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PROFESSIONAL NEGOTIATIONS AGREEMENT

BETWEEN

**THE BUCKEYE CENTRAL EDUCATION ASSOCIATION
(TEACHERS)**

AND

THE BUCKEYE CENTRAL LOCAL BOARD OF EDUCATION

July 1, 2015 to June 30, 2018

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ARTICLE I

RECOGNITION/NEGOTIATIONS PROCEDURES

A. Recognition of the Association

The Buckeye Central Board of Education, hereinafter the "Board" hereby recognizes the Buckeye Central Education Association, affiliated with the Ohio Education Association (OEA) and the National Education Association (NEA) hereinafter the "Association" as the sole and exclusive bargaining representative, for the purposes of and as defined in Chapter 4117 Ohio Revised Code, for all professional, non-supervisory personnel (as certified by the State Employment Relations Board) both full-time and part-time certificated teaching personnel (substitute teachers are not considered members of the bargaining unit). The employer recognizes that Association representation will include any newly created position unless employment into the position is governed by Section 3319.02 of the Ohio Revised Code. Such recognition shall continue until such time that a new representative is recognized in accordance with the pertinent provisions of Chapter 4117 of the Ohio Revised Code.

B. Management Rights Provisions

The Board hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the law and the Constitution of the State of Ohio, and of the United States.

C. Negotiations Procedures

1. Scope of Negotiations

Negotiable matters shall be all matters with respect to wages, hours, terms and conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement.

2. Initiation of Negotiations and Timeline for the Bargaining Process

- a. Either the Board or the Association may cause negotiations for a successor agreement to commence by giving written notification to the other party that it desires to open negotiations for the purpose of making modifications to the existing Collective Bargaining Agreement that will result in a new successor agreement. Such notice by the Association shall be served on the Superintendent of Schools and notice by the Board shall be served on the President of the Association.

The collective bargaining process shall commence not less than sixty (60) days and not more than one hundred twenty (120) days prior to

the expiration date of the existing Collective Bargaining Agreement unless mutually agreed to otherwise. Negotiations sessions shall be at a mutually acceptable time.

- b. Once notice has been served, a mutually acceptable date shall be set to initiate negotiations, not later than fifteen (15) working days after receipt of the notice by either party, unless mutually agreed to otherwise. At the initial session, the parties shall exchange their detailed written proposals. No new items shall be submitted thereafter except upon mutual agreement of the teams.
- c. If agreement is not reached on all items after negotiations have taken place for forty-five (45) calendar days (unless a later date is mutually agreed to) the parties shall jointly request the appointment of a mediator from the Federal Mediation and Conciliation Service (FMCS).
- d. The mediator shall meet with the representatives of the parties either jointly or separately, and shall take such steps as he/she deems appropriate to persuade the parties to resolve their differences and to effect a mutually agreeable settlement.
- e. If the mediator, after assisting the parties for a maximum of twenty-five (25) days, is unable to effect a settlement, this step shall be considered exhausted.
- f. In the event the members of the negotiations teams are unable to reach agreement, the Association may proceed in accordance to Ohio Revised Code 4117.14(D) (2).

3. Representation

Representatives of the Board shall meet with representatives of the Association to negotiate in good faith. Representation shall be limited to not more than six (6) representatives of each of the Board and of the Association. Neither party in any negotiations shall have control over the selection of the negotiating or bargaining representatives of the other party. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals and consider proposals in the course of negotiations.

Both parties agree to provide the other party with all available relevant data within a reasonable time.

4. While Negotiations are in Progress

- a. The Association and the Board agree that all negotiations will be conducted in executive session.
- b. The Association and the Board agree that each party will designate an official spokesperson to represent their committee, though all members of both committees may participate in raising questions or giving clarification when requested.
- c. The Association and the Board agree that the chairperson of either party may, independently, call for a caucus at any time during the negotiations session.
- d. The Association and the Board agree that negotiating shall take place at a mutually acceptable site.
- e. The Association and the Board agree that all items upon which tentative agreement is reached shall be initialed by each party after being reduced to writing and incorporated into a single tentative agreement. Such tentative agreement would be submitted to the ratification process described in part 5.
- f. The Board shall make available to the Negotiating Committee of the Association for inspection all public records of the Buckeye Central Local School System with any copying or preparation costs to be incurred by the Association. These shall be made available within a reasonable period of time whether or not negotiations are in progress.
- g. The Association and the Board agree that definite dates for meetings and starting times shall be determined with the mutual consent of the teams.
- h. The Association and the Board agree that while negotiations are in progress any release prepared for news media must be approved by both parties.

5. Agreement

When a total agreement is reached through negotiations, the total outcome shall be reduced to writing and submitted as a single package to the Association and Board for formal approval.

Following ratification by the Board and the Association, the agreement shall then be signed by both parties and shall become part of the official minutes of the Board.

6. The district will make available to the President of the Association copies of agendas, minutes, financial statements and other official documents of public record as requested. General fund financial records shall include the annual report of revenue accounts by fund/receipt code, the annual permanent appropriations report, the auditor's official amended certificate of estimated resources, and the Board of Education's Appropriation Resolution. A letter must be submitted annually to the Treasurer from the BCEA President in May to formally request such documents which normally are prepared over the summer. No charge for these reports will be required, provided this formal request is made. Otherwise, the normal copy costs will be charged.

The President of the Association will be notified of the time and place of all special Board meetings.

ARTICLE II

GRIEVANCE PROCEDURES

A. Definitions:

1. A "grievance" is a claim by a teacher, group of teachers or the Association that the contract has been violated, misinterpreted, or misapplied.
2. A "grievant" is the teacher, teachers, or Association person or persons making the claim.
3. "Association PR and R Representation" is any member of the Association Professional Rights and Responsibilities Committee in the building of the grievant or who is assigned by the Association to represent the Association and the grievant.
4. A day is a working day, Monday through Friday, excluding holidays or calamity days.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment.

C. Procedure

1. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present. In the administration of the grievance procedure, the interests of the teacher shall be the sole responsibility of the Association.

Informal Step

2. a. In the event a teacher believes there is a basis for a grievance, he/she shall discuss the alleged violation within thirty (30) days following the act or condition on which the grievance is based with his/her immediate supervisor. The term "supervisor" is interpreted to mean the building principal unless otherwise indicated. If the teacher is not under the supervision of a building principal, then he/she shall discuss the alleged violation with the director or coordinator to whom he/she reports.
 - b. Group grievances or Association grievances may be directed to Step I without informal discussion. If Step I does not resolve the issue, the grievance may proceed to Step II. These grievances are those which directly affect all members of the Association within a given building or which involve more than one (1) building principal.
3. After discussion with his/her immediate supervisor, the teacher and/or Association may meet with the Superintendent informally. If the teacher/Association feels a grievance still exists, then the following steps may be taken:

- a. Step I

If the grievance is not resolved through informal discussion, the grievant may, within ten (10) working days of mediation submit to his/her immediate supervisor and the Superintendent a completed "Grievance Report Form," Step I, in triplicate (Appendix B). Copies of this form showing the date of the occurrence, a statement of the nature of the grievance and provisions of the contract allegedly violated, and the relief sought shall be submitted by the teacher to the Association PR and R representative to the supervisor and to the Superintendent. Additionally, the Association President will forward copies of the written grievance to all members of the Board of Education. Within five (5) school days of receipt of the Grievance Report form, the immediate supervisor and the Superintendent shall meet with the teacher and his/her Association PR and R representative in an effort to resolve the grievance.

The immediate supervisor/Superintendent shall indicate disposition of the grievance within five (5) school days after such meeting by completing Step I of the Grievance Report Form and returning it to the teacher. The Association shall be notified in writing as to the disposition of the grievance.

b. Step II

If the grievant is not satisfied with the disposition made by the immediate supervisor/Superintendent, or if no disposition has been made within the above stated time limits, then the grievant and the Association PR and R Committee shall complete Grievance Report form, Step II, within five (5) school days and submit the grievance to the Board by filing a copy with the Superintendent. Notification of such an appeal shall be given to the immediate supervisor.

The Board, at its next regularly scheduled meeting, shall meet with the aggrieved teacher and the Association PR and R representative and the Superintendent or his/her designee to review such grievance in executive session, or give such other consideration as it shall deem appropriate. The disposition by the Board shall be made to the teacher by completing Grievance Report form, Step II, within ten (10) school days of the meeting.

A notification of each disposition shall be furnished the grievant, the Association, and the immediate supervisor.

If the grievant and/or the Association fails to forward the Grievance Report form to the Board within five (5) school days after receipt of the disposition from the immediate supervisor/Superintendent, then the grievance shall be considered waived.

c. Step III

If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the Association shall notify the Board of its intent to proceed to arbitration by completing Step III of the Grievance Report form and filing it with the Treasurer of the Board within ten (10) days after Board's Step II response period. The arbitrator shall be selected by the American Arbitration Association in accord with its rules, which rules shall likewise govern the arbitration proceedings. The arbitrator shall render his decision as soon as possible after the hearing and such decision shall be final and binding on all parties. The arbitrator shall have no power to alter, add or subtract from the terms of this Agreement. Both parties agree that the cost of the arbitrator shall be shared equally by the Board and the Association.

The time limits provided in the articles shall be strictly observed but may be extended by written agreement of both parties. In the event a grievance is filed after May 15 of any year and strict adherence to

the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

If an individual teacher has a complaint which he/she desired to discuss with his/her immediate supervisor, he/she is free to do so without recourse to the grievance procedure. If, however, a formal grievance is undertaken, and the teacher desired Association representation, then it shall be the responsibility of the teacher to notify his/her Association PR and R representative. No adjustment of a grievance shall be inconsistent with the terms of this Agreement.

ARTICLE III

TEACHING CONDITIONS

All teachers, regardless of contract status, will be evaluated based, in part, on the use of technology and participating in continuous professional development.

A. Length of Contracts for Certificated Personnel

1. The length of a teacher's limited contract will be determined by years of teaching in the District as follows:

<u>Years at Buckeye Central</u>	<u>Length of Contract</u>
0	1 year
1	1 year
2	2 years
4 or more	not less than 3 years

Notwithstanding the above provisions, a teacher in Resident Educator status will in no event receive a limited contract of more than one (1) year in duration. If retained after successfully exiting Resident Educator status, the teacher will receive a two-year limited contract and any limited contract after that will be for not less than two (2) years in duration.

2. At the end of a teacher's contract, the Board will have three (3) options:

Option 1: Grant a continuing contract, if eligible, or renew the limited contract according to the above schedule.

Option 2: Issue a one-year or two-year extended limited contract with reasons directed at professional improvement in accordance with Section 3319.11 of the Ohio Revised Code.

Option 3: Non-renew the teacher's limited contract.
3. Contract renewal, non-renewal or termination will be according to Ohio law unless specifically addressed to the contrary by a provision of this agreement.
4. If the teacher will become eligible for a continuing contract in the middle of a limited contract, the teacher will apply to the Superintendent prior to September 30. The Superintendent will recommend action to the Board as to whether or not to issue the continuing contract no later than the May BOE meeting.

