Review Committee (MERC). The purpose of the committee will be to collaboratively recommend revisions to the Board's Standard's Based evaluation system and its related guidelines, and to annually review the effectiveness of the system, including improvement and remediation plans and for the application of evaluation instruments for the teachers of the district. The annual review will be completed prior

to the beginning of each school year's evaluation cycle.

10.9.2.2 The MERC shall be comprised of 4 MEA members appointed by and including the Association president as well as representatives of the elementary, junior high and high school.

10.9.3 The evaluation for Non-OTES members will be in accordance with the law.

10.9.3.1 Employees holding limited contracts will be evaluated in accordance with ORC 3319.111

10.9.3.2 Members holding continuing contracts shall receive at least one (1) evaluation every third year following at least one (1) thirty (30) minute observation. The observations shall be conducted between September 15 and May 1.

10.9.3.3 Guidance counselors, Librarians, Nurses, Speech/Language Pathologists and Non-OTES teachers will be observed and evaluated with a Performance Checklist and Appraisal Report.

10.9.3.3.1 Before implementation of any new standard's based framework for the evaluation of Non-OTES members, the MERC will review the state mandates.

10.9.3.4 While classrooms/offices may be visited anytime, observation members will receive at least two day's notice of a formal observation.

10.9.3.5 Each formal observation shall be followed by a conference with the observer within ten (10) days to review the checklist except in circumstances beyond the control of the evaluator or member.

10.9.3.6 Should deficiencies be identified in the written appraisal, the administrator shall make written recommendations for correcting deficiencies.

10.9.3.7 Each Evaluation shall be in writing and shall be signed by the Administrator and the Non-OTES member. The member will be provided with a copy and will have the right to attach a rebuttal/comments within five (5) days.

10.10 Fair Dismissal

10.10.1 Non-renewal of limited contracts shall be pursuant to O.R.C. 3319.11.

10.10.2 Before non-renewing a limited contract of a teacher employed for more than four (4) years for performance reasons, the teacher shall be made aware of professional problems or deficiencies. Conferences will be held throughout the school year at least three times to discuss progress or lack of progress in these areas. Teachers may elect to have an MEA representative present at the conferences. Failure to correct professional problems or deficiencies after notice shall be just cause for termination of teaching contracts pursuant to O.R.C. 3319.16.

10.10.3 Non-renewal of limited contracts for teachers with five (5) or more years seniority shall be for failure to correct professional problems or deficiencies.

10.11 PTO Participation and Open House

10.11.1 Attendance at PTO meetings is voluntary.

10.11.2 Each building faculty shall determine the date of that building's Open House from among a list of possible dates provided by the principal. This will be determined by the Friday of the first week of school for the applicable school year. All teachers are required to attend Open House. Teachers assigned to more than one building will be required to participate in only one Open House.

10.11.3 All teachers will work 8:00 AM to 11:30 AM on the in-service day at the end of the school year.

10.12 In-School Substitution and Compensation

10.12.1 A teacher required to substitute during his/her contractual planning time shall be compensated at the rate of \$21.50 per hour or prorated for any portion thereof.

10.12.2 Teachers shall be required to submit the appropriate forms with payments made on a quarterly basis.

10.13 Vacancies, Postings, and Transfers

10.13.1 A vacancy occurs when the Board determines to fill the position of a member who leaves his/her position for any of the following reasons:

10.13.1.1 Death of a bargaining unit member

10.13.1.2 Retirement of a bargaining unit member

10.13.1.3 Resignation of a bargaining unit member

10.13.1.4 Termination of a bargaining unit member's contract

10.13.1.5 Nonrenewal of a bargaining unit member's contract

10.13.1.6 Creation or restoration of a bargaining unit position

10.13.1.7 Extended (for a full school year) leave of absence of a bargaining unit member.

10.13.2 Position vacancies shall be posted for at least ten (10) days. Bargaining unit members shall receive notification in summer paychecks when vacancies occur during summer recess.

10.13.3 Bargaining unit members must apply, in writing, to the Superintendent for such vacancies.

10.13.4 All bargaining unit members who apply shall be interviewed by the Superintendent or his designee and shall be considered for the position(s) before the vacancies are offered to new applicants. In the

event a member is not afforded a requested vacancy, the member upon request to the Superintendent, will be provided in writing the reasons(s) for the denial. If the member is not satisfied with the Superintendent's response, the member may appeal to the Board of Education no later than fourteen (14) days after the receipt of the Superintendent's answer. The Board of Education shall meet with the member at a scheduled Board meeting, and one teacher employed by the Board who is a member of the MEA or OEA Labor Relations Consultant(s), and shall deliver to the member a written statement of position not later than fourteen (14) days after such conference with the Board.

