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MASTER AGREEMENT

between the

**TIPP CITY EXEMPTED VILLAGE SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

TIPP CITY EDUCATION ASSOCIATION

EFFECTIVE:

August 1, 2015 through July 31, 2018

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ARTICLE 1 - RECOGNITION

The Tipp City Exempted Village School District Board of Education (hereinafter referred to as “the Board”) recognizes the Tipp City Education Association (TCEA) (hereinafter referred to as “the Association”) as the exclusive representative for the bargaining unit. The bargaining unit shall include only the following employees under a regular teaching contract with the Board:

All full-time and regular part-time certificated/licensed employees under Ohio Revised Code Title 33 including regular classroom teachers, special education supplemental service teachers (intervention specialists), visual arts teachers, Title I reading teachers, counselors, librarians, nurses, tutors, speech pathologists, library media specialists and school psychologists.

Excluded from the bargaining unit shall be the following employees: all aides, substitutes, administrative staff and/or supervisory employees as defined in R.C. 4117.01(F) and all other employees of the Board including the superintendent, assistant superintendent, treasurer, principals, assistant principals, athletic director, human resources director and director of services.

ARTICLE 2 – NEGOTIATIONS

Section 2.01 – Notification

Either party may commence negotiations for a successor agreement by serving written notice upon the other party between one hundred twenty (120) and ninety (90) calendar days prior to the expiration of the current Agreement. Written notice from the Association shall be served on the Superintendent. Written notice from the Board shall be served on the Association President. Formal negotiations for a new Agreement shall begin within 10 work days after service of the written notice to commence negotiations or at a mutually-agreeable time.

Section 2.02 – Bargaining Teams

The Board and the Association shall be represented at negotiations meetings by a team of negotiators that is not to exceed five (5) members on each team. Neither party shall have control over the selection of bargaining representatives for the other party. 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 bargaining.

Section 2.03 – Initial Meeting

Issues proposed for negotiations shall be submitted in writing for mutual exchange between the Association and the Board at the initial meeting set for such purpose. Original proposals shall be written and in language suitable for inclusion in the final Agreement. After the first meeting, no new proposals shall be submitted by either party unless by mutual agreement.

Section 2.04 – Negotiation Meetings

- A. Until negotiations are complete, each meeting will conclude with the parties agreeing upon a date, time and place to resume negotiations. Meetings shall be scheduled with the least interruption to employee work schedules.
- B. Each negotiations meeting will be held in executive session, including any mediation sessions that are held. However, this provision will not prohibit the flow of information to each party's constituency.
- C. Negotiations meetings shall be held at times outside the regular work day for bargaining unit members unless otherwise agreed.

Section 2.05 – Caucuses

Upon the request of either party, the negotiation meeting shall be recessed for up to thirty (30) minutes to permit the requesting party to caucus in private. If a caucus exceeds thirty (30) minutes, the party not calling the caucus may elect to end the negotiations until the next scheduled session.

Section 2.06 – Information Exchange

Prior to and during the period of negotiations, the parties agree to provide each other, upon written request and within a reasonable time, regularly and routinely prepared information regarding the bargaining issue under consideration. Access to such information in the form as it exists constitutes compliance with this provision. Neither party is obligated to create new documents, develop data or prepare information that is not in existence.

Section 2.07 – Tentative Agreement and Ratification

- A. As negotiated items are agreed upon, they shall be reduced to writing and initialed by a representative of both the Association and the Board. Such initialing shall be construed as tentative agreement by both parties on that particular item or issue, subject to ratification by the Association membership and approval by the Board.
- B. When a comprehensive agreement is reached, a proposed Agreement containing all tentative agreements shall be prepared. Both parties shall review the proposed Agreement in order to reach mutual agreement upon its completeness and accuracy. Thereafter, the proposed Agreement shall be submitted first to the Association membership for ratification and then to the Board for approval. Following its approval by the Board, the Agreement shall be binding upon both parties according to its effective date.

Section 2.08 – Dispute Resolution

- A. In the event the parties are unable to reach agreement on one or more sections of the Agreement, either party may declare impasse.
- B. Upon declaration of impasse, the parties shall jointly prepare a request for the appointment of a mediator and direct such request to the Federal Mediation and Conciliation Services (“FMCS”). The mediator shall have no authority to extend the time limits of the current Agreement or to bind either party to any agreements.
- C. Mediation as described herein constitutes the parties’ mutually-agreed dispute resolution procedure under ORC 4117.14(C), and supersedes the dispute settlement procedures contained in ORC 4117.14.
- D. If the parties have not reached complete agreement on a successor contract by the expiration of the current agreement, the TCEA may proceed in accordance with ORC 4117.14(D)(2).

Section 2.09 – Contrary to Law

If any specific provision of this contract shall be found to be contrary to law, then the specific provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect for the term of this contract.

Any specific provision of this contract found to be unlawful shall be renegotiated by the parties. Negotiations on such a specific provision only shall commence within fifteen (15) days of the

determination that the specific provision is unlawful. Negotiations shall be in conformance with the procedure outlined in the document.

ARTICLE 3 – ASSOCIATION RIGHTS

During the term of this Agreement the Association shall have the following rights:

- A. The building representatives of the Association in each individual school will have the use of a bulletin board located in the teacher lounge designated for Association business.
- B. As time permits, representatives of the Association may make a brief announcement during faculty meetings.
- C. Upon prior notification to the building administrator, representatives of the Association may make brief announcements on school building public address systems before or after the school day regarding meeting times and Association deadlines.
- D. The TCEA President shall receive a copy of the agenda and Treasurer’s Monthly Financial Report by email or hard copy for a forthcoming Board meeting as soon as they are ready to distribute to members of the Board.
- E. The TCEA shall be permitted to use the Board’s established inter-school mail system to distribute TCEA, WOEa, OEA, NEA, UniServ materials. In the event that such an inter-school mail service is found to be in violation of U.S. Postal Service rules, the service shall be discontinued.
- F. The Association Building Representative(s) may call meetings of Association members assigned to the building before or after the workday. Absent an emergency, the building representative(s) shall notify the Principal at least three (3) days prior to the date of the meeting.
- G. The Board will reasonably comply with the Association’s request for a private room to conference with a member, as the need may arise.
- H. The Board will provide each unit member with a hard copy of the initial Agreement. Thereafter, the Board will provide a link to access any future Agreements on the District’s website.
- I. Unit members may use District email before or after contractual work hours to communicate concerning the business of the Association. Said members shall refrain from political discussions or speech that can reasonably be interpreted to be critical of administration, the Board, its individual Board members, Board policy or administrative guidelines. All unit members shall comply with the Board’s Acceptable Use Policy, as it may be amended from time to time.

ARTICLE 4 - MANAGEMENT RIGHTS

The Board, by mutual agreement with the Association, commits itself to such Association recognition and other conditions of employment as incorporated in this Agreement; and except as specifically abridged, delegated, granted or modified by specific and express term of this Agreement, the Board, on behalf of the electors of the District, retains and reserves unto itself, the Superintendent, and other administrative and supervisory personnel all powers, rights, authority and the ultimate responsibilities for the proper management of the school district conferred upon and vested in it by the Revised Code of Ohio and Constitution of the State of Ohio and the State of Ohio and the United States, including, but not limited to the responsibility for, and the right:

- A. To maintain managerial and administrative control of the school system and its properties and facilities, and the professional activities of its employees. This shall include but not be limited to areas of discretion or policy such as functions, programs, and services of the Board, standards of service, its budget, utilization of technology and organizational structure.
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment.
- C. To suspend, dismiss, or demote, nonrenew, promote, retain and transfer all employees.
- D. To determine the adequacy of and effectively manage the work force according to current law and Board policy.
- E. To determine job schedules, the hours of employment, duties, responsibilities, and assignments of employees with respect thereto, and the terms and conditions of employment.
- F. To issue, implement, and modify work rules through Board policy and administrative guidelines.
- G. Maintain and improve the efficiency and effectiveness of school operations.

The Superintendent and/or designee maintains the right to direct, assign, supervise, evaluate, schedule and transfer employees, and to direct, assign and schedule pupils and their instruction.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms thereof are in conformance with the Constitution and Laws of the State of Ohio and the Constitution and Laws of the United States.

The exercise of any of the foregoing management rights requires neither prior negotiation with nor agreement of the Association.

The Board rights set forth above shall not be subject to arbitration or impairment by arbitration award or otherwise, except to the extent that they are limited by specific provisions of this Agreement. Failure to exercise a right or exercising it in a particular way shall not be deemed a waiver of any Board right.

ARTICLE 5 – GRIEVANCE PROCEDURE

Section 5.01 – Definitions

- A. A grievance is a complaint involving an alleged violation, misinterpretation, or misapplication of the expressed terms of this Negotiated Agreement.
- B. A grievant shall mean a bargaining unit member, or group of bargaining unit members alleging that a violation, misrepresentation, or misapplication of the Negotiated Agreement has occurred.
- C. A “group” grievance shall have arisen out of and be confined to substantially similar circumstances affecting each member of said group.
- D. A “day” shall be defined as a calendar day inclusive of weekends.