5. Continuing Contract Status

Eligibility for continuing contract status will be determined by the service, teaching credential, and educational requirements appearing in Sections 3319.08 and 3319.11 of the Ohio Revised Code, recognizing that such statutes may be amended from time to time (unless otherwise required by law, the terms of an amendment to Sections 3319.08 and/or 3319.11 will not take effect until the expiration of this agreement).

B. Transfer, Vacancy, and Promotions

1. Vacancy

- a. Vacancies (any position that is unfilled or unoccupied) in teaching or supplemental positions shall be posted on faculty bulletin boards in each building within five (5) days after each regular or special Board meeting during the regular school year. During the summer months when school is not in session, said notice will be emailed to all employees, posted on the Buckeye Central Schools website, and mailed to the Buckeye Central Education Association President.
- b. Vacancy listings shall include the state established minimum certification for the subject taught, minimum qualifications for the position, a description of the duties to be performed, a statement that the salary will follow the negotiated salary schedule, and the procedures for application.
- c. No vacancy shall be filled until after ten (10) working days of the date of posting the notice. In August, vacancies may be filled after five (5) working days of the notice being posted.
- d. An applicant hired to fill the position must possess the posted requirements and certification. Any member having the required certification and minimum qualifications may apply for the posted position and will be granted an interview. The most qualified candidate, as determined by the Superintendent, shall be granted the position with longevity in the district being given consideration.

2. Voluntary Transfer or Promotion

This section is primarily to set forth procedures whereby teachers can make known their desire to be considered for a new position. In the spring of each school year a Staff Interest Survey will be provided to the teachers. Employed teachers properly certificated can make known their interest in changing positions opened through vacancy or creation by the Board as made known to teachers in part B, 1 above. Teachers may also request a change in position in writing to the Superintendent at any time. If the

request for transfer is not granted, the teacher will be given the reasons in writing. Teachers must be properly certificated by the effective date of the position considered.

3. Involuntary Transfer

Teacher placement is recognized as a responsibility of the Superintendent. In order to meet the educational needs of the district, it may be necessary to involuntarily transfer a teacher.

- a. An involuntary transfer shall mean a change in a teacher's assignment without the teacher's consent. Involuntary transfers will be kept at a minimum whenever possible.
- b. An involuntary transfer shall be affected only after the teacher involved is given written notice as to the reasons for said transfer.
- c. The teacher may request in writing and shall be granted a meeting with the Superintendent to discuss the merits and reasons for the transfer. Both the teacher and the Superintendent may, at their option, have representative(s) of their choice at this meeting.
- d. A teacher, at his/her option, may have a written statement of his/her objections placed in his/her personnel file. Such a transfer shall be made only when the Superintendent determines it is in the best interest of the educational program.
- e. No teacher shall be transferred to a position for which he/she does not hold state established minimum certification. Transfers shall not be made for capricious reasons.
- f. When possible, teachers should be given written notice of involuntary transfers by June 1. In no case shall a teacher receive notice of less than ten (10) working days, prior to the beginning of the new school year.

C. School Calendar

Teachers shall be involved in the makeup of the annual school calendar for the following year. Each school year a calendar committee composed of a maximum of three (3) bargaining unit members appointed by the Association and three (3) administrators appointed by the Superintendent will be established for the purpose of developing a calendar recommendation for the succeeding school year. A number of possible calendars will be presented to the teachers for a vote. While the final decision on a calendar rests with the Board of Education, the wishes of the teachers will be given serious consideration.

D. Teacher Evaluation Procedure

1. Purpose

The performance of all instructional personnel shall be evaluated in accordance with an organized program. Its purpose shall be:

- a. To help teachers achieve greater effectiveness in the performance of their duties;
- b. To assist teachers in the growth and development of professional abilities;
- c. To identify areas of strength and weakness; and
- d. To provide a basis for future contract consideration.

2. Evaluation Procedure

The evaluation procedures for the teaching staff will conform to the statutory obligations pursuant to Sections 3319.111 and 3319.112 of the Ohio Revised Code (ORC). The Ohio Teachers Evaluation System (OTES) framework will be utilized for all teachers that provide instruction for 50% or more of their daily schedule. Staff members will be provided with a copy of the OTES Model Packet and Resources Packet electronically each year. Both of these documents can also be found on the ODE website at: education.ohio.gov. Evaluation procedures will be addressed during a regularly scheduled staff meeting in September each year.

3. Method of Evaluation

- a. The building principal or assistant principal will be the primary evaluators of teacher competency and shall be responsible for the recommendation of the teacher to the Superintendent. However, observations and evaluations may also be conducted by the special education supervisor, other qualified administrators or any other mutually agreed upon evaluator.
- b. A minimum of thirty (30) consecutive minutes will be allotted for each classroom observation.
- c. A post conference between the evaluator and teacher must follow each formal observation/evaluation. During this conference, a written observation/evaluation form shall be provided to the teacher.
- d. The first formal observation of a teacher will be agreed upon by the evaluator and the teacher at least two (2) working days in advance of the observation, unless a shorter time period is agreed upon. All other observations need to be announced.

4. Walkthroughs

A walkthrough is a formative written assessment that focuses on one (1) of the following components:

- a. Evidence of planning;
- b. Lesson delivery
- c. Differentiation
- d. Resources
- e. Classroom environment
- f. Student engagement; and,
- g. Assessment

The walkthrough shall be at least five (5) consecutive minutes, but not more than ten (10) consecutive minutes in duration. At least one (1) walkthrough must be conducted as a component of each formal observation cycle. Written feedback will be provided regarding the focus and results of the walkthrough within five (5) days.

5. eTPES Reporting

The administration will utilize the minimum reporting requirements option when submitting evaluation information via eTPES. A copy of required observations/evaluations will be filed in the teachers' personnel files in the superintendent's office.

6. Evaluation Committee

An Evaluation Committee will be formed to review the evaluation procedures or instruments which will be used to evaluate the professional staff. Membership of the committee will consist of a maximum of three (3) administrators appointed by the Superintendent and three (3) teachers appointed by the President of BCEA. The Evaluation Committee shall make any recommendations to the Superintendent/BCEA President by May 1 of the applicable school year. Administration and BCEA representatives agree to confer and consider MOU's in regard to any committee recommendations during the duration of this contract. No changes will be made without the approval of both parties.

E. Number of Teaching Days/Length of Day

1. The number of days a year for a teacher to be employed is one hundred eighty-two (182). One hundred eighty (180) days are in the classroom with the students. Two (2) in-service days are required during the school year between the first and last day for students.

2. The Board of Education also requires one (1) workday prior to the opening of school for students and one (1) workday after the last day of school for students.
3. Total of one hundred eighty-four (184) paid days. These days shall consist of the following:

- 178 Student Days
- 2 In-service Days
- 2 Parent-Teacher Conference Days
- 2 Workdays

4. The length of the teacher workday shall be no more than seven (7) hours and thirty (30) minutes. This shall include one (1) thirty minute lunch as prescribed by Ohio Revised Code 3319.072 and planning time as specified in Article III N of this Agreement.

5. Calamity Days

Five (5) calamity days for teachers will be a component of the annual school calendar. If additional calamity days are required, any designated "pay forward" days will be utilized until exhausted. Other days agreed upon by the Administration and BCEA may also be used as needed, e.g. parent/teacher waiver days. In the event the total number of calamity days cannot be covered within the annual school calendar using the options described above, the required number of days to reach the annual teachers contracted days (184) will be made up as agreed upon between BCEA and administration with a maximum of two days being added at the end of the school year. The end of the school year will be determined by the Board. These days are intended to be used for professional development activities, instructional planning and/or school/district improvement initiatives. Additionally, any of these days may be used as student days.

6. Parent-Teacher Conferences

All teachers will have parent-teacher conferences on four (4) evenings (two per semester) or two (2) days (one per semester). The first conference will be between the eighth (8th) and twelfth (12th) weeks after the start of school as based upon the calendar committee recommendation. The second conference will be between the sixth (6th) and tenth (10th) weeks after the start of the second semester. If teachers work four (4) evenings (two per semester) for a total of fifteen (15) hours, they will be compensated time off for two (2) days as established in the Board of Education approved calendar. If the conferences are in the evening hours, the conferences will not be on consecutive evenings. Administration has the right to address

professional development, building topics, or other school related work on parent-teacher conference evenings not to interfere with scheduled conferences.

F. Personnel Files

1. Each teacher has the right to examine, in the presence of an administrator and to make a copy of any items which are a part of that teacher's personnel file. The Board of Education agrees to maintain only one (1) personnel file to be housed in the Superintendent's office.
2. Any material believed to be inaccurate may be challenged by written response and grieved, and when proven inaccurate, it shall be removed from all files.
3. The teacher shall be notified of, and have the right to answer any material placed in the file; this answer shall be attached to the file copy.
4. Any grievance material shall not be placed in the teacher's personnel file.
5. Access to a teacher's personnel file shall be limited to the Board members, central office administrators, immediate principal and/or supervisors, and the designee of the staff member. The teacher must be notified of any other individual requesting access to his/her file and shall have the right to be present when his/her file is reviewed.

G. News Releases

The principal of each building is responsible for news releases to the New Washington Herald, Bucyrus Telegraph Forum, Shelby Globe, Mansfield News Journal, and/or WBCO.

H. Staff Reduction

1. In implementing a reduction in force, the Board will follow the provisions of Section 3319.17 of the Ohio Revised Code. The Board shall not use seniority as the sole factor in implementing a layoff or recall under this article unless it is consistent with Sections 3319.112 and 3319.17 of the Revised Code.

The Board of Education may, upon the recommendation of the Superintendent, RIF Title I, Title VI B, and DPPF positions whose state or federal source of funding has not been approved and/or determined for the upcoming school year. This RIF may occur after the April 30 deadline and will not necessitate the Board of Education having to apply to the state loan fund. The RIF will follow the already agreed upon procedure.

2. Teachers non-renewed annually due to interruption of program funds shall not suffer a break in seniority.
3. Seniority Definition:
 - a. The following procedures will be followed in order, within each teaching field affected, until seniority ties are broken.
 - 1) All teachers will be placed on a seniority list for each teaching field for which they are properly certified. Teachers will be placed on the list in descending order of seniority.
 - 2) Seniority shall be defined as the length of continuous service in the bargaining unit from the most recent date of hire. Board approved leaves of absence will not interrupt seniority but time spent on such leave shall not be counted towards seniority.
 - b. If two or more teachers have the same length of continuous service, seniority will be determined in the following order:
 - 1) The earliest date of employment by the Board of Education.
 - 2) The earliest date the teacher began working in Buckeye Central School District.
 - 3) Highest grade of Contract.
 - 4) Any remaining ties shall be broken by lot.
 - c. The BCEA shall be notified of the nature and impact of any staff reductions by April 1. If later than April 1, written reasons justifying the later date must be given to the BCEA.
 - d. All teachers who are the subject of a staff reduction will be so notified by April 30 of that school year, unless the staff member is affected under Section H, Item 1, Paragraph 2, above. Said notice will include the reasons for the reduction and the reason for the selection of said individual.
 - e. If a vacancy occurs, the Board will send a certified letter, return receipt requested, to the last known address of all teachers whose contracts have been suspended and who are certified for the vacant position. All teachers are required to respond in writing to the Board office postmarked within ten (10) calendar days of receipt of the letter. The most senior responding teacher will be given the vacant position. Teachers will remain on the RIF list for a period of two (2)

years.