10.13.5 If the voluntary applicant system does not result in all vacancies being filled, the Board will seek to employ certificated/licensed teachers from outside the bargaining unit. Only if the search is unsuccessful may the Superintendent then involuntarily transfer the less senior teachers by grade level or subject area to fill the remaining vacancies.

10.13.6 This procedure shall apply to all vacancies occurring before August 10th of each year.

10.14 Access to Telephone

Members of the bargaining unit shall have the right to use school phones before and after school, during lunch periods, or other times under emergency situations. Long distance calls of a personal nature (not school related) shall be logged and paid for by the bargaining member(s).

10.15 Open Lunch

The normal workday shall include a lunch period of not less than a minimum of thirty (30) minute, for teachers. The lunch period shall be uninterrupted and duty free, and teachers, except in emergency situations, shall be permitted to leave the building for the lunch period with advance notification to the building principal and/or designee.

10.16 Travel Reimbursement

Members of the bargaining unit whose teaching assignments require travel between buildings, or whose job responsibilities require them to travel shall be reimbursed for the year at the I.R.S. mileage rate in effect at the beginning of the school year. Mileage reports should be completed monthly with payment made semi-annually.

10.17 Teachers' Contracts

10.17.1 Teachers' contracts shall be written and shall specify the type and term of the contract (limited or continuing, full-time, or part-time, one or two year), the school year, the name of the teacher, and his/her base pay.

10.17.2 Any teacher hired by the Mathews Local Schools shall receive a one-year limited teaching contract for his/her first year. If renewed, the second contract shall also be a one year, limited contract. All limited contracts awarded after the second year shall be for two years, unless the contract is a one-year extended limited contract pursuant to O.R.C. 3319.11. This procedure applies to those teachers with at least a bachelor's degree and at least a provisional certificate/license.

10.17.3 Issuance, renewal, nonrenewal and termination of teachers' contracts shall be in accordance with O.R.C. 3319 unless modified by this Agreement.

10.18 Reduction In Force

The Board may reduce staff in accord with the provisions of O.R.C. 3319.17 and generally shall do so as follows:

10.18.1 Seniority List

All teachers in the Mathews Local Schools shall be placed on seniority lists compiled by the Superintendent for each area of certification/licensure.

10.18.2 Suspension of Contracts

10.18.2.1 Before implementing a reduction in force by the suspension of limited contracts, the Board shall give written notice stating the

number of positions to be reduced to the MEA through its President, before April 1st. The MEA shall be given the opportunity at the April board meeting to address the Board in an open meeting for the purpose of presenting, both orally and in writing, its views on the proposed reduction in force.

10.18.2.2 Before identifying any teachers to specifically be reduced, the Board will utilize attrition to limit the number of teachers to be affected by the RIF. Reductions not achieved through attrition will be made by suspending limited contracts of employment within each teaching field affected before suspending continuing contract teachers which shall be in compliance with O.R.C. 3319.17.

10.18.2.3 Except as otherwise required to comply with State (O.R.C. 3319.17) and Federal laws relating to employment decisions, limited contract teachers will be selected for suspension on the basis of seniority and certification/licensure regardless of the length of one's current contract. A teacher selected by virtue of least seniority in a specific teaching area to be reduced may displace another bargaining unit member with less seniority in another area of certification/licensure held by that teacher.

10.18.2.4 Teachers selected for suspension shall be placed upon a reduction in force list compiled from the seniority list described above. Limited contract teachers whose contracts are non-renewed for reasons other than RIF shall not be placed on the reduction in force list.

10.18.2.5 Seniority for this and all other provisions of this Agreement shall be determined by the length of continuous service in the Mathews Local School District. Among those with the same length of continuous

service, greater seniority shall be determined by:

10.18.2.5.1 The earlier date of the board meeting at which the teacher was hired, and then by

10.18.2.5.2 A random drawing during a board meeting at which more than one teacher is hired. Names of each new hire at this meeting will go into a hat. Names will be drawn by an MEA Representative for the purpose of the seniority list only. The first name drawn will be the most senior. The process will continue until all names have been drawn. The Board will notify the MEA of seniority order of new hires within a week after the BOE meeting.

10.18.2.6 Length of continuous service as a certified/licensed employee will not accrue during but will not be interrupted by authorized leaves of absence. All current bargaining unit members are "grandfathered" in as to length of service as of the ratification date. One hundred twenty days of service or more in any given school year shall constitute a year of service.

10.18.2.7 Teachers on the RIF list shall be offered re-employment to positions when vacancies occur for which they are certified/licensed, in the order of seniority at the time they are suspended. No new teachers shall be employed by the Board while there are teachers on the RIF list who are certified/licensed for any vacancy. Transfers may occur unless a teacher on the RIF list is blocked from being recalled as a result of the transfer.