Section 5.02 – Factors and Conditions

- A. All grievances will be presented to the appropriate administrator who has authority to grant the relief being sought.
- B. Any action by the Board to terminate, renew or not renew the contract of any teacher whether any such teacher is under a limited or continuing contract with the Board, or any recommendation by the Superintendent to terminate, renew, or not renew any such contract shall not be deemed a grievance and may not be processed as such.
- C. No grievance may be filed concerning a matter, which has been made the subject of a charge with a state or federal agency or a complaint in a state or federal court of record by a Tipp City Exempted Village Schools teacher.
- D. This procedure must begin within ten (10) days of the alleged grievable act.
- E. The grievant shall not be denied the right to union representation at Steps I, II, III and at step IV shall have the option to retain legal counsel.
- F. A grievant must accept the answer given or appeal within the time limits set forth and may withdraw the grievance at any level without prejudice.
- G. If the administrator does not abide by the time limits set forth, the grievant may proceed to the next step.
- H. Failure of the grievant to proceed within the specified time limits to the next level of procedure shall act as a bar to any further appeal on the grievance.
- I. There will be no reprisals taken against any participant in the grievance procedure by reason of such participation.

- J. The number of days set forth in each step shall be considered a maximum unless otherwise extended by mutual agreement by the parties involved.
- K. All notices to the grievant of hearings or disposition of grievance shall be hand-delivered with return receipt or emailed for purposes for documentation of date and time of delivery.
- L. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits results in hardship to either party, both parties shall use their best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
- M. All grievances shall begin at Step I. If the Superintendent or his/her designee hears Step I, the grievant may proceed to Step III if not satisfied with the response given at that step. If a group grievance proceeds to Step IV only members of said group essential to establish the facts of the grievance shall be present at the hearing if during school hours.
- N. The Board shall release on a limited basis, any personnel required as witnesses without loss of pay if administration schedules the grievance hearing during the regular contract day.
- O. Grievance forms are available in the school offices and from the TCEA Grievance Committee.

Section 5.03 – Procedure

INFORMAL (Step 1)

Within ten (10) days of the event giving rise to an alleged grievance, the grievant shall request an informal meeting with his/her immediate supervisor for the purpose of attempting to resolve the matter. Failure of the grievant to act within the ten (10) day time period shall preempt the filing of a grievance. A statement of the date and time of such meeting shall be signed by both parties at that meeting and a copy shall be retained by each. During this meeting, the grievant shall identify:

1. The specific contract provision(s) alleged to have been violated, misapplied or misinterpreted;
2. A brief description of the grievance and the time, place and date the acts or omissions giving rise to the grievance occurred; and
3. The relief sought.

The administrator shall give a response within seven (7) days of this meeting. If it is a verbal response, a statement of the date and time of this response shall be signed by both parties and a copy shall be retained by each.

FORMAL (Step II)

If a satisfactory solution is not affected, the grievant shall present the grievance in writing to the administrator within seven (7) days after the response from the informal meeting. The written grievance must contain a concise statement of the grievance citing the situation giving rise to the grievance, stating the specific alleged violation, misinterpretation, or misapplication of the Negotiated Agreement. It must state the remedy sought and be signed by the grievant, or in the case of a group grievance, by the chairperson of the TCEA Grievance Committee and each teacher wishing to participate.

The administrator shall render a written response to the grievant within seven (7) days of the Step II meeting. A copy of the response shall be forwarded to the Superintendent.

INTERMEDIATE (Step III)

If a satisfactory solution is not affected, the grievant shall present the written grievance to the Superintendent within seven (7) days of the receipt of the Step II response. The Superintendent or his/her designee shall, within ten (10) days of the receipt of the grievance, hold a meeting to hear the grievance. Within seven (7) days of this meeting, the Superintendent shall issue a response in writing to the grievant.

MEDIATION (Step IV)

If action taken at Step III does not resolve the grievance, or if no decision is rendered by the Superintendent within 7 days of the Step III meeting to hear the grievance, then the Association shall notify the Superintendent in writing of its submission of the grievance to the Federal Mediation and Conciliation Service (FMCS) or the State Employment Relations Board (SERB). The Board and the Association shall mutually agree which organization shall mediate the grievance. Any failure to notify the Superintendent within the timelines and in the manner described herein shall be considered a satisfactory resolution to the grievance.

The mediation team will consist of the Superintendent and up to two (2) designees and the Association President and up to two (2) designees, including the grievant. This number does not include legal counsel for either party.

Meetings held under this procedure shall be conducted at a time and place that will afford a fair and reasonable opportunity for all persons to be present, as determined by the Superintendent and Association President. The equivalent of one (1) full work day will be scheduled for mediation. The Board and the Association shall equally share the fees and expenses of FMCS or SERB. Each party will be responsible for the fees and expenses of its own representation. When consensus is reached, the grievance has been resolved. A written summary will be disseminated to all parties. If consensus is not reached, the grievant may seek resolution through legal options.

ARTICLE 6 – REDUCTION IN FORCE

Section 6.01 – Procedure

- A. The Board may adopt a resolution ordering reasonable reductions in the number of teaching employees for any of the reasons for which a board of education may make reductions under Ohio law.
- B. In making a reduction, the Board shall proceed to suspend contracts in accordance with the recommendations of the Superintendent who shall, within each teaching field affected, give preference to unit members under continuing contracts. The Board shall not give preference to any unit member based on seniority, except when making a decision between unit members who have comparable evaluations as determined by an objective comparison of the unit members' OTES Teacher performance rating on their most recent OTES evaluation.
- C. On a case-by-case basis, in lieu of suspending a contract in whole, the Board may suspend a contract in part, so that an individual is required to work a percentage of the time the unit member otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the unit member otherwise would receive under a full-time contract. If an employee who was previously employed as full time is recalled to a position that is less than full time, the employee may accept or reject the part time position without loss of recall rights stipulated within Article 6. An employee who accepts recall to a part time position shall not suffer a loss of rights to the next available full time position for which he/she is properly certified / licensed.

Section 6.02 – Recall Rights

- A. A unit member whose continuing contract is suspended by the Board shall have the right of restoration to continuing service status on the basis of the unit member's teacher performance rating on their most recent OTES evaluation if and when a teaching position becomes vacant or is created for which any such unit member is qualified. No unit member whose continuing contract has been suspended shall lose that right of restoration to continuing service status by reason of having declined recall to a position that is less than full-time or, if the unit member was not employed full-time just prior to suspension of the unit member's continuing contract, to a position requiring a lesser percentage of full-time employment than the position the unit member last held while employed with the Board. Seniority shall not be the basis for rehiring a unit member, except when making a decision between unit members who have comparable evaluations.
- B. A continuing contract unit member shall remain on the recall list, as a result of Reduction in Force, for a period of three (3) years from the effective date of contract suspension. Vacancies that occur in a position for which the suspended unit member is qualified will be offered to and accepted by the unit member within seven (7) days of receipt of notice. The Board shall provide notice of recall via attempted certified mail, email and telephone. The unit member on the recall list shall be responsible for apprising the Board of his/her current address, email and telephone number. Any unit member who declines reinstatement or fails to respond within seven (7) days of receipt of notice shall be removed from the recall list. It

shall be the suspended unit member's responsibility to keep the Board apprised of his/her current home address, phone number and email address.

Section 6.03 – Seniority

- A. Except that holders of continuing contract always have seniority over holders of limited contracts, seniority will be defined as the length of continuous service as a certificated employee under regular contract in the Tipp City District:
1. Board-approved leaves of absence will not interrupt seniority, but time spent on such leave shall not count toward seniority.
 2. If two or more teachers have the same length of continuous service, seniority shall be determined by the following sequential steps:
 - the first day of work, and then by
 - the date of the Board meeting at which the teacher was hired, and then by
 - the date of the initial employment contract in the District, and then by
 - any remaining ties will be broken by lot.
 3. Part time employees shall earn seniority credit as follows: one (1) year of part time employment (minimum 184 workdays – see Section 7.01) shall earn one (1) full year of seniority credit for each year employed.
- B. Seniority shall be lost when a teacher resigns or leaves the employ of the Board due to non-renewal or termination of their contract, except that teachers who have had their contracts non-renewed or suspended as part of a reduction in staff shall have recall rights and shall not be considered a break in service for seniority purposes.

Section 6.04 – Seniority List

- A. A seniority list shall be prepared by April 1st of the second year of this Agreement ranking all continuing contract teachers in the District by seniority, giving areas of certification, followed by all limited contract teachers in the District in a like manner. The TCEA President shall be supplied a copy of this list upon completion by the Board. Thereafter, the Association shall notify the Board within 30 days of receipt of the list by the TCEA President as to any errors, omissions or discrepancies on the list in need of correction. Failure of the Association to notify the Board as to the need to correct the list within this 30 day window shall result in the list becoming final and binding upon the Association and its members.
- B. In the event of a reduction in force, the Board shall prepare an updated seniority list, using the most recent seniority list as set forth above, with modifications only as to unit members who have been hired, separated from employment, attained continuing contract status, or earned additional certifications since the approval of the most recent seniority list. The Board shall share this list with the TCEA President no later than sixty (60) days prior to Board action to implement a reduction in force. The Association shall have thirty (30) days

from its receipt of this list to notify the Board as to any errors, omissions or discrepancies on the list in need of correction. Failure of the Association to notify the Board as to the need to correct the list within this 30 day window shall result in the list becoming final and binding upon the Association and its members.