- f. If the Board intends, because of the "comparable evaluations" provision of Section 3319.17 of the Ohio Revised Code, to deviate from seniority in suspending a bargaining unit member's contract, the Board will give the Association president written notice of such intent by not later than the April 1 deadline appearing in subparagraph c above in which case representatives of the Association and the Board shall meet promptly in an effort to clarify and agree on the specific scope of any such deviation; if the parties are unable to agree, and the member(s) adversely affected by the Board's intended deviation from seniority wishes to challenge the deviation, the parties shall (notwithstanding Article II of this agreement) promptly submit the dispute to binding arbitration under the American Arbitration Association's Expedited Labor Arbitration Rules for a determination of whether the Board's intended deviation is proper under the statute's "comparable evaluations" requirement. Similarly, if the Board intends because of the "comparable evaluations" provision of Section 3319.17 to deviate from seniority in recalling a laid-off bargaining unit member, the Board will promptly give the Association president written notice of such intent and, if the member(s) adversely affected by the Board's intended deviation wishes to challenge the deviation, the parties shall immediately submit the dispute to binding arbitration under the AAA's Expedited Labor Arbitration Rules.
- g. Any teacher on the RIF list who voluntarily resigns will be removed from the RIF list.
- h. A teacher has the right to exercise his/her conversion privileges on any and all group insurance plans in effect at the time without interruption of benefits in accordance with law and insurance plan provisions.
- i. Any teacher who twice rejects an appointment to fill a position shall be removed from the RIF list.
- j. All teachers on the RIF list are obligated to keep the Board of Education informed of current address and phone numbers.
- k. Unless otherwise expressly provided, the suspension of a teacher's regular teaching contract shall thereupon suspend any supplemental contract held by such teacher.

I. Academic Freedom

Each teacher has the right to perform his/her professional responsibilities in the classroom in a way that will best encourage a broad and complete understanding by students of educational subject matter. Such right shall be exercised within the bounds of professional responsibility and the Board adopted educational philosophy and curricula.

J. School Merger/Consolidation

In the event Buckeye Central School System should be dissolved and merged and/or consolidated with another district or districts, the Board shall negotiate with all parties involved to attempt to preserve the jobs of their employees in order of seniority.

K. Job Descriptions

Prior to September 1, 2015, an ad-hoc committee will be established to write job descriptions for the district teaching and supplemental positions. The committee will consist of up to four (4) teachers appointed by the BCEA and four (4) administrators appointed by the Superintendent. After the committee has completed its charge the job descriptions should be submitted for Board approval no later than the June 2016 B.O.E. regular meeting. Any subsequent changes to the job descriptions will be handled through the committee process as defined above.

L. Teacher Absences

1. Every effort shall be made to secure a certified substitute either special or regular when a special or regular teacher is absent, beginning on the first day of absence.
2. When a substitute teacher is not available, a teacher(s) may be asked to substitute during his/her scheduled preparation/planning time. Any member who agrees to assume such responsibility will be paid at the rate of \$10.00 per hour or portion thereof.

M. Class Size/Member Work Load

The Board of Education will abide by state law.

N. Planning Time

Every certified employee's week shall include two hundred (200) minutes of planning time with the attempt to provide each employee forty consecutive minutes of planning time each day with no student contact.

O. Flex Credit Courses (Classes)

Teachers who are required to teach flex credit courses (classes) will be paid a stipend of \$250/semester per class for the 2015-2016 school year.

P. OSHA Training

Employees attending safety training sessions outside their regular workday shall be compensated as follows:

1. Hourly employees shall be paid according to the provisions outlined in Article 6.
2. All other employees shall be paid at their per diem rate.

Q. Local Professional Development Committee

1. Purpose

A Local Professional Development Committee (LPDC) shall be established to oversee and review professional development plans for course work, continuing education units, and/or other equivalent activities. In addition, the LPDC shall be responsible for scheduling, planning, and providing appropriate professional development activities for certificated/licensed employees. Such activities shall be in keeping with the mission statement of the school district and the needs of the teachers and students.

2. Term of Office

The term of office for members serving on the committee shall be two (2) years.

3. Committee Composition and Selection

- a. The committee shall be comprised of six (6) members as follows:
four (4) teachers
two (2) administrators
- b. The four (4) teacher members shall be appointed by the BCEA President. The administrative employee member shall be appointed by the Superintendent.
- c. In the event of a vacancy, the committee member shall be replaced in accordance with 2 above.

4. Chairperson

The committee chairperson shall be determined by majority vote of the committee members.

5. Decision Making

Decisions shall be made by majority vote of the committee members present and voting.

6. Training

- a. Members of the LPDC shall be afforded the opportunity to attend training on the purpose, responsibilities, functioning, and legal requirements of LPDC's.
- b. If the available training is during work hours, the committee members shall be given paid release time to attend. If the training occurs outside the regular workday or work year, members shall be paid twenty-five dollars (\$25.00) per meeting.
- c. LPDC members shall be reimbursed for all actual and necessary expenses incurred as part of the training.
- d. LPDC training for committee members shall constitute appropriate "equivalent activities" for purposes of the committee members own individual development plans if they so decide by majority vote.

7. Meetings and Compensation

- a. The LPDC shall meet as often as the members deem necessary to complete their work. The committee shall post in each building their meeting schedule. Additional meetings may be scheduled as necessary.
- b. Committee members shall be paid fifty dollars (\$50.00) per meeting for committee work performed outside the regular workday or work year.

8. Appeals Process

- a. Written appeals shall be submitted within ten (10) working days after the denial or resubmission of an IPDP or college coursework/equivalent activity proposal. All written appeals will be reviewed at the next regularly scheduled meeting of the LPDC.

- b. A person may attend the next regularly scheduled LPDC meeting to explain the written appeal. A written request for inclusion on the agenda should be given to the LPDC Chairperson no later than ten (10) working days before the scheduled LPDC meeting.
- c. Written notification of the appeal decision shall be provided within five (5) working days or thirty (30) calendar days, whichever comes first.
- d. If the appeal is denied, the applicant may request a binding decision rendered by a three (3) person appeals team: one (1) person selected by the applicant, one (1) person chosen by the LPDC, and a third person chosen by the first two (2). Members of this panel must hold a current Ohio Department of Education Certificate or License.

R. College Credit Plus (CCP+)

Any classes offered by the district to students through the College Credit Plus (CCP) program shall first be offered to qualified bargaining unit members.

S. Field Trips

The beginning and ending times for scheduled field trips shall be flexible. However, punctuality with regard to regularly scheduled bus routes will be taken into consideration.

T. Technology Expectations

The Association and the Board mutually agree that an important District goal is the continued utilization of technology with increasing staff expertise in the same. In an effort to increase staff comfort levels with regard to technology usage, the Board of Education commits to providing district in-service activities regarding applicable and current technology topics and/or requirements. It is intended that the BCEA and the administration will collaborate on the in-service topics to be addressed.

It is an expectation that teachers will input information into Progress Book (or similar program) on a weekly basis. Teachers may note exceptions to weekly input for the benefit of concerned parents and/or administrators.

The District's expectations with regard to technology expertise will be communicated to all new employees hired by the District.

U. Teacher Schedules, Special Needs Students

The building principal will take into consideration the impact of special needs students when developing the master teaching schedule annually. Teacher input based upon the knowledge of student needs is encouraged. To the best extent possible, special needs students will be assigned across a grade level or team as long as students IEP goals and the attainment thereof can be met. The principal has the right of final student placement and schedule completion after considering any teacher input and based upon the aforementioned guidelines.

V. IEP, IAT Meetings

Every attempt will be made to schedule IEP, IAT meetings in a manner that will allow for a grade level representative to be given release time from their regular teaching responsibilities.

W. Teachers Meetings

Each month during the school year one (1) teacher meeting may be conducted for teachers K-6 and 7-12. These meetings should be scheduled by semester and take into consideration after school activities. Meetings should be held to a maximum of one (1) hour in duration. The intent of teachers meetings is to address professional development and/or instructional topics. Management topics that can be reduced to e-mail or written communication should be limited within a teachers meeting agenda. Emergency building meetings are not counted as a monthly teacher meeting.

ARTICLE IV

LEAVES

A. Sick Leave

1. Certified employees of Buckeye Central shall be granted sick leave on the following basis:
 - a. One and one-quarter (1-1/4) days for each completed month of service up to fifteen (15) days for each completed year of service.
 - b. Five (5) days of sick leave shall be credited to all beginning teachers at the time of employment. These days must be earned by working four (4) months at one and one-quarter (1-1/4) days per month. Under normal circumstances, accumulating more than five (5) days cannot occur until the fifth month of employment.
 - c. Any sick leave earned and unused in prior employment in any public school system shall be transferred to the employee's credit in the Buckeye Central System at the time of employment. The Treasurer from your previous employment must certify these sick leave days.
 - d. Unused sick leave credit will be accumulated up to two hundred and sixty-two (262) days for the duration of this contract. Employees who achieve perfect attendance, through no use of sick leave over a school year period, shall receive a certificate of merit award and a gift from the school district.
 - e. The administration may request a doctor's statement for a leave extending for more than four (4) consecutive days. The administration may request a doctor's statement or other appropriate document to verify personal sick leave absences after a teacher has used fifteen (15) days during any school year or when such absences appear to be used in a pattern or without medical cause.
 - f. One (1) week of sick leave may be used for purposes of adoption with a second week to be granted at the discretion of the Superintendent.
 - g. Bargaining unit members may be asked to substitute for another teacher, but will not be required to do so.
2. Payment for sick leave benefits shall be as follows:
 - a. Personal illness in the immediate family-illness, injury, or exposure to contagious disease will result in the employee being paid regular

salary until he/she returns to work or until all accumulated sick leave is exhausted, whichever occurs first. Immediate family is defined as spouse, children, parents, siblings, parents-in-law, grandparents, grandchildren, legal guardian, ward, stepchildren, other dependent regardless of residence and other individuals living in the same household who hold a similar position. The administration may request a doctor's statement for a leave extending beyond four (4) days.

- b. Each employee's current sick leave accumulation shall be reflected on every paycheck according to the records of the Treasurer using the sick leave forms received as of the posting of that payroll.

3. Death

- a. Death of spouse, children, parents, siblings, parents-in-law, grandparents, grandchildren, legal guardian, ward, stepchildren, and other dependent regardless of residence and other individuals living in the same household who hold a similar position a maximum of five (5) days of sick leave will be granted.
- b. Death of a relative, i.e., aunt, uncle, one (1) day of sick leave will be granted.
- c. Upon the request of a teacher, the Superintendent may extend this time if circumstances so dictate and additional time is required.

4. Absence due to the aforementioned reasons must be charged to sick leave and cannot be charged to other established leave policies unless sick leave is depleted.

Sick leave shall not be charged for days school is not in session.

During sick leave, the employee cannot otherwise be gainfully employed. Sick leave shall be granted only for those days of credit earned and accumulated except that sick leave will continue to accrue while the employee is on paid sick leave.