10.18.2.8 The Board shall give written notice of an offer of re-employment by sending a registered or certified letter to said teacher at his/her last known address. It shall be the responsibility of each teacher on the RIF list to notify the Board of any change in address. If a teacher fails to accept the offer of re-employment, in writing, within fifteen (15) days, or within ten (10) days if the offer is delivered within twenty-one (21) days prior to the start of the school year from the date said offer is delivered to the last known address of the teacher, said teacher shall be considered to have rejected said offer and shall be removed from the reduction in force list. The Board shall have no further obligation to said teacher as an employee of the Board.

10.18.2.9 A teacher on the reduction in force list shall, upon accepting an offer of re-employment, return to the system with the same seniority, accumulation of sick leave days, and salary schedule placement as the teacher would have received in the year following the suspension.

10.18.2.10 Limited contract teachers will remain on the reduction in force list for a period of thirty-six (36) months following their layoff.

10.18.3 Availability of Seniority and RIF Lists

10.18.3.1 Both the seniority and RIF lists described above shall be made available to the MEA President, the Superintendent, and each building Principal by January 1 of each year.

10.18.3.2 Nothing contained in this article will in any way affect, or detract from the rights guaranteed by ORC 3319.17 to a Board of Education or teachers on continuing contracts.

10.20 Local Professional Development Committee

- 10.20.1** As required by SB230, a local professional development committee shall be established for the Mathews Local School District by August 15, 1998. The Mathews Education Association and the Mathews Board of Education shall be full and equal partners in the planning, development, and implementation of the law. In accordance with the law, a majority of the members of the Mathews Local Development Committee shall be teachers in the Mathews Local School District.
- 10.20.2** The Committee shall be empowered, as accorded by law, to determine its own structure and criteria for approval of Individual Professional Development Plans, in-service agendas for the District, and any other requirements set forth in SB 230.
- 10.20.3** When determined by the Committee, members shall have paid release time for training, records review, and other such matters that concern the Committee in the execution of their duties under the law up to a maximum of five (5) days.
- 10.20.4** When the use of release time is exhausted or the Committee deems it in the best interest of the Committee, meetings may be held after the normal workday. Members shall be compensated at the rate of fifteen dollars (\$15.00) per hour for such meetings with payment made annually.
- 10.20.5** At the close of each school year, the chairperson shall submit a report to the Mathews Board of Education outlining the Committee's activities during the preceding year.

10.21 Class Size

The Board and the Association are cognizant that overcrowded classroom conditions are not conducive to excellence in teaching nor academic achievement by students. The Board also acknowledges that continued maximum teaching responsibilities can negatively impact teacher morale. The Board shall continue to strive to maintain an appropriate class size suitable to the subject area with due consideration for children, teachers, staff certification/licensure, class space, facilities, equipment and

funding available. In addition, the Board agrees to abide by the Ohio Minimum Standards.

10.22 Drug Free Workplace

Effective August 24, 2011, a drug-free workplace program, including a drug screening program, shall be in effect for all bargaining unit members. This program, enacted for the safety of staff and students and also as an economic measure relative to Worker's Compensation costs, is set forth specifically in **Appendix D**. Drug screening costs will be paid for by the Board of Education.

ARTICLE XI

GRIEVANCE PROCEDURES

11.1 Purposes

It is the intent of the Board and the MEA that grievances be resolved at the earliest possible stage of this grievance procedure. Settlements between the parties at any state short of arbitration shall bind the immediate parties to the settlement, but shall not be deemed precedent in any later grievance proceeding.

11.2 Definitions

11.2.1 A "grievance" is an alleged violation, misapplication, or misinterpretation of a specific Article or Section of this contract. Therefore, no grievance may be based upon any allegation of any advantage, right or benefit not expressly established by some specific Article or Section of this contract.

11.2.2 "Days" shall refer to calendar days; however, if the immediate supervisor is not in attendance, the days shall not begin until his/her return. The number of days at each step will be considered the maximum.

11.2.3 A "grievant" is the teacher or teachers who submit(s) a grievance or the MEA in the submission of a class action grievance.