- C. "Areas of certification" shown on the seniority list or its updates shall be deemed accurate unless, within thirty (30) days following the publication of such list, a teacher presents evidence of additional areas of certification.
- D. These procedures shall not apply to the non-renewal of limited teacher contracts for reasons other than Reduction in Force. Only procedural compliance with this section (Reduction in Force) shall be subject to the grievance procedure.
- E. This article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures of the District.

ARTICLE 7 – WORKING CONDITIONS

Section 7.01 – Contract Year / School Calendar

- A. The teacher contract year will not exceed 186 days, unless extended days are stated in the unit member's employment contract.
- B. The President of TCEA may meet with the Superintendent by February 1 of each year to give input on the calendar recommendations for the ensuing school year(s).

Section 7.02 – Teacher Day

- A. The unit member's work week will be thirty-seven and one half (37 ½) hours as assigned by the Board, with the exception of scheduled parent/teacher conferences, scheduled open houses, faculty meetings, special education meetings (including but not limited to I.A.T. meetings, I.E.P. meetings, alternate assessment meetings and training, ETR meetings, and 504 plan meetings), and team and/or department-level meetings. This workweek is inclusive of a 30 minute, uninterrupted, duty-free lunch.
- B. Unit members shall be provided sufficient time for designing their work, evaluating student progress, conferencing and team planning. The Board will allot time for unit members to pursue collaborative planning for the development of lesson plans, professional development and shared learning. 1.0 FTE unit members shall be given at least two hundred (200) minutes per week for these purposes.
 - 1. Administration will use reasonable efforts to avoid assigning lunchroom supervision to unit members, when such supervision conflicts with the unit member's minimum weekly planning time.
 - 2. Administration may request a unit member(s) to voluntarily cover a class during their planning period. In this case, if there is a loss of a planning period(s), the unit member(s) will be paid at an hourly rate of .1429 of the substitute teacher daily rate. Payment shall be made in one lump sum on the second pay in June following the applicable school year, upon receipt of necessary documentation of the work performed.
- C. Barring unforeseen circumstances, the administration shall:
 - 1. Refrain from requiring a unit member to attend more than one (1) administration-led, building faculty meeting per month that is held outside the teacher contractual work day.
 - 2. Give one (1) week advance notice to staff of building faculty meetings.

The aforementioned requirements shall not apply to in-service meetings reflected in the District's and/or individual school's calendar.

- D. Teachers will be guaranteed thirty (30) uninterrupted minutes duty-free lunch time and will be permitted to leave the premises after notifying in advance the principal, or in his/her absence, the secretary.
- E. Written requests for independent or group professional development may be submitted to administration prior to a Teacher Workday and/or In-service Day. When able to do so, members shall receive partial time to pursue such collaborative work. Barring unforeseen circumstances, the agenda for in-service meetings shall be announced at least one (1) week prior to the scheduled meeting.
- F. When special area teachers (art, music, physical education) in elementary are assigned as substitutes for regular classroom teachers (where feasible), a rotation system shall be used by the building principal. Special Education teachers shall not be used as lunch monitors and/or recess monitors unless such member volunteers for such duty.

Section 7.03 – Release Time for Intervention Specialists

The Board shall provide up to one professional day per quarter to intervention specialists for the purpose of IEP, I.A.T. and 504 Plan preparation, progress reports, alternate assessments, and tending to all other matters regarding assessment and evaluation of special needs and/or disabled students. The scheduling of these professional days shall be by mutual agreement of the intervention specialists and administration.

Section 7.04 – Calamity Day

- A. Employees shall be paid for all time lost, up to a maximum of five (5) work days each contract year (or the hourly equivalent of five (5) work days), in the event that the schools in which they are employed are closed due to disease epidemic, hazardous weather conditions, law enforcement emergency, inoperability of school buses or other equipment necessary to the school's operation, damage to a school building, temporary circumstances due to utility failure rendering the school building unfit for school use, or other public calamity.
- B. On days that school is closed or delayed, unit members are expected to work remotely on matters such as lesson planning, grading student work, updating their work website, completing necessary on-line training, and tending to similar school-related matters that can be handled from home.
- C. The Board reserves the right to make-up days that exceed five (5) calamity days in a given school year. Unit members shall not be paid additionally if required to work on a make-up day as designated by the Board.

Section 7.05 – Payroll

The Board shall pay unit members by direct deposit into an account of up to two (2) financial institution(s) chosen by the unit member. Unit members shall receive bi-weekly or semi-monthly pays, equally divided over a 12-month period, as approved by the Board. The Treasurer shall provide notification of any change in pay intervals at least three (3) months prior to

implementation. Deductions shall be made in accordance with this Agreement. All appropriate and required federal, state, local, city and municipality taxes as required by law, shall be properly deducted from unit members' paycheck at regular intervals. The first payday shall occur no later than the 15th day of work. Notification of skip years shall be provided by the Treasurer.

Section 7.06 – Payroll Deductions

The Board shall provide for payroll deductions for unit members as required by law, as well as deductions made on equal basis from each check as authorized in writing, by the unit member, for the following items:

- A. Board-approved insurance
- B. Board-approved tax-sheltered annuities
- C. United Way
- D. Tipp City Schools' Education Endowment contributions
- E. Professional dues and assessments

Professional dues and assessments shall be deducted for TCEA, WOE, OEA, NEA and all affiliated organizations. The TCEA will provide the Treasurer with appropriately signed authorizations at least ten (10) working days prior to the initial deduction date. Any authorization form that is checked "continuous dues" shall remain in effect continuously while the teacher is in the employ of the Board of Education. Teacher cancellation of payroll deductions for professional dues must be made by the teacher in writing. Such cancellation shall be made on forms obtainable from the Treasurer of the Board. The Treasurer of the Board will notify the President of the Association of such cancellation.

Monies deducted will be transmitted to the Association Treasurer at the end of the month. TCEA, WOE, OEA, NEA and all affiliated organizations, as applicable, shall indemnify, defend and hold the Board, its individual Board members and employees harmless from any and all losses, liabilities, damages and claims, and all related costs and expenses, including reasonable legal fees and cost of litigation arising out of the Board deducting professional dues and assessments per the terms of this Agreement.

Any assessment need which arises during the year shall be deducted within thirty (30) days' notice by the Association and in accordance with the schedule submitted by the Association to the Treasurer.

Section 7.07 – Vacancies and Newly Created Positions

Notice of vacancies and newly-created positions within the bargaining unit shall be emailed to unit members at least seven (7) calendar days prior to the Board filling the vacancy. By mutual

agreement between the Superintendent and Association President, the seven (7) calendar day notice may be waived.

Section 7.08 – Assignment and Transfers

Each teacher shall be assigned to a specific position by, or under, the direction of the Superintendent and may be transferred to any other position for any purposes which, in the judgment of the Superintendent, is for the welfare of the teacher, the school, or the District. Notwithstanding any of the provisions below, the parties agree that teacher assignment and transfer is the sole and statutory prerogative of the Superintendent.

Voluntary Transfer

- A. Notice of intent to transfer shall be delivered to the Superintendent/designee, indicating in order of preference: school or schools desired, grade level, subject area (within certification limitation), and the reason for the transfer request.
- B. Vacancies occurring during the school year shall be available for transfer requests.
- C. In deciding upon a transfer request, the best interests of the District, as determined by the Superintendent in his/her sole discretion, shall control. To the extent such interests can be met, the Superintendent will consider the aspirations and desires of the individual unit member.
- D. Transfers within grade level and/or within a building may require an interview of established unit members.
- E. Administration may request an interview of a current unit member whose change of assignment is to a different school building.

Involuntary Transfer

- A. An involuntary transfer is any change of assignment or site which was not initiated by the unit member. Involuntary transfers are within the sole prerogative of the Superintendent and are made in the best interests of the District.
- B. When involuntary transfers must take place, transfers will be sought on a voluntary basis, as applicable.
- C. Unit members to be involuntarily transferred shall be informed in writing of the proposed transfer including specific reasons for said transfer, and will be given at least twenty (20) days' notice except in emergency situations. Every effort will be made to notify the unit member prior to June 1st.
- D. Upon request, the Superintendent will meet with the unit member within ten (10) days of receipt of involuntary transfer notice, or within a time mutually agreed to discuss the reasons which necessitated the transfer.

Section 7.09 – Faculty Council

- A. In each building there shall be a Faculty Council (“FC”) comprised of unit members, Association building representatives, administration, and staff selected by administration. FC members shall be solicited as volunteers.
- B. The purpose of the FC is to foster communication among staff and administration, and provide collaboration on building initiatives, school improvement and related activities. Any item of concern to the building staff shall be discussed at these meetings without reprisal.
- C. The FC shall meet on a monthly basis or as needed.
- D. Administration will promptly communicate to relevant staff the outcomes and decisions resulting from FC meetings.

Section 7.10 – Teacher Input

- A. Unit members selected by the Association President shall have a role in recommending to the Superintendent/designee new and/or amended curricular programs which will affect education improvement in the Tipp City School District.
- B. Upon request, when a change in the personnel section related to unit members is adopted, a copy of the policy shall be sent to the Association President.