5. Employees must complete a Sick Leave form requesting days of sick leave, sign the form, and submit for verification of sick days due, within five (5) working days of returning to work or forfeit the pay for that day.

6. Sick Leave Pool for Catastrophic Illness/Injury

The Buckeye Central Education Association and the Buckeye Central Board of Education hereby agree to establish a Sick Leave Pool for staff.

The purpose of this pool shall be to provide staff who have exhausted all their paid leave days with additional leave for catastrophic illness or injury. Administration and use of the pool shall be as follows:

- a. The pool shall be administered by a committee of five (5), three (3) members to be selected by the Association and two (2) selected by the Administration. All decisions shall be by consensus of all members of the committee. A member, who has been denied, may ask for a hearing before the committee for reconsideration. Other than such hearing, the ruling of the committee may not be appealed through any means or methods provided in the Collective Bargaining Agreement or otherwise.
- b. Staff on his/her own behalf, or any employee on behalf of the needy staff member must present the request in writing to the President of the Association. Said request shall include the approximate number of days required up to a maximum of fifty (50) days. (This number may be adjusted as necessary up to the maximum.) The President shall bring the request to the Sick Leave Pool Committee for consideration. The committee may request proof of need, if the majority of the committee believes proof will be helpful in their consideration. Such proof shall consist of written confirmation by a physician that the illness/injury will require the recuperation time requested. The request must meet the requirements for sick leave under Article IV (A) (2) of the Collective Bargaining Agreements. Employees may donate sick days for a colleague who has been approved for sick leave pool use. [See Appendix C]
- c. If the request is approved, the Association President will notify the staff of request. A form will be provided for staff to indicate willingness to contribute sick leave. [See Appendix D] Contributions will be accepted on a first-come, first serve basis up to the number of days requested or fifty (50) days maximum and are confidential. The teacher is required to retain a minimum of ten (10) days after donating the number of days of their choice. The Association shall compile the contributions and present them to the Board Treasurer for appropriate action. Any donated days that are not required will be returned to the staff member contributor. There shall be separate sick leave pools for classified and certified staff.

B. Personal Leave

1. Teachers shall be granted three (3) days of personal leave with pay per year. Generally no more than three teachers may be granted personal leave on any school day. However, the number of teachers may exceed three (3) with the approval of the Superintendent.

2. Certified teaching employees seeking approval for personal leave with pay shall place the request into the AESOP attendance program utilized by the District at least three (3) days prior to the requested absence. In case of emergency, the Superintendent or his designated representative shall waive the three (3) day prior approval limitation and the personal leave may be granted by telephone or verbally in person provided a qualified substitute can be obtained.
3. All personal leave shall be unrestricted.
4. Reimbursement for Unused Personal Leave

Teachers will be reimbursed each school year for unused personal leave days by having these unused days added to their accumulated sick leave total. Unused sick leave credit will be increased to the negotiated maximum.

C. Leave of Absence

1. Upon the written request of a teacher, the Board may grant an unpaid leave of absence for a period of not more than two (2) consecutive years of school time for educational or professional improvement, and shall grant such leave where illness or other disability is the reason for the request. Leave of absence for maternity/paternity/adoption may be granted for a period of not more than two (2) consecutive years of school time.
2. Without request, the Board may grant a leave of absence to any teacher because of physical or mental disability, but such teacher may have a hearing on such unrequested leave of absence in accordance with the provisions of the law.
3. Leave of absence for educational or professional growth.
 - a. The Board may not grant this type of leave of absence unless a satisfactory substitute is available. This type of leave may not be granted to more than three (3) professional staff members at one time. When more than three (3) staff members have requested this type of leave at the same time, leaves cannot be longer than one (1) year and cannot be granted to a teacher who has previously received this type of leave.
4. If the request for a leave is approved, the teacher shall be notified in writing within ten (10) days of such action. In addition, the teacher shall be notified of the following matters:
 - a. The length of leave.
 - b. Sick leave during the leave.

- c. Service credit during the leave.
 - d. The retention of rights of tenure, retirement, and insurance.
5. Bargaining unit members agree to take leaves only for legitimate reasons.
 6. Upon the return to service of a teacher at the expiration of a leave of absence, he/she shall resume the contract status which he/she held prior to such leave, unless otherwise stated under the original leave approval provisions.
 7. Any teacher employed to replace a teacher on leave shall be informed of the temporary nature of this assignment by having it stated on their individual contract.
 8. A leave of absence shall not extend beyond the termination date of a teacher's contract but may be renewed if the contract of the teacher is renewed.
 9. When on a one (1) or a two (2) year leave of absence, the teacher must notify the Board of Education or the Superintendent, in writing, no later than April 1 of a one (1) year leave or April 1 of the second year of a two (2) year leave, of his/her intention to return or not to return.

D. Professional Leave

1. Upon submission of the Professional Leave form, appropriate registration form, and approval of the Superintendent, certified personnel shall be granted three (3) days of professional leave with pay to attend professional meetings in Ohio or contiguous states or visit other school districts in Ohio. Days granted shall align with the teacher's goals in their certified teaching field. Expenses shall be paid by the Board of Education as follows:
 - a. Registration fee will be filed and paid in advance, if requested, with notice given to the employee.
 - b. Mileage to and from paid at the current IRS approved mileage rate in effect at the start of the school year. Mileage begins and ends at the Buckeye Central campus or point of origination whichever is closer.
 - c. Actual cost up to one hundred twenty-five dollars (\$125.00) per night for lodging if it is a two (2) day meeting and more than sixty (60) miles from New Washington (to include any applicable room and sales taxes within the \$125.00 per night limit).
 - d. Upon return from approved professional development activities staff

is required to submit an activity reflection according to District provided format. [See Appendix E]

2. Two (2) days of professional leave shall be granted to each Association representative elected to attend the annual meeting. This day will not count as part of the three days of professional leave normally granted each teacher. This is limited to two (2) Association representatives. Such days may be taken in one-half (1/2) day increments.
3. All other professional leave requests and expenses paid by the Board of Education must be approved by the Board of Education.

E. Unauthorized Absences

Absences from the job for other reasons than those covered in the sick leave provisions or otherwise granted with pay will result in deductions from salary on the basis of a one hundred eighty-four (184) day school year. The deduction will be the total salary divided by one hundred eighty-four (184) of each day of absence. For those employees on extended service, the deduction will be the salary divided by the number of days employed (basis of twenty [20] days a month), for each day of absence.

F. Jury Duty

A teacher shall retain both the regular salary and any remuneration received from the court while serving on jury duty, and shall provide a copy of the court check.

G. Family Leave

1. The Board agrees that all benefits guaranteed by the Family and Medical Leave Act will be provided to employees covered by this Agreement. Pursuit of a grievance under this contract in no way prevents an employee from enforcing their rights under the Act as provided by law.
2. Each employee is entitled to and shall be granted upon request up to twelve (12) weeks of unpaid leave per year to care for a new or a sick child, parent, parent-in-law, or spouse, or for the placement with the employee of a child for adoption or foster care or to care for the newly placed child; or when the employee is unable to work because of a serious health condition. When medically necessary, leave may be taken intermittently.

Any leave beyond twelve (12) weeks in a year for these combined purposes may be granted pursuant to the other leave provisions of this Agreement.

Eligible employees may choose to substitute paid leave granted by other provisions of this Agreement for all or part of the unpaid leave granted under this article.

3. Protection - The Board shall return the employee taking a leave under this article to the same position he/she occupied prior to the leave.

The taking of a leave under this article shall not result in the loss of any employment benefit accrued prior to the date the leave commenced.

4. Insurance -The Board shall continue to pay the Board contribution necessary to continue all medical, dental, and life insurance plans for the employee while he/she is on leave under this article.
5. Year - For purposes of defining a year for Family Leave benefits, each year shall commence with the first day of school.

H. Assault Leave

1. Entitlement pursuant to and in accordance with Section 3319.143 of the ORC, assault leave shall be granted to a member of the BCEA bargaining unit who is absent from his/her assigned duties because of physical injury resulting from an assault within the scope of the teacher's employment. The teacher will be granted five (5) days of assault leave prior to the use of sick leave.
2. Usage - A member of the BCEA bargaining unit shall be granted assault leave according to the following rules:
 - a. The incident, resulting in the physical disability of the staff member, must have occurred while performing his/her duties while employed by the Buckeye Central Local Board of Education.
 - b. Upon notice to the principal or immediate supervisor that an assault upon a member has been committed, any member having information relating to such assault shall, as soon as possible, prepare a written statement embracing all the facts within the member's knowledge regarding said assault, sign said statement, and present it to the building principal or immediate supervisor.

ARTICLE V

SALARY AND FRINGE BENEFITS

A. Salary

1. Effective July 1, 2015, the base salary (Bachelor's Degree, 0 years experience) shall be \$31,029 (See salary schedule, page 32).

In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2015-2016 school year a one-time lump sum payment (less applicable payroll withholdings) of \$500.00. Such payment to be made on the first regularly scheduled payday in December, 2015.

2. Effective July 1, 2016, the base salary (Bachelor's Degree, 0 years experience) shall be \$31,805 (See salary schedule, page 33).

In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2016-2017 school year a one-time lump sum payment (less applicable payroll withholdings) of \$500.00. Such payment to be made on the first regularly scheduled payday in December, 2016.

3. Effective July 1, 2017, the base salary (Bachelor's Degree, 0 years experience) shall be \$32,441 (See salary schedule, page 34).

In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2017-2018 school year a one-time lump sum payment (less applicable payroll withholdings) of \$500.00. Such payment to be made on the first regularly scheduled payday in December, 2017.

B. Co-Curricular Salary Schedule

The base salary of \$31,029 (effective July 1, 2015) for the 2015-2016 school year shall be applied to the co-curricular salary schedule.

The base salary of \$31,805 (effective July 1, 2016) for the 2016-2017 school year shall be applied to the co-curricular salary schedule.

The base salary of \$32,441 (effective July 1, 2017) for the 2017-2018 school year shall be applied to the co-curricular salary schedule.

C. Hospitalization and Dental Insurance

1. The Board of Education shall pay a portion of hospitalization and dental insurance for both family and single coverage. The rate for family and single shall be negotiated by the Association. The coverage for employees who work less than five (5) hours per day will be prorated according to hours worked.
2. Hospitalization (Board share)
 - a. The Board shall pay 85% of the medical premium for a single or family plan. The employee shall pay the remaining 15% via payroll deduction.

See page 35 for complete health insurance plan choices (A, B, and C), respective coverages, and related plan guidelines including noted Board contributions (Plan C), established health assessments/screenings and premium holidays (Plans A, B, and C).