11.3 Submission Requirements

- 11.3.1** When a written grievance is provided for under the grievance procedure hereinafter, it shall be submitted in writing on a form that shall properly identify the grievant, the appropriate Article and Section of this agreement upon which the grievance is based, the time and place of the alleged violation, misapplication or misinterpretation, the identity of the person(s) responsible for causing such alleged violation, misapplication or misinterpretation, a general statement of the grievance, and the specific redress sought by the grievant. The form found in the Appendix of this Agreement shall be utilized for all grievances.
- 11.3.2** A teacher may submit grievances which affects him/her personally. The MEA may submit a class action grievance on behalf of the entire MEA or a group of affected teachers. No monetary remedy involving "back pay" will apply to an individual teacher unless the teacher is individually named as the grievant or individually identified on a class action grievance.
- 11.3.3** The grievant may at his/her own option be represented during the grievance procedure by the MEA, including OEA staff, but may not be represented by any other person or organization except as provided in 11.3.4.
- 11.3.4** In the event a grievant chooses to have a grievance processed without the participation of the MEA or the MEA chooses not to process a grievance, the teacher shall be entitled to do so, but in that event the teacher shall be liable for any expenses incurred therein. The MEA shall be notified of each such grievance meeting and may elect to attend.
- 11.3.5** The preparation and processing of grievances shall be conducted before or after school or during the grievant's and/or representative's lunch or break periods. All reasonable efforts will be made to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure and to allow for necessary

witnesses and the presentation of evidence at the arbitration.

- 11.3.6** The time limitation set forth hereinafter for the submission of a grievance at any step shall be deemed of essence, and the failure to submit a grievance within the time specified shall be deemed an abandonment of that grievance. Furthermore, failure at any step of these procedures to communicate the decision on grievance within the specified time limits shall automatically entitle the grievant to proceed to the next level.

11.4 Grievance Procedure

11.4.1 Step One

Before submission of a written grievance, the grievant must attempt to resolve it informally with the lowest level supervisor that has the authority to resolve the issue. The informal step must occur within (10) days after the discovery of the act or condition upon which the grievance is based.

11.4.2 Step Two

If the grievance is not resolved satisfactorily under Step One and the grievant wishes to proceed to Step Two, the grievant must submit the grievance in writing to the lowest level supervisor not more than (10) days after the attempt to resolve the grievance informally. The lowest level supervisor shall meet within seven (7) days with the grievant and one teacher employed by the Board who is a member of the MEA with respect to the grievance and shall deliver to the grievant a written statement in response to the grievance no later than ten (10) days after such conference.

11.4.3 Step Three

If the grievance is not satisfactory resolved at Step Two, the grievant may submit a copy of the written grievance to the Superintendent no later than ten (10) days after the receipt of the answer under Step Two. The Superintendent or his designated representative shall meet within seven (7) days with the grievant and one teacher employed by the

Board who is a member of the MEA or the OEA Labor Relations Consultant(s) and shall deliver to the grievant a written statement of position not later than ten (10) days after such conference. The MEA or grievant may not present any material, allegation, or remedy that was not presented at Step Two.

11.4.4 Step Four

If the grievance is not satisfactorily resolved at Step Three, the grievant may submit a copy of the written grievance to the Board of Education no later than ten (10) days after the receipt of the answer under Step Three. The Board of Education shall meet at its next regularly scheduled Board meeting with the grievant and one teacher employed by the Board who is a member of the MEA or the OEA Labor Relations Consultant(s) and shall deliver to the grievant a written statement of position not later than ten (10) days after such conference with the Board. The MEA or grievant may not present any material, allegation, or remedy that was not presented at Step Three.

11.4.5 Step Five

If the grievance is not satisfactorily resolved under Step Four, the grievant may, not later than fourteen (14) days after receipt of the answer under Step Four, refer the grievance to arbitration by requesting that the Federal Mediation and Conciliation Service (FMCS) propose the names of seven (7) arbitrators. A copy of such request shall be forwarded to the Superintendent and to the President of the MEA. Upon receipt of the names of the proposed arbitrators, the designee of the Superintendent and the designee of the MEA (or the grievant if the MEA has chosen not to process the grievance) shall alternately strike names from the list until one ultimately is designated as the arbitrator. The grievant shall strike first.

11.4.5.1 Arbitration: The arbitrator shall be empowered only to base his decision upon some specific Article and Section of the Negotiated Agreement, and shall have no power to add to, subtract from, disregard, alter, or modify this Negotiated

Agreement by implication or otherwise. He shall have no power or authority to decide any question which, under this Agreement, is within the responsibility of the Board, to make any decision which requires the commission of an act prohibited by law or Board policy or which is violation of the terms of this Agreement.

11.4.5.2 The Decision of the Arbitrator: The decision of the arbitrator rendered within and in accordance with the above state power shall be binding upon all parties.

11.4.5.3 Arbitrator's Decision: The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forms which otherwise could be available.

11.4.5.4 Cost of Arbitration: The fees and expenses of the arbitrator, the cost of the hearing room and the court reporter's fees and expenses shall be shared equally by the parties. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for the expenses of witnesses called by the other.

ARTICLE XII

COMPENSATION AND RELATED BENEFITS

12.1 Pay Periods

12.1.1 Members of the MEA bargaining unit shall receive their pay by direct deposit in twenty four (24) equal installments electronically transferred on the 5th and 20th of each month into an account of the employee's choice and shall be available for use at the beginning of the banking business day (9:00 a.m.) on payday.