Section 7.11 – Job Security / Disciplinary Actions / Non-Renewal

A. Job Security

- 1. Upon initial employment of a unit member, the Board shall issue employment contracts as follows:
 - 1st contract – one-year limited
 - 2nd contract – one-year limited
 - 3rd contract – one-year limited
 - 4th contract – one-year limited
 - 5th and all succeeding contracts – three-year limited

Should a unit member become eligible for a continuing contract as stipulated in ORC 3319.08, 3319.11, and as indicated in Board Policy 3142 and in Section 7.11 A(3), on the condition that he/she has been renewed for employment, said unit member shall be awarded a continuing contract.

- 2. The Board may interrupt the above sequence upon the recommendation of the Superintendent in the event of documented deficiencies identified through the evaluation procedure, and may grant a one-year limited contract. In granting a one-year limited contract, the following procedure will be utilized:

- a. The Superintendent/designee will provide written notice to the unit member of his/her intent to recommend a one-year limited contract on or before June 1st. Directives explaining the necessary improvement of noted deficiencies will be included in the notice.
 - b. The Superintendent/designee reserves the right to recommend subsequent one-year limited contracts or to resume multi-year limited contracts based upon the unit member's correction of noted deficiencies.
3. Continuing contracts shall be issued as provided by ORC 3319.11. Upon the unit member receiving his/her certificate/license and becoming eligible for continuing contract status, he/she may apply to the Superintendent/designee for consideration.
 - a. A unit member shall not be eligible for a continuing contract, nor be deemed employed under a continuing contract by operation of law, unless the unit member, no later than November 30th of the contract year in which the unit member's employment contract is scheduled to expire, files with the Superintendent/designee, written notice that he/she will meet all legal qualifications for a continuing contract prior to the regularly-scheduled March Board meeting. Failure to do so shall result in the unit member being eligible only for a limited contract should the unit member's contract be renewed. That unit member may then reapply for a continuing contract by November 30th of the contract year in which said limited contract expires.
 - b. Unit members eligible for a continuing contract shall provide the Superintendent/designee with their official transcripts and certificate/license no later than March 30th of the school year in which the unit member's employment contract is scheduled to expire.
 - c. The Board may take action during the term of a limited contract to grant an eligible unit member a continuing contract. To do so, the unit member shall provide the Board with proof of eligibility on or before September 30th.
 - d. The requirements in this Article are in addition to the requirements for continuing contract eligibility under ORC 3319.08 and 3319.11.
4. The Superintendent/designee shall make reasonable efforts to notify the unit member, on or before May 10th, of the intent to not re-employ the unit member's limited contract.
5. If the Board fails to notify a unit member, on or before June 1st, of its intent to not renew his/her limited contract, the unit member shall be deemed reemployed under a one (1) year limited contract. The decision of the Board to not reemploy a unit member shall not be subject to the grievance procedure.

B. Disciplinary Actions

1. Prior to the imposition of discipline more severe than a verbal reprimand, the affected unit member shall have the right to a pre-discipline hearing before an appropriate administrator. The unit member may bring union representation to such pre-discipline hearings, and any meeting in which the administration notifies the unit member of his/her discipline.
2. The Superintendent, or his/her designee, shall have the power and right to reprimand, suspend with or without pay, or otherwise discipline a teacher for good and just cause. All disciplinary action, other than verbal warnings, shall be given in writing to the affected teacher within three (3) working days of taking such action.
3. Discipline shall be applied in a progressive and corrective manner, except that more serious discipline may be imposed for acts or omissions which are deemed to be of such a serious nature as to make progressive discipline inappropriate.

C. Non-Renewal

1. No later than May 10th, the Superintendent/designee shall notify any unit member so affected of his/her intent not to recommend renewal of their limited teaching contract. Within four (4) working days of such notification the unit member may request, in writing, a meeting with the Superintendent. The Superintendent and/or his/her designee will discuss with the unit member, at the meeting, the rationale for the recommendation. Such a meeting will be held prior to Board action.
2. The unit member may also request a meeting with the Board. The Board may elect to hear the unit member in executive session.
3. This procedure shall not create an expectancy of continued employment nor shall it prevent the Board from making the final decision regarding a contract renewal or non-renewal.

D. Modifications to ORC 3319.16

ORC 3319.16 shall apply to the termination of teacher contracts for good and just cause. For those teachers, only one departure from the procedure set forth in R.C. 3319.16 shall be permitted by this contract, and that is that a hearing before the Board or the Referee, as the case may be, may be held at any time during the year.

Section 7.12 – Complaints Against Teachers / Coaches

- A. Complaints made to the Board or administration against teachers, except those from the teachers' supervisors, shall be promptly directed to those persons listed below and in the following order:

1. First, the Classroom Teacher. If unresolved or additional information or assistance is needed, then confer with;
 2. Second, the Principal. If unresolved or additional information or assistance is needed, then confer with;
 3. Third, the Superintendent's Office. The Superintendent may choose to direct the complaint to a designee who has responsibility in the area of question or concern. If the concern is still unresolved, then confer with;
 4. Fourth, the Board of Education may hear the complaint. Any action on the complaint by the Board of Education shall be deemed to be final.
- B. Complaints against coaches shall be referred to those persons listed below and in the following order:
1. First, the Coach;
 2. Second, the Athletic Director;
 3. Third, the Principal;
 4. Fourth, the Superintendent/designee;
 5. Fifth, the Board of Education may hear the complaint.
- C. The complaint procedure in this Article shall not apply to complaints against a unit member that requires a report to law enforcement and/or children services.

ARTICLE 8 - LEAVES

Section 8.01 – Sick Leave

A. Accumulation of Credit.

1. All regular, full-time unit members shall be entitled to accrue fifteen (15) days of paid sick leave for each contract year, at a rate of one and one-quarter (1.25) days per month. Unit members who are employed for less than a full contract year shall earn sick leave in proportion to the fractional part of the contract year that remains.
2. Unused sick leave shall accumulate to a maximum of two hundred and ten (210) days. The Board shall accept the transfer of accumulated sick leave up to two hundred and ten (210) days for any new employee who acquired sick leave in another position of public service in Ohio, provided that the termination of such service occurred within ten (10) years of hire.

B. Sick Leave Use

1. Upon approval of administration, an employee may use sick leave for absence due to personal illness, pregnancy, injury and exposure to contagious disease which could be communicated to others.
2. Upon approval of administration, sick leave shall also be granted for absence due to illness, injury or death in the unit member's immediate family, which for purposes of this Article is defined as parents, spouse, children and relatives living within the household of the employee.
3. Routine doctor, dental and visual care appointments of the unit member and/or his/her immediate family (which require the unit member's presence) that cannot be scheduled outside the contractual workday are acceptable uses when limited to one-half (1/2) day per absence. Full day absences are available when necessary.
4. Up to five (5) sick leave days may be given when a death occurs in the unit member's immediate family, as well as for the death of a sibling, parent-in-law, grandparent and grandchild. Up to two (2) sick leave days may be given for the death of a unit member's relative. Additional days may be given by the Superintendent/designee, as needed, on a case-by-case basis.
5. A unit member shall certify the use of sick leave via the Board's kiosk within seven (7) days after the unit member returns to duty. If medical attention is required, the unit member's certification shall list the name and address of the attending physician and the dates when the physician was consulted. Failure to certify the use of sick leave within the aforementioned timelines may result in a per diem deduction in pay.

6. Unit members who have been absent for more than three (3) consecutive working days due to illness or injury may be required to present a statement listing the name and address of the attending physician and prognosis for return.
7. Falsification or improper use of sick leave will be grounds for immediate suspension or termination of employment.

C. Sick Leave Bank

The Board shall maintain a sick leave bank for use by eligible unit members. Said bank shall be established, maintained and administered per Board policy.

Section 8.02 – Assault Leave

- A. The Board shall provide leave for unit members who are absent due to physical disability caused by wrongful physical violence inflicted on the unit member without the unit member’s consent, and having occurred, while the unit member is in the performance of his or her duties for the Board. In such instance, the unit member shall be entitled up to ten (10) work days of assault leave with full pay. Upon a request that is supported by medical certification, the Board may grant up to ten (10) additional work days of paid assault leave.
- B. To qualify for assault leave, the unit member must furnish a signed statement on prescribed forms to justify the use of assault leave, and if medical attention is required, a statement from a licensed physician must be provided stating the nature and duration of the disability. Falsification of such statement is grounds for suspension or termination of employment.
- C. The Board may require the unit member to file a complaint with local law enforcement against the party or parties who inflicted the physical violence against the unit member.

Section 8.03 – Personal Leave

- A. All regularly-employed unit members are eligible to accrue three (3) days of personal leave each contract year. Personal leave may be taken in whole or half day increments.
- B. Unit members are expected to use personal leave days judiciously. To this end, the following rules shall apply:
 1. Personal leave shall only be used for required absences during the unit member’s normal work hours that are beyond the control of the unit member. Acceptable reasons for the use of personal leave shall include the following:
 - a. Weddings in the immediate/remote family¹
 - b. Graduations or military honors in the immediate/remote family
 - c. To attend the viewing and/or funeral of a close friend

¹ Throughout this Article, the term “immediate/remote family” shall include the same family members as defined in the Master Agreement’s Sick Leave Article.