**TEACHER SALARY SCHEDULE - BASE \$31,029
EFFECTIVE JULY 1, 2015**

STEP	BA	150 HRS	MA	MA + 15
0	\$ 31,029	\$ 32,580	\$ 34,132	\$ 35,683
	1.0000	1.0500	1.1000	1.1500
1	\$ 32,332	\$ 34,194	\$ 36,056	\$ 37,607
	1.0420	1.1020	1.1620	1.2120
2	\$ 33,635	\$ 35,807	\$ 37,979	\$ 39,531
	1.0840	1.1540	1.2240	1.2740
3	\$ 34,939	\$ 37,421	\$ 39,903	\$ 41,455
	1.1260	1.2060	1.2860	1.3360
4	\$ 36,242	\$ 39,034	\$ 41,827	\$ 43,379
	1.1680	1.2580	1.3480	1.3980
5	\$ 37,545	\$ 40,648	\$ 43,751	\$ 45,302
	1.2100	1.3100	1.4100	1.4600
6	\$ 38,848	\$ 42,261	\$ 45,675	\$ 47,226
	1.2520	1.3620	1.4720	1.5220
7	\$ 40,152	\$ 43,875	\$ 47,598	\$ 49,150
	1.2940	1.4140	1.5340	1.5840
8	\$ 41,455	\$ 45,489	\$ 49,522	\$ 51,074
	1.3360	1.4660	1.5960	1.6460
9	\$ 42,758	\$ 47,102	\$ 51,446	\$ 52,998
	1.3780	1.5180	1.6580	1.7080
10	\$ 44,061	\$ 48,716	\$ 53,370	\$ 54,921
	1.4200	1.5700	1.7200	1.7700
11	\$ 45,364	\$ 50,329	\$ 55,294	\$ 56,845
	1.4620	1.6220	1.7820	1.8320
12		\$ 51,943	\$ 57,217	\$ 58,769
		1.674	1.844	1.894

Longevity of \$1,000 at years 16-20, \$2,000 at years 21-25, \$3,000 at years 26-30 and \$4,000 at years 31+
\$500 stipend given to anyone at non-step year; payable the first pay in December, 2015.
\$750 for a teacher with MA+30

**TEACHER SALARY SCHEDULE - BASE \$31,805
EFFECTIVE JULY 1, 2016**

<u>STEP</u>	<u>BA</u>	<u>150 HRS</u>	<u>MA</u>	<u>MA + 15</u>
0	\$ 31,805	\$ 33,395	\$ 34,986	\$ 36,576
	1.0000	1.0500	1.1000	1.1500
1	\$ 33,141	\$ 35,049	\$ 36,957	\$ 38,548
	1.0420	1.1020	1.1620	1.2120
2	\$ 34,477	\$ 36,703	\$ 38,929	\$ 40,520
	1.0840	1.1540	1.2240	1.2740
3	\$ 35,812	\$ 38,357	\$ 40,901	\$ 42,491
	1.1260	1.2060	1.2860	1.3360
4	\$ 37,148	\$ 40,011	\$ 42,873	\$ 44,463
	1.1680	1.2580	1.3480	1.3980
5	\$ 38,484	\$ 41,665	\$ 44,845	\$ 46,435
	1.2100	1.3100	1.4100	1.4600
6	\$ 39,820	\$ 43,318	\$ 46,817	\$ 48,407
	1.2520	1.3620	1.4720	1.5220
7	\$ 41,156	\$ 44,972	\$ 48,789	\$ 50,379
	1.2940	1.4140	1.5340	1.5840
8	\$ 42,491	\$ 46,626	\$ 50,761	\$ 52,351
	1.3360	1.4660	1.5960	1.6460
9	\$ 43,827	\$ 48,280	\$ 52,733	\$ 54,323
	1.3780	1.5180	1.6580	1.7080
10	\$ 45,163	\$ 49,934	\$ 54,705	\$ 56,295
	1.4200	1.5700	1.7200	1.7700
11	\$ 46,499	\$ 51,588	\$ 56,677	\$ 58,267
	1.4620	1.6220	1.7820	1.8320
12		\$ 53,242	\$ 58,648	\$ 60,239
		1.674	1.844	1.894

Longevity of \$1,000 at years 16-20, \$2,000 at years 21-25, \$3,000 at years 26-30 and \$4,000 at years 31+
 \$500 stipend given to anyone at non-step year; payable the first pay in December, 2016.
 \$750 for a teacher with MA+30

**TEACHER SALARY SCHEDULE - BASE \$32,441
EFFECTIVE JULY 1, 2017**

<u>STEP</u>	<u>BA</u>	<u>150 HRS</u>	<u>MA</u>	<u>MA + 15</u>
0	\$ 32,441	\$ 34,063	\$ 35,685	\$ 37,307
	1.0000	1.0500	1.1000	1.1500
1	\$ 33,804	\$ 35,750	\$ 37,696	\$ 39,318
	1.0420	1.1020	1.1620	1.2120
2	\$ 35,166	\$ 37,437	\$ 39,708	\$ 41,330
	1.0840	1.1540	1.2240	1.2740
3	\$ 36,529	\$ 39,124	\$ 41,719	\$ 43,341
	1.1260	1.2060	1.2860	1.3360
4	\$ 37,891	\$ 40,811	\$ 43,730	\$ 45,353
	1.1680	1.2580	1.3480	1.3980
5	\$ 39,254	\$ 42,498	\$ 45,742	\$ 47,364
	1.2100	1.3100	1.4100	1.4600
6	\$ 40,616	\$ 44,185	\$ 47,753	\$ 49,375
	1.2520	1.3620	1.4720	1.5220
7	\$ 41,979	\$ 45,872	\$ 49,764	\$ 51,387
	1.2940	1.4140	1.5340	1.5840
8	\$ 43,341	\$ 47,559	\$ 51,776	\$ 53,398
	1.3360	1.4660	1.5960	1.6460
9	\$ 44,704	\$ 49,245	\$ 53,787	\$ 55,409
	1.3780	1.5180	1.6580	1.7080
10	\$ 46,066	\$ 50,932	\$ 55,799	\$ 57,421
	1.4200	1.5700	1.7200	1.7700
11	\$ 47,429	\$ 52,619	\$ 57,810	\$ 59,432
	1.4620	1.6220	1.7820	1.8320
12		\$ 54,306	\$ 59,821	\$ 61,443
		1.674	1.844	1.894

Longevity of \$1,000 at years 16-20, \$2,000 at years 21-25, \$3,000 at years 26-30 and \$4,000 at years 31+
 \$500 stipend given to anyone at non-step year; payable the first pay in December, 2017.
 \$750 for a teacher with MA+30

Article V - Salary and Fringe Benefits			
C. Hospitalization and Dental Insurance			
The Board shall pay 85% of the medical premium for a single or family plan. The employee shall pay the remaining 15% via payroll deduction.			
Effective January 1, 2016, eligible employees will be offered the Wyandot/Crawford Consortium universal care program of coverages and benefit levels. Changes to plans may be made for legal updates.			
IN NETWORK	Plan A	Plan B	Plan C
Deductible			
Individual	\$300	\$750	\$2,600
Family	\$600	\$1,500	\$5,200
Coinsurance			
Coinsurance Percentage after the deductible	90%	80%	100%
Coinsurance Out of Pocket Maximum (Excludes Deductible)			
Individual	\$1,700	\$1,500	\$0
Family	\$3,400	\$3,000	\$0
Total Annual Out of Pocket Maximum (Includes Deductible)			
Individual	\$2,000	\$2,250	\$2,600
Family	\$4,000	\$4,500	\$5,200
Benefits			
Office Visit Copay (Primary Care)	\$20 then 100%	\$20 then 100%	100% after deductible
Office Visit Copay (Specialty Care)	\$20 then 100%	\$40 then 100%	100% after deductible
Preventive Care:			
Routine Physical	100%	100%	100%
Immunizations	100%	100%	100%
Well Child Visits	100%	100%	100%
Well Child Lab Tests	100%	100%	100%
Routine Pap Test and associated Office Visit	100%	100%	100%
Mammogram	100%	100%	100%
Routine PSA, Endoscopic Services, EKG, Chest xray, Complete Blood Count, Comp Metabolic Panel, Urinalysis (all ages)	100%	100%	100%
Emergency Room	\$100 copay then 100%	\$150 copay then 100%	\$100 Copay after deductible
Inpatient Hospital	90% after deductible	80% after deductible	100% after deductible
Prescription Drugs (Retail - up to 34 day supply)	\$5 generic/\$25 formulary name brand/\$40 nonformulary name		\$5/\$25/\$40 copay after deductible is met
Prescription Drugs (Mail Order - 90 day supply)	\$10 generic/\$62.50 form brand/\$100 nonform		\$10/\$62.50/\$100 copay after deductible is met
The Buckeye Central Board of Education will make the following contribution to the plan as selected by the employee:			
	Plan A	Plan B	Plan C
YEAR 1	Premium Holiday January 1, 2016	Premium Holiday January 1, 2016	Board Contribution: \$1,300 Single \$2,600 Family
YEAR 2	Participate in health assessment and screening = Premium Holiday June 30, 2017	Participate in health assessment and screening = Premium Holiday June 30, 2017	Participate in health assessment and screening Board Contribution: \$1,300 Single \$2,600 Family
YEAR 3	Participate in health assessment and screening + Participate in wellness activities as determined by committee = Premium Holiday June 30, 2018	Participate in health assessment and screening + Participate in wellness activities as determined by committee = Premium Holiday June 30, 2018	Participate in health assessment and screening + Participate in wellness activities as determined by committee =Board Contribution: \$1,300 Single \$2,600 Family
** Premium Holidays dependent on participation in health screening and wellness activities.			
** Contributions into Plan C for the first year of participation will be 1/2 in January and 1/2 in September. In succeeding years the contribution will be made on a monthly basis with 1/12 being deposited each mo of employment.			



**BUCKEYE CENTRAL LOCAL
Traditional Dental**

With Orthodontia

10/1/2008

Benefits	
Benefit Period	January 1 st through December 31 st
Dependent Age Limit	26 Dependent/ 28 Student Removal upon end of calendar yr.
Benefit Period Maximum (per member)	\$1,500
Benefit Period Deductible Single / Family	\$25 / \$50
Orthodontic Lifetime Maximum	\$1,500
Preventive Services	
Oral Exams – two per benefit period	100% UCR
Bite Wing X-Rays – two sets per benefit period	100% UCR
Prophylaxis (cleaning) – two per benefit period	100% UCR
Fluoride Treatment – one treatment per benefit period, limited to dependents up to age 19	100% UCR
Space Maintainers - limited to eligible dependents up to age 19	100% UCR
Emergency Palliative Treatment – includes emergency oral exam	100% UCR
Restorative Services	
Consultations and Other Exams by Specialist	80% UCR after deductible
Diagnostic X-Rays - including Full Mouth/Panorex, which are limited to one every 36 consecutive months	80% UCR after deductible
Minor Restorative Services	80% UCR after deductible
Endodontics/Pulp Services	80% UCR after deductible
Periodontal Services	80% UCR after deductible
Repairs, Relines & Adjustments of Prosthetics	80% UCR after deductible
Simple Extractions	80% UCR after deductible
Impactions	80% UCR after deductible
Minor Oral Surgery Services	80% UCR after deductible
General Anesthesia	80% UCR after deductible
Complex Services	
Gold Foil Restoration	70% UCR after deductible
Inlays, Onlays – one every five years	70% UCR after deductible
Crowns – one every five years	70% UCR after deductible

Benefits	
Bridgework (Pontics & Abutments) – one every five years	70% UCR after deductible
Partial and Complete Dentures – one every five years	70% UCR after deductible
Orthodontic Services	
Orthodontic Diagnostic Services	60% UCR
Minor Treatment for Tooth Guidance	60% UCR
Minor Treatment for Harmful Habits	60% UCR
Interceptive Orthodontic Treatment	60% UCR
Comprehensive Orthodontic Treatment	60% UCR

Note: Benefits will be determined based on Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

In certain instances, Medical Mutual's payment may not equal the percentage listed above. However, the covered person's coinsurance will always be based on the lesser of the provider's billed charges or Medical Mutual's negotiated rate with the provider.