12.1.2 When payday falls on a weekend or bank holiday, the pay shall be deposited on the last banking day prior to the weekend or bank holiday.

12.2 Payroll Deductions

12.2.1 Members of the MEA bargaining unit shall have the following payroll deductions made as mandated by federal and state statutes:

12.2.1.1 Federal Income Tax - in accordance with the W-4 form on file

12.2.1.2 State Income Tax - in accordance with the form on file

12.2.1.3 City Income Tax - at the rate legislated

12.2.1.4 State Teachers' Retirement System

12.2.2 All bargaining unit members shall have the right to contribute funds to an approved tax sheltered annuity (403(b)) up to the maximum allowed by law and in accordance with the district's adopted 403(b) plan. A minimum participation of 4 employees is required to add additional providers who agree to sign the district's plan documents. Changes to deductions may be made at any time throughout the year by providing the Treasurer's office with at least 30 days notice of changes using the approved salary reduction agreement adopted as a part of the district's 403(b) plan document

12.3 Hospitalization, Surgical, and Major Medical

12.3.1 The Board shall provide hospitalization, major medical, dental, and vision insurance policies for each eligible bargaining unit member, his/her spouse, and eligible dependent children. The hospitalization and major medical insurance shall be provided through and in accord with the medical plan options provided by the Trumbull County Schools Insurance Consortium.

12.3.2 The Board shall provide Preferred Provider Plans as follows:

12.3.2.1 Bargaining unit members employed on or before July 1, 2008, wanting health insurance coverage, including prescription drug coverage, will choose from the PPO plans as offered by the Consortium and shown in **Appendix E**. Such eligible bargaining unit members choosing coverage will contribute as follows:

During the Agreement PPO-1 will contribute 10% and PPO-2 will contribute 10%, while bargaining unit members choosing PPO-3 will pay no premium costs. Bargaining unit members employed after July 1, 2008, will choose from PPO-2 or PPO-3. Such bargaining unit members choosing PPO-2 will contribute 10% of the monthly premium costs by payroll deduction, while bargaining unit members choosing PPO-3 will pay no premium costs. Any subsequent change from one of the PPO plans may be made only during the annual open enrollment period or in response to a major change recognized by the insurer as "catastrophic" such as due to the death of a spouse, divorce, marriage, etc. Eligible bargaining unit members employed after July 1, 2008, may change between PPO-2 or PPO-3 only. Upon effecting this change, the employee shall pay the required percent of the monthly premium costs each month by payroll deduction. The amount of the monthly premium cost to the employee, will not exceed 10% of the premium for PPO-1 or 10% of the premium for PPO-2. Part time employees (those employed .5 F.T.E. or more) shall receive such coverage on a pro-rata board share basis based upon a 7.25 hour workday.

12.3.2.2 If the Board receives a premium holiday from the Consortium, the amount of the employee contribution of the premium holiday will be passed on to the participating employees.

12.3.2.3 The level of healthcare benefits for the overall plan shall not be lessened for the term of the contract. If the benefit levels for any of the plans described herein become enriched during the life of the current Agreement, such enriched benefit levels shall apply to bargaining unit members enrolled in the particular plans.

- 12.3.2.4** The Board agrees to provide an Internal Revenue Service Section 125 Plan which includes an employee funded flexible spending account (FSA) up to a maximum permitted by law and/or the insurance consortium. This FSA will allow eligible bargaining unit members to use pre-tax dollars to pay non-reimbursed drug bills as well as to pay child or elder dependent care expenses as allowed under Section 125 of the Internal Revenue Act of 1978. The administration cost of the Section 125 Plan shall be paid by the Board.
- 12.3.2.5** Eligible bargaining unit members selecting PPO-2 or PPO-3 will also receive health reimbursement accounts (HRA) with the Consortium for utilization in accord with the IRS regulations. These HRA's will be funded by the Board to the maximum permitted by the individual PPO plan of the Consortium, chosen by the bargaining unit members as long as the member continues in the particular PPO.
- 12.3.2.6** Spousal coverage under any of the three PPO alternatives will be provided only upon documentation that the spouse does not have another insurance coverage available to him/her through the spouse's employer, which costs the spouse \$100.00/month or less for single coverage. If such coverage is available, the eligible bargaining unit member's spouse must enroll in at least single coverage from his/her employer during the employer's next open enrollment period in order for the bargaining unit member to be eligible for and receive this insurance benefit coverage from the Board. Spousal secondary coverage remains through the Board. Falsification of spousal coverage documentation shall be grounds for discipline, including discharge.