- d. Receiving an award for contributions to education, community or religious organization, or for a member of the immediate/remote family receiving the same
 - e. A unit member moving from one residence to another
 - f. Legal transactions or legal proceedings
 - g. Meetings or conventions where the unit member is an officer or elected delegate
 - h. Religious holidays
 - i. Emergencies requiring immediate action
 - j. Parent conference of unit member's dependent
 - k. College registration/visitation
 - l. Transporting unit member's child to/from college
 - m. State Teachers Retirement System Inquiry
 - n. Appointment with the IRS or other taxing authority
 - o. Adoption of a unit member's child
2. Personal leave shall not be used for gainful employment or seeking gainful employment, vacation, rest, shopping or recreation, personal business which can be conducted outside the unit member's regular workday, or for any purpose which is a legitimate use of sick leave.
 3. Personal leave will not be approved during the first two (2) weeks or the last two (2) weeks that school is open for instruction each year, or for three (3) work days in succession, unless it is deemed an emergency as approved by the Superintendent or designee. Exceptions to this paragraph shall be: graduations or military honors in the unit member's immediate family and transporting the unit member's child to/from college.
 4. Personal leave will not be approved for the day preceding or following a school holiday, a school vacation period, or unit member sick leave day, except in emergency circumstances.
- C. For purposes of this Article, "emergency" is defined as a serious, unexpected situation, outside of the unit member's control, that requires immediate action.
- D. Unit members who are newly-employed for less than a full contract year shall earn personal leave in proportion to the fractional part of the contract year that remains.
- E. The Board reserves the right to deny a personal leave day request should staffing needs in a particular building dictate the unit member work that day.
- F. Absent an emergency, the unit member shall enter the personal leave request into the HR Kiosk at least seventy-two (72) hours in advance of taking a personal leave day. The HR Kiosk submission shall state the reason for the unit member's requested use of personal leave. Falsification of such statement shall be grounds for disciplinary action, up to and including termination of employment.

G. Unused personal leave shall be converted at the end of each contract year at a ratio of one (1) personal leave day converted to one (1) sick leave day or representative fractional part thereof.

Section 8.04 – Court Appearances

A unit member selected as a juror or ordered to appear for jury selection shall be paid the difference between the court payment and his/her regular salary. The unit member will receive his/her full daily wage from the Board by endorsing the jury duty check to the Board.

Any unit member subpoenaed as a witness in a court or governmental agency proceeding involving the unit member's employment with the Board shall be paid the difference between the court/agency payment and his/her regular salary. The unit member will receive his/her full daily wage from the Board by endorsing the witness payment to the Board.

Section 8.05 – Professional Meetings and Conferences

Any unit member requesting to attend any conference, convention, or meeting may be absent for such purpose without loss of pay, if such attendance is in the interest of the District and within the scope of the unit member's area of employment. All requests by teachers must be on the approved District form and submitted in advance for approval by the Building Principal.

Requests to attend conferences, conventions, or meetings should be made as early as possible inasmuch as consideration will be given to the date such request is made. If attendance at a conference, meeting or other professional development event is a directive of the administration and not the voluntary request of a unit member, the administration shall pre-approve the cost of transportation, parking, lodging, meals and registration. Unit member shall provide all itemized receipts.

Section 8.06 – Child Care Leave

In accordance with Board Policy 3431 and FMLA, eligible unit members may take up to twelve (12) work weeks of job-protected leave for: (1) the birth and/or care of a newborn child of the unit member, within one (1) year of the child's birth; or (2) the placement with the unit member of a child for adoption or foster care, within one (1) year of the child's placement. The Board shall run sick leave concurrent with such FMLA leave, when applicable.

In addition, the Board may grant an unpaid leave of absence for care of a newborn infant and/or for the care of a newly-adopted child. To be eligible, the unit member shall give at least thirty (30) days advance notice of the intent to take leave, indicating the anticipated starting and end dates of said leave. The unit member's leave shall not exceed three hundred sixty-five (365) consecutive calendar days in length or the expiration of his/her limited contract, whichever occurs first. The notice requirements shall be waived in the case of adoption, provided the member notifies the administration within five (5) days of his/her confirmation of placement of the child(ren) leading to adoption.

The individual employment contract of the employee on leave of absence shall continue to run during the period of such leave and shall, therefore, be subject to renewal, non-renewal, or suspension or as otherwise provided by law.

A unit member intending to resume teaching or to request to extend the leave for another year shall, by March 1st of the year in which the leave ends, send notification of said intent to the Superintendent/designee.

A unit member may continue to participate in District group insurance programs providing he/she is willing to assume the full premium cost of such coverage. Such payments shall be made, in advance, by the unit member in a manner prescribed by the Treasurer's Office. Unit members wishing to continue their participation in the District group insurance programs shall state such intentions with their request for leave of absence.

Upon return from child care leave, reasonable effort shall be made to assign the member to their original or comparable position within their area of licensure.

Section 8.07 – Extended Illness Leave

Subject to the recommendation of the Superintendent and approval by the Board, a unit member may be granted a leave of absence without pay for one (1) year for reasons of a personal illness, illness in the immediate family, elder care, or disability as the reason for the request and may be extended one (1) more year upon written request to the Superintendent and approved by the Board.

Section 8.08 – Military Leave

Military leave shall be granted to any unit member who may be drafted or recalled to active duty in the armed forces in accordance with Section 3319.14 of the Revised Code of Ohio. Leave for military service shall be valid for salary increments.

ARTICLE 9 – COMPENSATION & BENEFITS

Section 9.01 – Severance Pay Upon Retirement

- A. A unit member with ten (10) or more years of service to the Board shall, at the time of retirement, be paid for twenty-seven (27%) of the value of his/her accrued sick leave credit, not to exceed fifty-six and seven-tenths (56.7) days. Such payment shall be made only once to any unit member.
- B. In addition, if a unit member qualifies for severance pay and submits written notice of retirement by March 1st of their final school year, the unit member shall qualify for a merit service retirement award. Such award shall be paid in addition to the severance payment referenced above. The award shall be calculated based upon twenty-seven (27%) of the unit member's remaining unused sick leave day balance beyond those days paid as a retirement severance payment.
- C. Payments under this Article shall be based on the unit member's regular daily rate of pay at the time of retirement. Such payment shall eliminate all sick leave credit accrued but unused by the unit member at the time payment is made.
- D. For purposes of this Article, the term "retire" or "retirement" shall mean that the unit member has been approved for service retirement by the Board of the State Teachers Retirement System (STRS).
- E. All payments shall be made only after the Treasurer of the Board receives written certification from the unit member that STRS has begun payment of benefits. Any such benefits to a unit member must be effected by the unit member within ninety (90) days from his/her last day of active service with the Board. Payment of benefits may be elected by the retiree to be made according to the following options:
 - 1. A payment of benefits in one (1) lump sum in the pay period following evidence of retirement;
 - 2. A partial payment of benefits in the pay period following evidence of retirement, with the balance of the benefit deferred to the first pay period in the next succeeding calendar year; or
 - 3. Deferred payment of total benefits to the first pay period in the next succeeding calendar year following retirement.
- F. In the event a unit member who is eligible to retire dies, his/her severance accrued to the date of death will be paid to the established beneficiary.

Section 9.02 – Mileage

Unit members who, as a part of their assignment, are required to travel by their personal motor vehicle between buildings during school hours shall be compensated for the mileage they travel

at the current IRS rate. Said members shall keep accurate logs of all said mileage accumulation using the set of standard distances between buildings already adopted by the Board.

Mileage reports shall be submitted on approved forms to the home base administrator on or before October 15, January 15, April 15, and June 15 of each year. Monies owed to individuals for in-district mileage shall be paid in the month following the filing of said report.

Section 9.03 – Tuition-Free Attendance of Unit Members’ Children

Full-time unit members who live outside the District will be permitted to enroll their natural, adopted or custodial children in the District’s schools on a tuition-free basis, according to the terms of Board policy and the following conditions:

- A. The Superintendent has determined that space is available.
- B. The Superintendent receives a written application annually by June 1st.
- C. All such children shall maintain at least a cumulative 2.0 grade point average to remain eligible for continued free attendance in the District.
- D. No student shall be enrolled if the student has been suspended or expelled from another Ohio public school and the period of suspension or expulsion has not expired.

The Superintendent/designee will respond to written applications by July 1st each year.

Section 9.04 – Insurance Benefits

- A. All full-time unit members (defined for purposes of this Article as regularly-employed for thirty-seven and one-half (37.5) or more hours per week) shall be entitled to participate in the health insurance plan(s) selected by the Board. To the fullest extent permitted by law, and notwithstanding any provisions in this Article to the contrary, the Board shall have the sole authority to: (1) select and change health, dental and life insurance carriers; (2) elect to become self-insured or to not remain self-insured; (3) select the levels of health, dental and life insurance coverage offered to its employees; (4) select the type(s) of health, dental and life insurance plan(s) to be offered to its employees; (5) take action to control and reduce insurance costs; and (6) determine the manner and means by which such insurance plans shall be implemented.²

Contributions for 1.0 FTE unit members to the health plan(s) shall be as follows:

- 1. Single coverage: Board pays 81.5%
Employee pays 18.5%

² For the 2015-2016 plan year, the Board will offer unit members the Anthem PPO plan offered through the EPC. The Board may make changes to this plan, as referenced in Section 9.04.A. of the Master Agreement.