4. Joint Insurance Committee

The BCEA and the Buckeye Central Board of Education mutually agree to maintain a joint insurance committee. The committee shall consist of five (5) voting members. The Board shall appoint two (2) members and the Association shall appoint (2) members. The four members selected by the Board and the Association shall select the fifth member.

The purpose of the committee shall be to study and recommend improvements to the current insurance benefits program and to determine possible cost savings. The committee will establish guidelines for the function and operation of the committee.

To assist the committee members in performing the assigned task, the committee shall be provided with the opportunity to participate in training and/or informational activities. If substitutes are necessary for bargaining unit members, the Board shall pay the cost of the substitute

No later than six (6) months prior to the expiration date of the current Collective Bargaining Agreement, the committee shall issue, if possible, a recommendation to the negotiating teams for the Board and the Association. The negotiations teams shall use this information to assist in the negotiations of the insurance plan(s) provided by the District to the employees. This recommendation shall include but are not limited to:

- a. Recommendations (if any) for change in providing insurance.
- b. Recommendations for cost-saving/cost-effective changes to the current plan(s).
- c. Recommendations for changes in contract language to update/improve the insurance program(s).

D. Vision Insurance

1. The Board shall pay fifty percent (50%) of the vision insurance premium for a single, an employee plus one (1) or a family plan. The employee shall pay the remaining cost through payroll deduction.
2. The plan coverage shall include the following:

Exams every 12 months
Lenses every 12 months
Frames every 24 months
Full coverage for necessary contact lenses

The parties hereby agree that this language shall be construed to refer to a VSP Standard Plan "B" with co-payments of \$10.00/\$25.00. Co-payments shall be the responsibility of the employee. As per the VSP rate quote document, VSP requires one hundred percent (100%) participation of those enrolled in the group dental plan.

E. Stipends/Tuition Reimbursement

1. Certified employees shall be granted a stipend for the initial National Board Certification application and training stipends for course work/continuing education units:
 - a. related to the individual's teaching field; or
 - b. for certification in an educational area; or
 - c. to obtain an advanced degree in a field of education; or
 - d. must achieve passing grade based upon institution standards.
2. A stipend will be granted equal to the actual cost of the course or workshop, up to a maximum of \$1,000.00 per year per eligible person. The reimbursement will be made January 30 or September 30. Up to twenty-three (23) bargaining unit members can be awarded stipends each year.
3. A school year for this section (E) is defined as September 1 through August 31. In order to apply, a Stipend/Tuition Reimbursement Request-Verification form must be filed in the Superintendent's office in duplicate prior to course work being taken. One (1) copy will be returned to the person filing. This copy should be resubmitted with a copy of the transcript or grade slip when the course work has been completed within the designated school year. A copy of the Stipend/Tuition Reimbursement Request-Verification form is found at the back of this document. [See Appendix A]

F. Pay Periods

1. All teaching staff will be paid every other Friday, twenty-six (26) pays commencing with each contract year. In an off year when twenty-six (26) pays are not possible, the parties will meet to agree to a system for that year's pay periods.
 - a. All regular employees will receive payment by direct deposit. The Treasurer will notify employees as to the date bank information must be forwarded to the Treasurer's office for the purpose of direct deposit.
 - b. The regular employee may elect to have portions of his/her check deposited in two (2) different bank accounts.

G. Severance Pay

1. A Buckeye Central Local School District employee who elects to retire is to be paid for one quarter (1/4) of the value of his/her accrued, but unused sick leave credit up to a maximum of sixty five and one-half days (65.50).
2. Payment shall be based upon the employee's salary at the time of retirement and will be made within sixty (60) days after verification of the first payment from the State Teachers Retirement System. Payment for sick leave on this basis shall be paid only once to an employee and it shall be considered to eliminate all sick leave credit accumulated by the employee at that time.
3. To qualify for severance pay an employee must have ten (10) years of service with the Buckeye Central School District. One hundred twenty (120) days is equivalent to one (1) year of service.

H. Tax Sheltering of Retirement

Agreement by Board resolution to tax shelter the certificated staff members' share of State Teachers Retirement System payments.

I. Longevity Pay

Longevity of \$1000 will be paid at years 16-20; \$2000 at years 21-25; \$3000 at years 26-30; and \$4000 at years 31+ for years of service to the Buckeye Central Local School District; teachers will receive an additional \$750 increment when he/she reaches MA+30.

J. Life Insurance

The Board agrees to provide \$50,000 term life insurance with accidental death benefit based upon the one hundred eighty-four (184) day school year.

K. Payroll Deductions

1. The Board shall provide payroll deductions for dues for membership in BCEA, NCOEA, OEA, NEA, and/or FCPE. Forms for these deductions shall be provided by the Association. The enrollment period for payroll deduction of membership dues shall be from September 1 to October 15 of each year. The deductions shall be for six (6) monthly pay periods and shall commence with the second pay period of November. Deductions shall be divided equally over six (6) months.

Employees may authorize membership dues deductions on a continuous basis from year to year. Each employee must notify the Board Treasurer in writing of their desire to end continuous payroll deduction.

2. Payroll deductions shall be made for the Crawford County Credit Union and Board approved tax shelter annuities as requested by the individual teachers.
3. In addition to the normal payroll deductions the following are also eligible for payroll deduction:
 - a. Dental Insurance
 - b. Medical and Hospital Insurance
 - c. Firelands Credit Union
 - d. The Legend Group
 - e. American Fidelity
 - f. Association dues
 - g. Vision
4. Each bargaining unit member is responsible for compliance with IRS regulations pertaining to deferred compensation programs.

L. Weight Room Supervisor \$20.00/session

The head coaches shall be responsible for scheduling and delegating weight room supervision as approved by the athletic director. A weight room session shall be defined as two (2) hours. In addition to scheduling and delegating weight room supervision during the coaches' relevant seasons, head coaches shall schedule weight room supervision for off-season and summer use.

The weight room supervisor shall be paid \$20.00 per session. However, a coach may not receive the additional payment for weight room supervision during the season he/she receives payment for a coaching or assistant coaching assignment. This does not prevent a coach from scheduling weight room sessions for his/her team during the coaching season. Such sessions are considered to be compensated under the terms of the supplemental contract.

During the school year, paid weight room sessions may be scheduled at one per day for three days a week. During the summer months, two sessions may be scheduled per day for three days a week. The maximum number of paid sessions during the year shall be one hundred forty (140) sessions.

ARTICLE VI

SMOKING POLICY

No employee may smoke or use tobacco in any form on school grounds. Violations of this policy will result in progressive discipline.

ARTICLE VII

OHIO RESIDENT EDUCATOR PROGRAM

- A. The District's four-year Resident Educator Program for newly licensed educators will comply with the requirements of the Resident Educator Program Standards promulgated by the Ohio Department of Education ("ODE").
- B. The mentor must have demonstrated an ability to work cooperatively and effectively with other professional staff and be knowledgeable in a variety of classroom management and instructional techniques.
- C. A mentor must successfully complete both the Instructional Mentoring and Resident Education – 1 State-sponsored mentor training. The cost of required training will be paid by the Board. Appropriate release time will be provided to a mentor and/or resident educator as mutually agreed upon with the building principal.
- D. Each mentor will receive a stipend of \$750 for service during the first year of a four-year mentorship and a stipend of \$550 for service during each subsequent year of the mentorship. One-half of the stipend will be paid on the first payday in December and the remaining half will be paid on the last payday in June of that school year.
- E. Other than a notation to the effect that a teacher served as a mentor, the teacher's activities as a mentor will not be part of a resident evaluator's job performance evaluation. A member will not participate in the evaluation of a resident educator, be asked to make a recommendation regarding continued employment of a resident educator, or be directed to breach legally required confidentiality.
- F. If the role of Resident Educator Coordinator is fulfilled by a teacher they shall receive a \$750 annual stipend.
- G. The Resident Educator Coordinator and mentor positions will be posted annually to determine staff interest.
- H. The final decision regarding placement for these positions lies with the Superintendent albeit input from BCEA leadership is encouraged and intended.

Vocational Agriculture Teacher

The vocational agriculture teacher shall be required to possess a valid Ohio CDL. The teacher shall be given a reasonable period of time to acquire a CDL, at board expense, and permitted to drive his/her students for in district owned buses for trips related to vocational agriculture curriculum instruction.

The vocational agriculture teacher will be required to get CDL certification and any field trips will be first bid to the Transportation Department. If no one accepts field trip(s), the vocational agriculture teacher will be assigned to transport students.

ARTICLE VIII

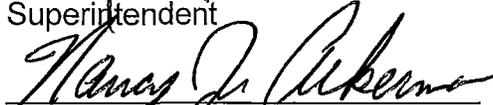
DURATION OF AGREEMENT

The terms and conditions of this agreement shall be effective from July 1, 2015, and shall continue in full force and effect until June 30, 2018, at which time it shall expire.

FOR THE BOARD:


Board President


Superintendent

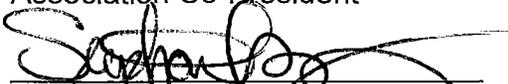

Treasurer


Board Member

FOR THE ASSOCIATION:


Association Co-President


Association Co-President


Team Member


Team Member


Team Member

Teachers' Co-Curricular Salary Schedule
Basic Guidelines

BASIC GUIDELINES

1. A person under contract in a position for any portion of a school year is given experience credit for a full year.
2. When a person moves to a new position, the person starts at the 0 years experience column for that new position.
3. Automatic Expiration of Supplemental Contracts - Teachers who are employed and are to be compensated by the Board for approved supplemental (or extended-time) duties in addition to regular teaching duties, shall be employed on "supplemental contracts". A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board of Education. Persons employed to handle supplemental contract duties will be hired in a timely manner each year before their duties begin. If at all possible all supplemental positions except spring activity advisor and coaching positions will be filled by the June Board meeting.