12.3.2.7 Bargaining unit members who have a spouse who is both employed and eligible for coverage with this District or another Consortium member district shall either each obtain a single coverage policy from his/her respective employing district or may select family coverage from the District where the employee with the earliest birth date in the year is employed (i.e., the birthday rule).

12.3.2.7.1 The bargaining unit member and his/her spouse can forego the birthday rule and choose the family coverage in the Consortium member district that has the least expensive premium share cost.

12.3.2.7.2 All bargaining unit members seeking family coverage shall be required to provide spouse and child eligibility documentation as required by the Consortium.

12.3.2.8 If the Consortium adopts health risk assessment programs as provided by the insurance carrier, each bargaining unit member and covered dependents must participate by completing assessment questionnaires and/or participate in routine testing procedures. Although bargaining unit members will be encouraged based on their assessment/testing results to participate in health improvement programs and/or disease management programs as part of this health coverage benefit, participation will not be mandatory.

12.3.2.9 The Association, OAPSE, and the Board will each identify a representative, no later than October 1 each year of the contract to serve on a local insurance committee to provide research and input to the

Trumbull County Schools Insurance Consortium.

12.3.2.10 The Association President or his/her designee shall be given release time to attend all local insurance committee meetings and any Trumbull County Insurance Consortium meetings whenever plan development and/or bids are being discussed. This release time will be treated as President/ Representative leave as noted in **Article 3, Item 3.3**. When possible, before requesting a substitute, Association members will be asked to cover classes if attendance at a meeting covers only a few periods.

12.4 Dental Insurance

The Board shall provide dental insurance for each eligible bargaining unit member, his/her spouse, and eligible dependent children, equivalent to the Trumbull County Group Plan in effect, shown in **Appendix F**, subject to the terms of the insurance contract with a carrier selected by the Board. Part time employees (those employed .5 F.T.E. or more) shall receive such coverage on a pro-rata basis, based upon a 7.25 hour workday.

12.5 Life Insurance

The Board shall provide, at Board expense, term life insurance as follows for all members of the MEA bargaining unit. The schedule of benefits is:

\$40,000 Group Term Life Insurance
\$40,000 Accidental Death and Dismemberment

12.6 Vision Care Insurance

The Board agrees to provide basic vision care insurance to each eligible bargaining unit member, his/her spouse, and eligible dependent children, equivalent to the Trumbull County Group Plan in effect, shown in **Appendix G**, subject to the terms of the insurance contract with a carrier selected by the Board.

Part time employees (those employed .5 F.T.E. or more) shall receive such coverage on a pro-rata basis, based upon a 7.25 hour workday.

12.6.1 The district's optional vision plan is offered through the Trumbull County School Employee Insurance Consortium. Employees may choose this option or the basic vision option. For the Optional plan, employees will receive credit for the Board share of premiums on the Basic Vision plan as they have enrolled; Single or Family. The Board share will be paid toward the Premium on the new optional plan with the employee paying the difference in cost through payroll deduction.

12.7 Insurance While On Unpaid Leave

Whenever a member of the MEA bargaining unit is on a Board approved unpaid leave of absence, s/he shall have the right to retain participation in any of the insurance benefit programs. Members who choose to do so shall pay the premium amount for such insurance coverage by cash or check to the District Treasurer or designated third party no later than the 23rd day of the month prior to the month that coverage is to be extended during the unpaid leave.

12.8 Insurance Rebate

12.8.1 Eligible bargaining unit members who choose to forego their right to coverage shall receive an "opt out" benefit in the amount of twelve (12%) percent of the annual premium cost for the most expensive Consortium PPO alternative for which he/she was eligible to be paid during the month of September if the coverage is not used during the entire preceding year. Bargaining unit members who forego their right to coverage but are receiving health insurance coverage from the Trumbull County Schools Employees Insurance Consortium as part of family coverage are not eligible for the "opt out."

12.8.2 Bargaining unit members who choose to forego dental or vision coverage for a full year of the contract shall receive a rebate for the benefit in the amount of twelve (12%) percent of the Board's annual premium cost of that insurance benefit waived.

- 12.8.3** Bargaining unit members must inform the District Treasurer by August 10th of each contract year as to the insurance option they are selecting for rebate, if any.
- 12.8.4** If a bargaining unit member is hired at any time after August 10th, s/he shall be afforded insurance rebates on a pro-rata basis.
- 12.8.5** Members shall have the right to enter any insurance options for which they are eligible during the year, but shall forfeit the right to rebate payment for that year.

12.9 Salary Schedule

12.9.1 Base Salary:

2015-2016	\$30,189 (0.5%)
2016-2017	\$30,793 (2.0%)
2017-2018	Each bargaining unit member shall receive a stipend. Teachers Step 0-13 will receive \$750.00 payable in 2 (two) \$375.00 payments. Teachers Step 14-30 will receive \$1000.00 payable in 2(tow) \$500.00 payments. The first payment shall occur the first pay in November. The second payment shall occur the first pay in May.