- 2. Family Coverage: Board pays 81.5%
Employee pays 18.5%
- 3. Employee + Child: Board pays 81.5%
Employee pays 18.5%

B. Flexible Spending Account (IRS 125)

The Board will take such action as is necessary to implement a plan consistent with Section 125 of the Internal Revenue Code in order that employees may participate in pre-tax advantages relative to their portion of health insurance premiums, qualified medical expenses and dependent care.

The Board will provide a Flexible Spending Account/Health Savings Account for employee pre-tax contributions to medical and childcare expenses. The Board will also allow for employee pre-tax contributions to medical and dental insurance premiums.

C. Life Insurance

The Board will pay the full amount of the premium for \$40,000 of group term life insurance for each full-time unit member, effective through the life of this Agreement.

D. Dental Insurance

The Board will pay no more than the following monthly premiums for dental insurance. Full-time unit members choosing dental insurance will pay the additional cost on a monthly basis through payroll deduction.

Single Core:	\$10.36	Single Enhanced:	\$10.36
Family Core:	\$33.00	Family Enhanced:	\$33.00

E. Part-time Service

Unit members who render part-time service shall be entitled to the above insurance benefits on a pro-rated formula based upon the percentage of full-time FTE status. The Board's insurance premium contributions shall be reduced accordingly to reflect the unit member's part-time status.

F. Benefits Committee

A Benefits Committee shall be established and will consist of no more than six members: three members appointed by the Superintendent and three members appointed by the Association President. The Committee will meet no more than two times per contract year, unless it agrees to meet more frequently. The Committee will evaluate and make

recommendations concerning insurance benefits. It shall also agree on necessary information to be conveyed to unit members concerning their insurance benefits, wellness initiatives, employee incentive plans, long-range employee health maintenance, potential plan modifications, and overall insurance cost containment and rate adjustment.

- G. A cash payment in lieu of additional increased fringe benefits will be paid to regular, full-time unit members who were hired before July 1, 2000.
 - 1. The Board will establish, for full-time employees, a maximum monthly payment which will not exceed an established annual payment. Those teaching staff who are contracted to work less than a six (6) hour day shall be pro-rated according to the schedule established by the Board.
 - 2. Employees may elect to have this amount: a) applied directly to medical insurance as additional Board participation in medical insurance premiums to provide tax advantage, or b) to receive the amount as a cash payment through payroll without the employee's STRS deductions. The cash payment is still subject to appropriate Federal, State and local taxations.

Section 9.05 – State Teacher Retirement System Pick-up Utilizing the Salary Reduction Method

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

- A. The amount to be “picked up” on behalf of each unit member shall be the percentage mandated by STRS. The unit member’s annual compensation shall be reduced by an amount equal to the amount “picked up” by the Board only for purposes of state and federal taxes.
- B. The pick-up percentage shall apply uniformly to all unit members as a condition of employment.
- C. The pick-up shall apply to all compensation, including supplemental earnings.
- D. The Board is not liable, nor will it be held responsible, for any related legal, IRS, STRS or other agency’s penalties, fines, fees, costs, assessments, orders or expenses concerning the payment of STRS contributions under this plan.
- E. The Association and its members, both severally and individually, agree to indemnify and hold the Board harmless from and against any and all liability, damages, penalties, fees, claims and actions that may arise out of any action taken by the Board in compliance with the provision of this Article.

Section 9.06 – Summer School & Home Instruction Pay

Teachers of summer school and home instruction will be paid at a rate equivalent to .00077 of the base salary for the current contract year. Each summer school teacher will have a thirty (30) minute paid planning period during each day summer school is in session with students.

Section 9.07 – Mentor Program Compensation

Teachers authorized by their building principal and trained to serve as Mentors of resident educators in the Resident Educators Program, shall be paid the following stipend per contract year:

RE Year 1: \$1,000

RE Year 2 and 3: \$500

Section 9.08 – Educational Column Movement on Salary Schedule

Unit members who submit official transcripts to the Superintendent/designee on or before September 15th shall have their salary adjusted for additional training as recognized in the Board-approved salary schedule.³ Coursework must be taken through a college or university recognized by the State Board of Education for certification/licensure purposes.

Section 9.09 – Salary Schedules

See Addendum A for Certified Base Salary Schedules for the 2015-2016, 2016-2017 and 2017-2018 contract years.

A. For the 2015-2016 contract year, unit members shall be compensated as follows.

1. The Board shall increase unit members' base salaries by 2.0%.
2. Effective August 1, 2015, there shall be normal salary schedule movement of one (1) step for unit members who worked at least 120 work days during the 2014-2015 contract year. An additional one (1) step shall be restored for each unit member's service to the District that was not previously recognized due to step freezes for the 2011-2012 contract year. To recapture step movement for the 2011-2012 contract year, the unit member must have worked at least 120 work days during the 2010-2011 contract year.
3. Base salary and step movement adjustments shall be retroactive to the start of the 2015-2016 contract year. A lump sum payment for the retroactive pay shall be made to the eligible unit members within thirty (30) days following the Board's approval of the Master Agreement.

³ For the 2015-2016 contract year only, the deadline to submit official transcripts shall be March 15, 2016 for classes completed on or before September 15, 2015.

- B. For the 2016-2017 contract year, unit members shall be compensated as follows.
1. The Board shall increase unit members' base salaries by 2.0%.
 2. Effective August 1, 2016, there shall be normal salary schedule movement of one (1) step for unit members who worked at least 120 work days during the 2015-2016 contract year. An additional one (1) step shall be restored for each unit member's service to the District that was not previously recognized due to step freezes for the 2012-2013 contract year. To recapture step movement for the 2012-2013 contract year, the unit member must have worked at least 120 work days during the 2011-2012 contract year.
- C. Unless the Board and Association agree otherwise, effective August 1, 2017, there shall be normal salary schedule movement of one (1) step for unit members who worked at least 120 work days during the 2016-2017 contract year. Either party may demand to re-open negotiations solely on the issues of unit member salaries and insurance for the 2017-2018 contract year. To do so, the party requesting to re-open negotiations shall serve written notice of its intent to re-open negotiations on these matters on the other party no sooner than April 1, 2017 and no later than November 8, 2017. In the event timely written notice to re-open negotiations has been served, the parties shall meet to negotiate as follows:
1. Within 30 days of the approval by the voters of a ballot issue(s) to renew or replace monies generated by emergency levies that are due to expire on December 31, 2017.
 2. Within 30 days of November 8, 2017, should the voters reject the ballot issue(s) to renew or replace monies generated by emergency levies that are due to expire on December 31, 2017.

Section 9.10 – Supplemental Salaries

See Addendum B for the Supplemental Salary Schedule for the 2016-2017 and 2017-2018 contract years. All extra duty salaries for the 2015-2016 contract year shall remain as currently adopted by the Board.

Section 9.11 – Supplementary Attendance Compensation

Annually in lieu of earned but unused sick leave credit beyond the maximum allowed accumulation credit identified in 8.01(A)(2), the Board will award a stipend to regular, full-time employees based on their per diem rate of pay during the contract year in which the stipend was earned. The stipend will be calculated and paid in the pay period following August 31st for teaching employees according to the following scale:

Full time unit members:	Percent of earned, but unused sick leave to be awarded beyond maximum accumulation allowed
Those working up to ten (10) months (206 day contract)	Twenty-seven percent (27%) of days beyond maximum accumulation allowed
Those working up to ten and a half (10 ½) months – eleven (11) months (216-226 day contract)	thirty-three percent (33%) of days beyond maximum accumulation allowed
Those working twelve (12) months (in excess of 226 day contract)	thirty-nine percent (39%) of days beyond maximum accumulation allowed

Section 9.12 – Certified Extended Contract Days

Specific certified job descriptions require unit members to work additional days beyond the contracted school year of 186 days. Annually, a separate contract specifying the number of extended days, a calendar of specific extended days, and the per diem rate of compensation shall be determined in consultation with the unit member. Once agreed, said contract will be approved by the Board and signed by the unit member no later than June 30th preceding the contract year.

Section 9.13 – One-Time Stipends

- A. Unit members employed by the Board on or before 2014-2015 who do not realize a salary increase due to step movement for the 2015-2016 contract year shall be paid a one-time stipend of \$750 on the first pay period of June 2016.
- B. Unit members employed by the Board on or before 2014-2015 who do not realize a salary increase due to step movement for the 2016-2017 contract year shall be paid a one-time stipend of \$750 on the first pay period of June 2017.

ARTICLE 10 – EVALUATION COMMITTEE

Section 10.01 – Establishment of Evaluation Committee

The Association and the Board agree to establish a standing, joint Evaluation Committee (EC) for the purpose of maintaining and recommending necessary changes to the policy and procedures, including the evaluation instrument, for the evaluation of teachers and to regularly review the effectiveness of the policy and procedures including the evaluation instrument, for the evaluation of teachers of the Tipp City Exempted Village School District.