Co-Curricular Salary Schedules

Page 46	July 1, 2015 – June 30, 2016	Base Salary \$31,029
Page 47	July 1, 2016 – June 30, 2017	Base Salary \$31,805
Page 48	July 1, 2017 – June 30, 2018	Base Salary \$32,441

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT										
TEACHERS' CO-CURRICULAR SALARY SCHEDULE										
EFFECTIVE JULY 1, 2015 - BAS \$ 31,029.00										
POSITIONS	LEVEL	0, 1 YEAR	2, 3 YEARS	4, 5 YEARS	6, 7 YEARS	8+ YEARS				
PUBLICATIONS										
Yearbook Advisor	I	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793				
Website Coordinator	D	0.0300 \$ 931	0.0325 \$ 1,008	0.0350 \$ 1,086	0.0375 \$ 1,164	0.0400 \$ 1,241				
DEPT. HEADS										
Science	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
English	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Social Studies	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Math	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Special Education	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
CLASS ADVISORS										
Seventh Grade Advisor	A	0.0050 \$ 155	0.0075 \$ 233	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465				
Eighth Grade Advisor	A	0.0050 \$ 155	0.0075 \$ 233	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465				
Freshman Class Advisor	A	0.0050 \$ 155	0.0075 \$ 233	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465				
Sophomore Class Advisor	B	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465	0.0175 \$ 543	0.0200 \$ 621				
Junior Class Advisors	D	0.0300 \$ 931	0.0325 \$ 1,008	0.0350 \$ 1,086	0.0375 \$ 1,164	0.0400 \$ 1,241				
Senior Class Advisor	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
National Honor Society	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Science Day Coordinator	B	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465	0.0175 \$ 543	0.0200 \$ 621				
Elem Student Council Adv	B	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465	0.0175 \$ 543	0.0200 \$ 621				
Student Council	I	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793				
MUSIC ACTIVITIES										
Musical Accompanist	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Vocal Music Director	E	0.0400 \$ 1,241	0.0425 \$ 1,319	0.0450 \$ 1,396	0.0475 \$ 1,474	0.0500 \$ 1,551				
Musical Director	G	0.0600 \$ 1,862	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
Band Director	M	0.1450 \$ 4,499	0.1500 \$ 4,654	0.1550 \$ 4,809	0.1600 \$ 4,965	0.1650 \$ 5,120				
Majorette/Flag Advisor	E	0.0400 \$ 1,241	0.0425 \$ 1,319	0.0450 \$ 1,396	0.0475 \$ 1,474	0.0500 \$ 1,551				
FOOTBALL										
Head Football	O	0.1800 \$ 5,585	0.1850 \$ 5,740	0.1900 \$ 5,896	0.1950 \$ 6,051	0.2000 \$ 6,206				
Assistant Football	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Jr. High Football	G	0.0600 \$ 1,862	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
BASKETBALL										
Head Boys' Basketball	O	0.1800 \$ 5,585	0.1850 \$ 5,740	0.1900 \$ 5,896	0.1950 \$ 6,051	0.2000 \$ 6,206				
Head Girls' Basketball	O	0.1800 \$ 5,585	0.1850 \$ 5,740	0.1900 \$ 5,896	0.1950 \$ 6,051	0.2000 \$ 6,206				
Assistant Boys' Basketball	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Assistant Girls' Basketball	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Freshman Basketball	J	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793	0.0950 \$ 2,948	0.1000 \$ 3,103				
Jr. High Boys' Basketball	G	0.0600 \$ 1,862	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
Jr. High Girls' Basketball	G	0.0600 \$ 1,862	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
TRACK										
Head Boys' Track	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Head Girls' Track	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Assistant Boys' Track	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				
Assistant Girls' Track	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				
Jr. High Track	G	0.0650 \$ 2,017	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
BASEBALL										
Head Baseball	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Assistant Baseball	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				
SOFTBALL										
Head Softball	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Assistant Softball	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				
CROSS COUNTRY										
Head Cross Country	J	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793	0.0950 \$ 2,948	0.1000 \$ 3,103				
GOLF										
Head Golf	J	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793	0.0950 \$ 2,948	0.1000 \$ 3,103				
VOLLEYBALL										
Head Volleyball	O	0.1800 \$ 5,585	0.1850 \$ 5,740	0.1900 \$ 5,896	0.1950 \$ 6,051	0.2000 \$ 6,206				
Assistant Volleyball	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Jr. High Volleyball	G	0.0600 \$ 1,862	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482				
WRESTLING										
Head Wrestling	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Assistant Wrestling	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				
INTRAMURALS										
Boys' Intramural Director	D	0.0300 \$ 931	0.0325 \$ 1,008	0.0350 \$ 1,086	0.0375 \$ 1,164	0.0400 \$ 1,241				
Girls' Intramural Director	D	0.0300 \$ 931	0.0325 \$ 1,008	0.0350 \$ 1,086	0.0375 \$ 1,164	0.0400 \$ 1,241				
BOWLING										
Boys' Bowling Advisor	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
Girls' Bowling Advisor	C	0.0200 \$ 621	0.0225 \$ 698	0.0250 \$ 776	0.0275 \$ 853	0.0300 \$ 931				
CHEERLEADER										
Cheerleader Coach (Varsity)	J	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793	0.0950 \$ 2,948	0.1000 \$ 3,103				
Cheer (Freshman, J.H.)	E	0.0400 \$ 1,241	0.0425 \$ 1,319	0.0450 \$ 1,396	0.0475 \$ 1,474	0.0500 \$ 1,551				
ATHLETIC DIRECTOR										
Athletic Director	L	0.1400 \$ 4,344	0.1450 \$ 4,499	0.1500 \$ 4,654	0.1550 \$ 4,809	0.1600 \$ 4,965				
Assistant Athletic Director	J	0.0800 \$ 2,482	0.0850 \$ 2,637	0.0900 \$ 2,793	0.0950 \$ 2,948	0.1000 \$ 3,103				
Elementary Accts. Director	D	0.0300 \$ 931	0.0325 \$ 1,008	0.0350 \$ 1,086	0.0375 \$ 1,164	0.0400 \$ 1,241				
Celebration of Ed. Coordinat	B	0.0100 \$ 310	0.0125 \$ 388	0.0150 \$ 465	0.0175 \$ 543	0.0200 \$ 621				
ATHLETIC TRAINER										
Fall	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Winter	K	0.1000 \$ 3,103	0.1050 \$ 3,258	0.1100 \$ 3,413	0.1150 \$ 3,568	0.1200 \$ 3,723				
Spring	H	0.0650 \$ 2,017	0.0700 \$ 2,172	0.0750 \$ 2,327	0.0800 \$ 2,482	0.0850 \$ 2,637				

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT											
TEACHERS' CO-CURRICULAR SALARY SCHEDULE											
EFFECTIVE JULY 1, 2016 - BASE = \$ 31,805.00											
POSITIONS	LEVEL	0, 1 YEAR		2, 3 YEARS		4, 5 YEARS		6, 7 YEARS		8+ YEARS	
PUBLICATIONS											
Yearbook Advisor	I	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862
Website Coordinator	D	0.0300	\$ 954	0.0325	\$ 1,034	0.0350	\$ 1,113	0.0375	\$ 1,193	0.0400	\$ 1,272
DEPT. HEADS											
Science	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
English	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Social Studies	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Math	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Special Education	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
CLASS ADVISORS											
Seventh Grade Advisor	A	0.0050	\$ 159	0.0075	\$ 239	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477
Eighth Grade Advisor	A	0.0050	\$ 159	0.0075	\$ 239	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477
Freshman Class Advisor	A	0.0050	\$ 159	0.0075	\$ 239	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477
Sophomore Class Advisor	B	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477	0.0175	\$ 557	0.0200	\$ 636
Junior Class Advisors	D	0.0300	\$ 954	0.0325	\$ 1,034	0.0350	\$ 1,113	0.0375	\$ 1,193	0.0400	\$ 1,272
Senior Class Advisor	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
National Honor Society	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Science Day Coordinator	B	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477	0.0175	\$ 557	0.0200	\$ 636
Elem Student Council Adv	B	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477	0.0175	\$ 557	0.0200	\$ 636
Student Council	I	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862
MUSIC ACTIVITIES											
Musical Accompanist	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Vocal Music Director	E	0.0400	\$ 1,272	0.0425	\$ 1,352	0.0450	\$ 1,431	0.0475	\$ 1,511	0.0500	\$ 1,590
Musical Director	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
Band Director	M	0.1450	\$ 4,612	0.1500	\$ 4,771	0.1550	\$ 4,930	0.1600	\$ 5,089	0.1650	\$ 5,248
Majorette/Flag Advisor	E	0.0400	\$ 1,272	0.0425	\$ 1,352	0.0450	\$ 1,431	0.0475	\$ 1,511	0.0500	\$ 1,590
FOOTBALL											
Head Football	O	0.1800	\$ 5,725	0.1850	\$ 5,884	0.1900	\$ 6,043	0.1950	\$ 6,202	0.2000	\$ 6,361
Assistant Football	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Jr. High Football	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
BASKETBALL											
Head Boys' Basketball	O	0.1800	\$ 5,725	0.1850	\$ 5,884	0.1900	\$ 6,043	0.1950	\$ 6,202	0.2000	\$ 6,361
Head Girls' Basketball	O	0.1800	\$ 5,725	0.1850	\$ 5,884	0.1900	\$ 6,043	0.1950	\$ 6,202	0.2000	\$ 6,361
Assistant Boys' Basketball	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Assistant Girls' Basketball	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Freshman Basketball	J	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862	0.0950	\$ 3,021	0.1000	\$ 3,181
Jr. High Boys' Basketball	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
Jr. High Girls' Basketball	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
TRACK											
Head Boys' Track	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Head Girls' Track	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Assistant Boys' Track	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703
Assistant Girls' Track	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703
Jr. High Track	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
BASEBALL											
Head Baseball	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Assistant Baseball	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703
SOFTBALL											
Head Softball	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Assistant Softball	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703
CROSS COUNTRY											
Head Cross Country	J	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862	0.0950	\$ 3,021	0.1000	\$ 3,181
GOLF											
Head Golf	J	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862	0.0950	\$ 3,021	0.1000	\$ 3,181
VOLLEYBALL											
Head Volleyball	O	0.1800	\$ 5,725	0.1850	\$ 5,884	0.1900	\$ 6,043	0.1950	\$ 6,202	0.2000	\$ 6,361
Assistant Volleyball	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Jr. High Volleyball	G	0.0600	\$ 1,908	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544
WRESTLING											
Head Wrestling	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Assistant Wrestling	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703
INTRAMURALS											
Boys' Intramural Director	D	0.0300	\$ 954	0.0325	\$ 1,034	0.0350	\$ 1,113	0.0375	\$ 1,193	0.0400	\$ 1,272
Girls' Intramural Director	D	0.0300	\$ 954	0.0325	\$ 1,034	0.0350	\$ 1,113	0.0375	\$ 1,193	0.0400	\$ 1,272
BOWLING											
Boys' Bowling Advisor	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
Girls' Bowling Advisor	C	0.0200	\$ 636	0.0225	\$ 716	0.0250	\$ 795	0.0275	\$ 875	0.0300	\$ 954
CHEERLEADER											
Cheerleader Coach (Varsity, J.V.)	J	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862	0.0950	\$ 3,021	0.1000	\$ 3,181
Cheer (Freshman, J.H.)	E	0.0400	\$ 1,272	0.0425	\$ 1,352	0.0450	\$ 1,431	0.0475	\$ 1,511	0.0500	\$ 1,590
ATHLETIC DIRECTOR											
Athletic Director	L	0.1400	\$ 4,453	0.1450	\$ 4,612	0.1500	\$ 4,771	0.1550	\$ 4,930	0.1600	\$ 5,089
Assistant Athletic Director	J	0.0800	\$ 2,544	0.0850	\$ 2,703	0.0900	\$ 2,862	0.0950	\$ 3,021	0.1000	\$ 3,181
Elementary Accts. Director	D	0.0300	\$ 954	0.0325	\$ 1,034	0.0350	\$ 1,113	0.0375	\$ 1,193	0.0400	\$ 1,272
Celebration of Ed. Coordinator	B	0.0100	\$ 318	0.0125	\$ 398	0.0150	\$ 477	0.0175	\$ 557	0.0200	\$ 636
ATHLETIC TRAINER											
Fall	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Winter	K	0.1000	\$ 3,181	0.1050	\$ 3,340	0.1100	\$ 3,499	0.1150	\$ 3,658	0.1200	\$ 3,817
Spring	H	0.0650	\$ 2,067	0.0700	\$ 2,226	0.0750	\$ 2,385	0.0800	\$ 2,544	0.0850	\$ 2,703