- 12.9.2** Each member of the bargaining unit shall be placed and advanced on the salary schedule according to his/her individual training and experience.
- 12.9.3** Bargaining unit members with a bachelor's degree shall be placed on the B.A. column.
- 12.9.4** Entrants to column 2 of the Salary Schedule must have a Bachelor's Degree and at least 18 semester hours earned thereafter.
- 12.9.5** Bargaining unit members with a Master's degree shall be placed on the M.A. column.
- 12.9.6** Bargaining unit members with a Master's degree and at least an additional 18 semester hours earned thereafter shall be placed on the M.A. + 18 column.

12.9.7 Bargaining unit members with a Master's degree and at least an additional 30 semester hours earned thereafter shall be placed on the M.A. + 30 column.

12.9.8 Hours referred to are semester or quarter hours of earned college credit from accredited colleges or universities. Hours earned must be graduate hours or undergraduate hours earned in courses that related directly to the teacher's area of certification/licensure or relate directly to a new area of certification/licensure being sought by the teacher, or as approved by the Superintendent. A quarter hour will be credited at 2/3 of a semester hour.

12.10 Co-Curricular

12.10.1 Except as contained in this Article, no supplemental contracts are covered by this Agreement and shall be issued, awarded, and paid as directed by the Board.

12.10.2 Certain activities are co-curricular and will be assigned with additional compensation paid as a percentage of the base salary for that current year. Payment shall be made in two equal installments, one in January and one in June.

12.10.2.1 High School Band

High school instrumental
music teacher 15.0%

12.10.2.2 Middle School Band

Middle school instrumental
music teacher 5.0%

12.10.2.3 High School Chorus/Chorale

High school vocal/
choral music teacher 7.5%

12.10.2.4 Middle School Chorus

Middle school vocal/
choral music teacher 5.0%

12.10.2.5 Elementary Music Director

Elementary music teacher ~~3.0%~~ 4.0%

12.10.2.6 High School Yearbook Advisor
Yearbook Teacher 6.0%

12.10.2.7 MHS/District Website Coordinator
Web Design Teacher 6.0%

12.10.3 Job descriptions will be prepared by the Superintendent, principal and teacher defining the specific extra duties included in each assignment. If these duties are increased or decreased, the above compensation shall be increased or decreased proportionally. If specific duties are not performed, the above compensation will be decreased proportionally.

12.10.4 If a specific duty is required, the necessary fees, equipment and transportation will be provided, whether by the students, the community or the school district. Should the school district elect not to require a specific duty or elect not provide the necessary fees, equipment or transportation if not otherwise available, the teacher's evaluation will not be based on failure to perform the duty.

12.11 Employee Children Tuition Waiver

The children (step-children or dependents through guardianship) of bargaining unit members who reside outside of the Mathews Local School District may attend the Mathews Schools under open enrollment. Each bargaining unit member child (step-child or dependent through guardianship) will be given first priority in being accepted based upon space availability. Admissions under this provision will be limited to the beginning of each school year.

12.12 Tuition Reimbursement

The Board shall reimburse members of the MEA the costs of tuition for college work approved by the Superintendent or LPDC for the course(s) taken if the course is outside of the teacher's current area(s) of certification and successfully completed (3.0 GPA or better or a Pass in a Pass/Fail class) at an accredited college or university. The reimbursement for each member will be at 50% of their cost but not to exceed \$2,000.00 per individual per year. Reimbursement will be made once a year in September. The total reimbursement from the Board of Education shall not exceed \$22,000 per year. In the event that the total amount