Section 10.02 – Committee Composition

The EC shall be comprised of up to five (5) Association representatives and five (5) Board representatives – appointed by each respective party

Section 10.03 – Operation

- A. The EC shall be chaired jointly by an EC member from the Association and an EC member chosen by the Board.
- B. Members of the EC shall possess knowledge of OTES, the state adopted evaluation framework, and the standards for the teaching profession prior to beginning their work.
- C. As necessary, the EC shall establish by mutual agreement a meeting calendar, tasks for the EC to complete, and timelines for the completion of specific tasks. The EC shall establish an OTES Review Committee, as needed, whose sole function shall be to hear procedural appeals as set forth in the Teacher Evaluation Article. The OTES Review Committee shall establish its own rules and procedures under consultation and with the final approval of the EC.
- D. Agendas shall be developed jointly by the co-chairpersons of the EC.
- E. At the initial EC meeting, members shall develop the ground rules by which the EC shall perform its responsibilities. These ground rules shall be reviewed annually.
- F. As approved by the Superintendent/designee, members of the EC shall receive release time for committee work.
- G. The Committee may establish sub-committees to assist with their work.
- H. The EC shall be authorized to utilize consultant(s) (examples include, but are not limited to, educational consultants, software consultants, credentialing trainers, etc.) as it deems appropriate.

Section 10.04 – Compensation

All TCEA Committee representatives shall be compensated at the established stipend amounts for participants on the EC.

Section 10.05 – Committee Authority

- A. The EC is responsible for jointly reviewing, revising and recommending the policy and procedures, including the evaluation instrument, for teacher evaluation.
- B. The EC has the power and responsibility to establish ad hoc committees and maintain standing committees in service to the work of the EC.
- C. The EC shall not have the authority to negotiate wages, hours, or terms and conditions of employment.
- D. If either party wishes to consider any change or revision to the evaluation procedure and/or content, including the evaluation instrument, during the term of this agreement, it shall discuss the matter with the Committee. If the discussion results in a recommendation by the EC to revise the evaluation procedure and/or content, including the evaluation instrument, during the term of the agreement, then said recommendation shall be subject to ratification by the Board.
- E. In the event of legislative action by the Ohio General Assembly that impacts in any way on the EC, the Board and Association shall discuss this topic to determine whether adjustments are appropriate during the term of this Agreement.

ARTICLE 11 - TEACHER EVALUATION

The Board shall evaluate its teachers in compliance with the framework for the evaluation of teachers as approved by the State Board of Education, as amended, and in alignment with the “Standards for the Teaching Profession” as set forth in State law.

Unit members shall be evaluated according to the Ohio Teacher Evaluation System (“OTES”) model as approved by the State Board of Education, with modifications and adaptations set forth herein.

Section 11.01 – Definitions

“OTES” – stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2011, or as otherwise modified by the State Board of Education.

“Teacher” – For purposes of this Article, “teacher” means a licensed instructor who spends at least fifty percent (50%) of his/her time providing student instruction and who is working under one of the following:

1. A license issued under R.C. 3319.22, 3319.26, 3319.222 and 3319.226; or
2. A professional or permanent certificate issued under former R.C. 3319.222.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this Article.

“Credentialed Evaluator” – Each teacher subject to evaluation will be evaluated by a person who is credentialed as defined in R.C. 3319.111(D). Teachers who teach in multiple school buildings will be assigned one credentialed evaluator.

Section 11.02 – Standards Based Teacher Evaluation

A. Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based in equal part upon teacher performance and student growth.

B. Each teacher evaluation will result in an effectiveness rating of:

1. accomplished
2. skilled
3. developing
4. ineffective

C. The specific standards and criteria for distinguishing between the above-referenced ratings/levels of performance shall be the same as those developed by the State Board of Education, as amended from time to time, which are incorporated herein by reference.

- D. The Board may elect not to evaluate a teacher who was on leave of absence for fifty percent (50%) or more of the school year.
- E. The Board may elect not to evaluate a teacher who has submitted notice of retirement that was accepted by the Board not later than December 1st of the year the teacher was scheduled to be evaluated.

Section 11.03 – Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations, informal observations also known as “classroom walkthroughs,” and other methods of gathering teacher performance data. Such performance, which will comprise fifty-percent (50%) of a teacher’s effectiveness rating, will be assessed by trained and credentialed evaluators based upon the *Ohio Standards for the Teaching Profession*. The Board shall utilize the measures set forth by the Ohio Department of Education’s OTES “Teacher Performance Evaluation Rubric” for instructional planning, instruction and assessment, and professionalism.

Section 11.04 – Formal Observation and Classroom Walkthrough Sequence

- A. All instructors who meet the definition of “teacher” under R.C. 3319.111 shall be evaluated based on at least two (2) formal observations and classroom walkthroughs each school year, except as provided below.
- B. Teachers on a limited contract who are under consideration for nonrenewal shall receive at least three (3) formal observations in addition to classroom walkthroughs.
- C. A teacher who received a rating of “accomplished” on his/her most recent evaluation may be evaluated once every three (3) years as long as the teacher’s student academic growth measure for the most recent school year for which data is available is average or higher, as determined by the Ohio Department of Education.
- D. A teacher who received a rating of “skilled” on his/her most recent evaluation may be evaluated once every two (2) years as long as the teacher’s student academic growth measure for the most recent school year for which data is available is average or higher, as determined by the Ohio Department of Education.
- E. In any year that a teacher is not formally evaluated as a result of receiving a rating of “accomplished” or “skilled” on the teacher’s most recent evaluation, a credentialed evaluator shall conduct at least one (1) observation of the teacher and hold at least one (1) conference with the teacher.

Section 11.05 – Assessment of Student Growth

- A. In determining student growth measures, the Board shall comply with law and regulations adopted by the Ohio Department of Education.
- B. Where value-added methodologies exist for teachers, the Board will utilize them in the evaluation process, as required by law. Teachers instructing in value-added courses, but not exclusively, will utilize teacher value-added and locally determined measures proportionate to the teacher's schedule.
- C. When an approved Ohio Department of Education vendor assessment is utilized in the measurement of student growth, it will be included in the evaluation process consistent with law.
- D. When neither teacher-level value-added data nor Ohio Department of Education-approved assessments are available, the Board shall use locally-determined student growth measures for teachers.
- E. The Board may implement a shared attribution measure within each individual school according to procedures established by the Evaluation Committee.
- F. Data from approved measures of student growth will be scored in accordance with the Ohio Department of Education/OTES guidance.

Section 11.06 – Final Evaluation Procedures

Each teacher's performance rating will be combined with the assessment of student growth measures to produce the summative evaluation rating, based upon criteria developed by the Ohio Department of Education, as amended from time to time. Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

Section 11.07 – Professional Growth Plans and Professional Improvement Plans

Based upon the results of the annual teacher evaluation, each teacher must develop either a professional growth plan or professional improvement plan as set forth in the Ohio Department of Education's framework and guidance.

Section 11.08 – Professional Development Plan

In accordance with the Ohio State Board of Education's statewide evaluation framework, the Board will adopt a specific plan for the allocation of financial resources to support the professional development of teachers covered by this Article.

Section 11.09 – Removal of Poorly Performing Teachers

- A. A teacher who receives a final summative evaluation rating of “Ineffective” for a period of two (2) years, whom has not met the criteria of the improvement plan based on the determination of his/her evaluator, and in consultation with the Superintendent, may be dismissed from employment. In addition, the Board may consider termination of a teacher for good and just cause under R.C. 3319.16 for persistently poor job performance.
- B. Nothing herein shall prevent the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law.
- C. The evaluation system and procedures set forth herein shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this Article.

Section 11.10 – Procedural Appeal Process

- A. Failure of the Board to follow the provisions of this Article or the Ohio Revised Code that govern teacher evaluation shall be subject to appeal to the Evaluation Committee, as per their established procedures.
- B. The Evaluation Committee shall hear a unit member’s appeal and shall issue a report with recommendations to the Superintendent or designee.

Section 11.11 – Teacher Evaluation Policy

For informational purposes only, the Teacher Evaluation Policy is appended to the Master Agreement as Addendum C. Pursuant to ORC 4117.08(C)(2), the Board retains its management right to evaluate unit members, including revising and amending the Teacher Evaluation Policy, as the Board deems necessary. However, prior to the Board resolving to amend its Teacher Evaluation Policy, any such amendments shall be discussed by the Evaluation Committee. The Evaluation Committee, in turn, shall make recommendations to the Superintendent on any proposed changes to the Teacher Evaluation Policy.

ARTICLE 12 – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

Section 12.01 – Structure

A. Governance

The Tipp City Exempted Village Schools Local Professional Development Committee (LPDC) shall, by statute, be the official licensing body for the Tipp City Exempted Village School District. Proposals to the LPDC and approvals/denials by the LPDC shall not override the Negotiated Agreement, state law, and/or District policy. The decisions of the appeals committee shall be binding and not subject to the grievance procedure.

B. Membership

The Committee will be comprised of a minimum of one classroom teacher per building and up to two administrators to a maximum of ten (10) members. Vacancies among the classroom teacher members are elected by unit members assigned to the building they are running to represent. Administrative members will be appointed by the Superintendent or designee.

Section 12.02 – Bylaws

The LPDC shall adopt and/or amend bylaws by a majority vote of all of its members to govern its operation.

Section 12.03 – Compensation

Unit members serving on the LPDC will be paid for attendance at scheduled meetings outside the contract day as follows: \$1,500 for the chair; \$1,250 for the Secretary and \$1,000 for each member.

Section 12.04 – Master Contract Compatibility/Board Policy

Decisions of the LPDC and determinations on appeals therefrom shall not be subject to the grievance procedure.