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT											
TEACHERS' CO-CURRICULAR SALARY SCHEDULE											
EFFECTIVE JULY 1, 2017 - BASE \$ 32,441.00											
POSITIONS	LEVEL	0, 1 YEAR		2, 3 YEARS		4, 5 YEARS		6, 7 YEARS		8+ YEARS	
PUBLICATIONS											
Yearbook Advisor	I	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920
Website Coordinator	D	0.0300	\$ 973	0.0325	\$ 1,054	0.0350	\$ 1,135	0.0375	\$ 1,217	0.0400	\$ 1,298
DEPT. HEADS											
Science	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
English	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Social Studies	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Math	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Special Education	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
CLASS ADVISORS											
Seventh Grade Advisor	A	0.0050	\$ 162	0.0075	\$ 243	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487
Eighth Grade Advisor	A	0.0050	\$ 162	0.0075	\$ 243	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487
Freshman Class Advisor	A	0.0050	\$ 162	0.0075	\$ 243	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487
Sophomore Class Advisor	B	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487	0.0175	\$ 568	0.0200	\$ 649
Junior Class Advisors	D	0.0300	\$ 973	0.0325	\$ 1,054	0.0350	\$ 1,135	0.0375	\$ 1,217	0.0400	\$ 1,298
Senior Class Advisor	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
National Honor Society	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Science Day Coordinator	B	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487	0.0175	\$ 568	0.0200	\$ 649
Elem Student Council Adv	B	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487	0.0175	\$ 568	0.0200	\$ 649
Student Council	I	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920
MUSIC ACTIVITIES											
Musical Accompanist	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Vocal Music Director	E	0.0400	\$ 1,298	0.0425	\$ 1,379	0.0450	\$ 1,460	0.0475	\$ 1,541	0.0500	\$ 1,622
Musical Director	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
Band Director	M	0.1450	\$ 4,704	0.1500	\$ 4,866	0.1550	\$ 5,028	0.1600	\$ 5,191	0.1650	\$ 5,353
Majorette/Flag Advisor	E	0.0400	\$ 1,298	0.0425	\$ 1,379	0.0450	\$ 1,460	0.0475	\$ 1,541	0.0500	\$ 1,622
FOOTBALL											
Head Football	O	0.1800	\$ 5,839	0.1850	\$ 6,002	0.1900	\$ 6,164	0.1950	\$ 6,326	0.2000	\$ 6,488
Assistant Football	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Jr. High Football	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
BASKETBALL											
Head Boys' Basketball	O	0.1800	\$ 5,839	0.1850	\$ 6,002	0.1900	\$ 6,164	0.1950	\$ 6,326	0.2000	\$ 6,488
Head Girls' Basketball	O	0.1800	\$ 5,839	0.1850	\$ 6,002	0.1900	\$ 6,164	0.1950	\$ 6,326	0.2000	\$ 6,488
Assistant Boys' Basketball	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Assistant Girls' Basketball	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Freshman Basketball	J	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920	0.0950	\$ 3,082	0.1000	\$ 3,244
Jr. High Boys' Basketball	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
Jr. High Girls' Basketball	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
TRACK											
Head Boys' Track	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Head Girls' Track	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Assistant Boys' Track	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757
Assistant Girls' Track	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757
Jr. High Track	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
BASEBALL											
Head Baseball	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Assistant Baseball	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757
SOFTBALL											
Head Softball	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Assistant Softball	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757
CROSS COUNTRY											
Head Cross Country	J	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920	0.0950	\$ 3,082	0.1000	\$ 3,244
GOLF											
Head Golf	J	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920	0.0950	\$ 3,082	0.1000	\$ 3,244
VOLLEYBALL											
Head Volleyball	O	0.1800	\$ 5,839	0.1850	\$ 6,002	0.1900	\$ 6,164	0.1950	\$ 6,326	0.2000	\$ 6,488
Assistant Volleyball	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Jr. High Volleyball	G	0.0600	\$ 1,946	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595
WRESTLING											
Head Wrestling	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Assistant Wrestling	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757
INTRAMURALS											
Boys' Intramural Director	D	0.0300	\$ 973	0.0325	\$ 1,054	0.0350	\$ 1,135	0.0375	\$ 1,217	0.0400	\$ 1,298
Girls' Intramural Director	D	0.0300	\$ 973	0.0325	\$ 1,054	0.0350	\$ 1,135	0.0375	\$ 1,217	0.0400	\$ 1,298
BOWLING											
Boys' Bowling Advisor	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
Girls' Bowling Advisor	C	0.0200	\$ 649	0.0225	\$ 730	0.0250	\$ 811	0.0275	\$ 892	0.0300	\$ 973
CHEERLEADER											
Cheerleader Coach (Varsity, J.V.)	J	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920	0.0950	\$ 3,082	0.1000	\$ 3,244
Cheer (Freshman, J.H.)	E	0.0400	\$ 1,298	0.0425	\$ 1,379	0.0450	\$ 1,460	0.0475	\$ 1,541	0.0500	\$ 1,622
ATHLETIC DIRECTOR											
Athletic Director	L	0.1400	\$ 4,542	0.1450	\$ 4,704	0.1500	\$ 4,866	0.1550	\$ 5,028	0.1600	\$ 5,191
Assistant Athletic Director	J	0.0800	\$ 2,595	0.0850	\$ 2,757	0.0900	\$ 2,920	0.0950	\$ 3,082	0.1000	\$ 3,244
Elementary Accts. Director	D	0.0300	\$ 973	0.0325	\$ 1,054	0.0350	\$ 1,135	0.0375	\$ 1,217	0.0400	\$ 1,298
Celebration of Ed. Coordinator	B	0.0100	\$ 324	0.0125	\$ 406	0.0150	\$ 487	0.0175	\$ 568	0.0200	\$ 649
ATHLETIC TRAINER											
Fall	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Winter	K	0.1000	\$ 3,244	0.1050	\$ 3,406	0.1100	\$ 3,569	0.1150	\$ 3,731	0.1200	\$ 3,893
Spring	H	0.0650	\$ 2,109	0.0700	\$ 2,271	0.0750	\$ 2,433	0.0800	\$ 2,595	0.0850	\$ 2,757

STIPEND/TUITION REIMBURSEMENT REQUEST-VERIFICATION FORM
CERTIFICATED STAFF

Certified employees shall be granted a stipend for the initial National Board Certification application and training stipends for course work/continuing education units:

- a. related to the individual's teaching field; or
- b. for certification in an educational area; or
- c. to obtain an advanced degree in a field of education; and
- d. must achieve passing grade based upon institution standards.

"The Board agrees to grant a stipend equal to the actual cost of the course or workshop or to a total of \$1,000.00 maximum per year per eligible person. The reimbursements will be made January 30 or September 30. Up to twenty-three (23) bargaining unit members can be awarded stipends each year.

A school year is defined as September 1 through August 31. In order to apply, a Stipend/Tuition Reimbursement Request-Verification form must be filed in the Superintendent's office in duplicate. One (1) copy will be returned to the person filing. This copy should be resubmitted with a copy of the transcript or grade slip when the course work has been completed.

NAME _____ DATE _____

AMOUNT PAID FOR COURSE/WORKSHOP _____

Proof of Payment is Attached: Receipt _____ Canceled Check _____

Complete the information below if known at this time.

<u>Course Name</u>	<u>Course #</u>	<u>Term</u>	<u>Hours</u>	<u>Institution</u>
Example: Research 101	EDF1001	Summer 2015	4 Semester	BGSU
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

FOR OFFICE USE ONLY:

Date application initially filed in office: _____ Application No. _____

Initial approval: _____ Date: _____

Date application resubmitted with verification: _____

Date payment made: _____ Amount: _____

Final approval: _____

GRIEVANCE REPORT FORM

GRIEVANCE NO. _____

DISTRIBUTION OF FORM

- 1. Superintendent
- 2. Supervisor
- 3. Board Members
- 4. Association PR&R Rep
- 5. Employee

GRIEVANCE REPORT

Submit to Supervisor in Duplicate

BUILDING	ASSIGNMENT	NAME OF GRIEVANT	DATE
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STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature Date

C. Disposition by Immediate Supervisor and Superintendent _____

Signature of Immediate Supervisor Date

Signature of Superintendent Date

GRIEVANCE REPORT FORM

STEP II

A. Position of Grievant and/or Association _____

Signature

Date

B. Date Received by Board of Education or Designee _____

C. Disposition by Board of Education _____

Signature of Board President

Date

Present Copies as in Step I.

GRIEVANCE REPORT FORM

STEP III

A. Position of Grievant and/or Association _____

Signature

Date

B. Date Submitted to Arbitration _____

C. Disposition and Award of Arbitrator _____

Signature

Date

Present Copies as in Steps I and II.

APPENDIX C

BUCKEYE CENTRAL LOCAL SCHOOLS
Form for Requesting Donation of Sick Leave

I, _____, am requesting _____ days of donated
(Employee Name)

sick leave to begin on _____.
(Date leave will begin)

Donation of sick leave will be in accordance with O.R.C. 3319.14.1 and Article IV
(A) (6) of the Master Agreement.

Employee Signature

Date

Association President

Date Received

Committee Approval: _____ Yes _____ No

Date: _____

BUCKEYE CENTRAL LOCAL SCHOOLS
Form for Donating Sick Leave

_____ is requesting sick leave donations. If you wish to donate according to the guidelines listed, please fill out this form and return it to the Association President by _____.
(Date form is needed)

General guidelines for donating days:

1. Teachers elect the number of days they choose to donate to a colleague who is approved through the sick leave committee.
2. Donated sick days will be credited on a first-come, first serve basis up to the maximum amount approved for the teacher.
3. Once the approved teacher is credited with the maximum days established, excess donated days will be returned to any remaining donating teachers.
4. Days cannot be donated for the purpose of increasing a teacher's severance pay, nor can severance pay be collected from donated days.
5. All donated days received by the Treasurer will be deducted from the donating teacher's accumulated sick leave. Teacher's cannot donate days if their own accumulated sick leave total is ten (10) or below.
6. Certified employees may only donate for other certified employees.

I, _____ agree to donate _____ day(s) of my
(Print Name)

accumulated sick leave to be used by _____
(Print name of employee requesting day)

I have read the above guidelines and agree to the terms of donating sick leave day(s).

Signature of Donating Employee

Date

(For Office Use Only)

Received by Treasurer on _____
(Date)