SIGNATURES TO THE AGREEMENT

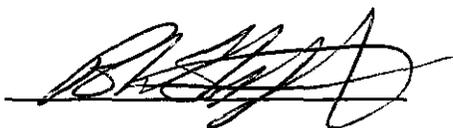
Mathews Local School District



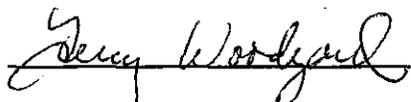
President, Board of Education



Superintendent



Treasurer

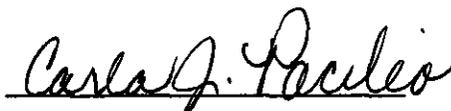


Board Rep Bargaining Team Member

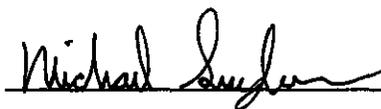


Board Rep Bargaining Team Member

Mathews Education Association



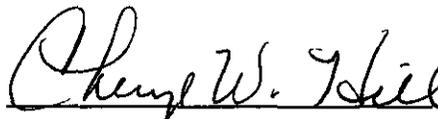
President, MEA



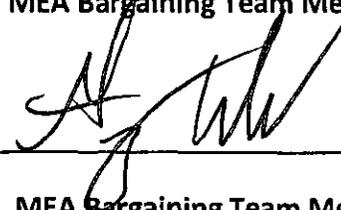
MEA Bargaining Team Member



MEA Bargaining Team Member



MEA Bargaining Team Member



MEA Bargaining Team Member

MEA Bargaining Team Member

APPENDIX A

0.5%

Mathews Local Schools Salary Schedule
2015 - 2016

Step	BS	BS+18	MA	MA+18	MA+30	Step
0	34095	37402	39510	40717	45925	0
	1.03	1.07	1.11	1.15	1.19	
1	37402	39510	40717	42265	44927	1
	1.075	1.110	1.155	1.200	1.245	
2	39510	40717	42265	43926	46266	2
	1.110	1.150	1.200	1.250	1.300	
3	40717	42265	43926	45746	48216	3
	1.145	1.190	1.235	1.300	1.355	
4	42265	43926	45746	47755	50566	4
	1.180	1.225	1.280	1.350	1.410	
5	43926	45746	47755	49965	53227	5
	1.215	1.260	1.315	1.400	1.465	
6	45746	47755	49965	52470	56284	6
	1.220	1.290	1.360	1.430	1.500	
7	47755	49965	52470	55382	59746	7
	1.265	1.340	1.415	1.490	1.565	
8	49965	52470	55382	58793	64208	8
	1.310	1.390	1.470	1.550	1.630	
9	52470	55382	58793	62604	69170	9
	1.355	1.440	1.525	1.610	1.695	
10	55382	58793	62604	66916	74133	10
	1.400	1.490	1.580	1.670	1.760	
11	58793	62604	66916	72229	80597	11
	1.455	1.550	1.645	1.740	1.835	
12	62604	66916	72229	78642	88661	12
	1.510	1.610	1.710	1.810	1.910	
13	66916	72229	78642	86155	97925	13
	1.565	1.670	1.775	1.880	1.985	
14	69170	74927	81548	89869	103189	14
	1.620	1.730	1.840	1.950	2.060	
18	80597	88661	97510	10982	12454	18
	1.675	1.790	1.905	2.020	2.135	
22	97510	10982	12454	143095	166718	22
	1.730	1.850	1.970	2.090	2.210	
26	12454	143095	166718	19359	229133	26
	1.790	1.915	2.040	2.165	2.290	
30	143095	166718	19359	229133	270340	30
	1.82	1.945	2.080	2.205	2.330	

APPENDIX A

2.0%

Mathews Local Schools Salary Schedule
2016 - 2017

Step	BS	BS+18	MA	MA+18	MA+30	Step
0	31747	32949	34180	35412	36644	0
	1.03	1.07	1.11	1.15	1.19	
1	33107	34180	35461	36952	38377	1
	1.075	1.110	1.155	1.200	1.245	
2	34180	35412	36952	38491	40031	2
	1.110	1.150	1.200	1.250	1.300	
3	35252	36644	38029	40034	41725	3
	1.145	1.190	1.235	1.300	1.355	
4	36336	37721	39415	41571	43418	4
	1.180	1.225	1.280	1.350	1.410	
5	37413	38799	40493	43110	45112	5
	1.215	1.260	1.315	1.400	1.465	
6	37567	39728	41878	44034	46190	6
	1.220	1.290	1.360	1.430	1.500	
7	38958	41263	43572	45882	48191	7
	1.265	1.340	1.415	1.490	1.565	
8	40339	42802	45266	47729	50193	8
	1.310	1.390	1.470	1.550	1.630	
9	41725	44347	46959	49577	52194	9
	1.355	1.440	1.525	1.610	1.695	
10	43110	45882	48653	51424	54196	10
	1.400	1.490	1.580	1.670	1.760	
11	44804	47729	50654	53580	56505	11
	1.455	1.550	1.645	1.740	1.835	
12	46497	49577	52656	55735	58815	12
	1.510	1.610	1.710	1.810	1.910	
13	48191	51424	54658	57891	61124	13
	1.565	1.670	1.775	1.880	1.985	
14	49885	53272	56659	60046	63434	14
	1.620	1.730	1.840	1.950	2.060	
18	51578	55119	58661	62202	65743	18
	1.675	1.790	1.905	2.020	2.135	
22	53272	56967	60662	64357	68053	22
	1.730	1.850	1.970	2.090	2.210	
26	55119	58969	62818	66667	70516	26
	1.790	1.915	2.040	2.165	2.290	
30	56043	59892	64049	67899	71748	30
	1.82	1.945	2.080	2.205	2.330	