The Committee shall have no authority to supersede any section of the Master Agreement between the Board and the Association, or supersede Board policy.

Section 12.05 – Ethical Commitment

The membership of the LPDC will agree to conduct all LPDC business so as to:

- impartially and consistently apply the standards and guidelines
- maintain their confidentiality
- communicate as a group or through the chairperson

- maintain their own professional development in the foundations of teaching and learning in order to provide a basis for understanding IPDP's and applying the standards and guidelines
- not discriminate on the basis of race, creed or sexual orientation.

ARTICLE 13 – IMPLEMENTATION

It is acknowledged that during negotiations leading to this Agreement, the Association has had the full right and opportunity to submit all items appropriate to collective bargaining, and the Association agrees accordingly that for the life of this Agreement the Board shall not be obligated to bargain collectively with respect to any subject or matter, irrespective of whether the item was discussed during the course of negotiations leading to this Agreement or was within the knowledge or contemplation of either or both of the parties hereto at the time of those negotiations. A sole exception shall be the issue of unit member salary and insurance for the 2017-2018 contract year, as referenced in the re-opener language in Section 9.09.C. – Salary Schedules.

This Agreement constitutes the entire Agreement between the Board and the Association and as of its effective date supersedes and cancels all previous agreements and understandings between them. Any amendment or supplemental agreement shall not be binding unless executed in writing on behalf of the parties hereto.

ARTICLE 14 – DURATION OF CONTRACT

This Agreement shall be effective from July 1, 2015 through June 30, 2018.

IN WITNESS WHEREOF, the duly authorized representatives of the Tipp City Exempted Village School District Board of Education and the Tipp City Education Association have executed this Master Agreement on the date(s) set forth below.

TIPP CITY EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION:

By: _____
President Date

By: _____
Treasurer Date

TIPP CITY EDUCATION ASSOCIATION:

By: _____
President Date

By: _____
Treasurer Date

ARTICLE 14 – DURATION OF CONTRACT

This Agreement shall be effective from July 1, 2015 through June 30, 2018.

IN WITNESS WHEREOF, the duly authorized representatives of the Tipp City Exempted Village School District Board of Education and the Tipp City Education Association have executed this Master Agreement on the date(s) set forth below.

TIPP CITY EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION:

By: *M. Latta Kumpf* Date 5-31-2016
Superintendent

By: *[Signature]* Date 5/31/16
Treasurer

By: *Care m. Jacobs* Date 5/31/2016
Board President

By: *David G. Zampore/KD* Date 6/1/16
Bargaining Team Member

TIPP CITY EDUCATION ASSOCIATION:

By: *Heather Jenkins* Date 5/19/16
President

By: *[Signature]* Date 5/19/16
Bargaining Team Member

By: *Shawn E. Pustis* Date 5/19/16
Bargaining Team Member

By: *[Signature]* Date 5/19/16
Bargaining Team Member

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2015 through July 31, 2016)

BASE: \$ 37,513 (2% increase)

STEP		BA	BA+150	MA	MA+15	MA+30	Ed.D
0	Salary	\$ 37,513	\$ 39,389	\$ 41,264	\$ 42,202	\$ 43,140	\$ 45,391
	<i>Index</i>	1.0000	1.0500	1.1000	1.1250	1.1500	1.2100
1	Salary	\$ 39,051	\$ 41,039	\$ 43,215	\$ 44,190	\$ 45,166	\$ 47,491
	<i>Index</i>	1.0410	1.0940	1.1520	1.1780	1.2040	1.2660
2	Salary	\$ 40,589	\$ 42,690	\$ 45,166	\$ 46,179	\$ 47,191	\$ 49,592
	<i>Index</i>	1.0820	1.1380	1.2040	1.2310	1.2580	1.3220
3	Salary	\$ 42,127	\$ 44,340	\$ 47,116	\$ 48,167	\$ 49,217	\$ 51,693
	<i>Index</i>	1.1230	1.1820	1.2560	1.2840	1.3120	1.3780
4	Salary	\$ 43,665	\$ 45,991	\$ 49,067	\$ 50,155	\$ 51,243	\$ 53,794
	<i>Index</i>	1.1640	1.2260	1.3080	1.3370	1.3660	1.4340
5	Salary	\$ 45,203	\$ 47,642	\$ 51,018	\$ 52,143	\$ 53,268	\$ 55,894
	<i>Index</i>	1.2050	1.2700	1.3600	1.3900	1.4200	1.4900
6	Salary	\$ 46,741	\$ 49,292	\$ 52,968	\$ 54,131	\$ 55,294	\$ 57,995
	<i>Index</i>	1.2460	1.3140	1.4120	1.4430	1.4740	1.5460
7	Salary	\$ 48,279	\$ 50,943	\$ 54,919	\$ 56,119	\$ 57,320	\$ 60,096
	<i>Index</i>	1.2870	1.3580	1.4640	1.4960	1.5280	1.6020
8	Salary	\$ 49,817	\$ 52,593	\$ 56,870	\$ 58,108	\$ 59,346	\$ 62,197
	<i>Index</i>	1.3280	1.4020	1.5160	1.5490	1.5820	1.6580
9	Salary	\$ 51,355	\$ 54,244	\$ 58,820	\$ 60,096	\$ 61,371	\$ 64,297
	<i>Index</i>	1.3690	1.4460	1.5680	1.6020	1.6360	1.7140
10	Salary	\$ 52,893	\$ 56,194	\$ 60,771	\$ 62,084	\$ 63,397	\$ 66,398
	<i>Index</i>	1.4100	1.4980	1.6200	1.6550	1.6900	1.7700
11	Salary	\$ 54,431	\$ 57,883	\$ 62,722	\$ 64,072	\$ 65,423	\$ 68,499
	<i>Index</i>	1.4510	1.5430	1.6720	1.7080	1.7440	1.8260
12	Salary	\$ 55,969	\$ 59,739	\$ 64,672	\$ 66,060	\$ 67,448	\$ 70,599
	<i>Index</i>	1.4920	1.5925	1.7240	1.7610	1.7980	1.8820
13	Salary	\$ 57,507	\$ 61,559	\$ 66,623	\$ 68,049	\$ 69,999	\$ 72,700
	<i>Index</i>	1.5330	1.6410	1.7760	1.8140	1.8660	1.9380
20	Salary	\$ 59,045	\$ 63,397	\$ 68,574	\$ 70,037	\$ 72,100	\$ 74,801
	<i>Index</i>	1.5740	1.6900	1.8280	1.8670	1.9220	1.9940
24	Salary	\$ 60,583	\$ 65,273	\$ 70,562	\$ 72,025	\$ 74,201	\$ 76,902
	<i>Index</i>	1.6150	1.7400	1.8810	1.9200	1.9780	2.0500
27	Salary	\$ 62,122	\$ 67,148	\$ 72,550	\$ 74,013	\$ 76,301	\$ 79,002
	<i>Index</i>	1.6560	1.7900	1.9340	1.9730	2.0340	2.1060

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2016 through July 31, 2017)

BASE: \$ **38,263** (2% increase)

STEP		BA	BA+150	MA	MA+15	MA+30	Ed.D
0	Salary	\$ 38,263	\$ 40,176	\$ 42,089	\$ 43,046	\$ 44,002	\$ 46,298
	<i>Index</i>	1.0000	1.0500	1.1000	1.1250	1.1500	1.2100
1	Salary	\$ 39,832	\$ 41,860	\$ 44,079	\$ 45,074	\$ 46,069	\$ 48,441
	<i>Index</i>	1.0410	1.0940	1.1520	1.1780	1.2040	1.2660
2	Salary	\$ 41,401	\$ 43,543	\$ 46,069	\$ 47,102	\$ 48,135	\$ 50,584
	<i>Index</i>	1.0820	1.1380	1.2040	1.2310	1.2580	1.3220
3	Salary	\$ 42,969	\$ 45,227	\$ 48,058	\$ 49,130	\$ 50,201	\$ 52,726
	<i>Index</i>	1.1230	1.1820	1.2560	1.2840	1.3120	1.3780
4	Salary	\$ 44,538	\$ 46,910	\$ 50,048	\$ 51,158	\$ 52,267	\$ 54,869
	<i>Index</i>	1.1640	1.2260	1.3080	1.3370	1.3660	1.4340
5	Salary	\$ 46,107	\$ 48,594	\$ 52,038	\$ 53,186	\$ 54,333	\$ 57,012
	<i>Index</i>	1.2050	1.2700	1.3600	1.3900	1.4200	1.4900
6	Salary	\$ 47,676	\$ 50,278	\$ 54,027	\$ 55,214	\$ 56,400	\$ 59,155
	<i>Index</i>	1.2460	1.3140	1.4120	1.4430	1.4740	1.5460
7	Salary	\$ 49,244	\$ 51,961	\$ 56,017	\$ 57,241	\$ 58,466	\$ 61,297
	<i>Index</i>	1.2870	1.3580	1.4640	1.4960	1.5280	1.6020
8	Salary	\$ 50,813	\$ 53,645	\$ 58,007	\$ 59,269	\$ 60,532	\$ 63,440
	<i>Index</i>	1.3280	1.4020	1.5160	1.5490	1.5820	1.6580
9	Salary	\$ 52,382	\$ 55,328	\$ 59,996	\$ 61,297	\$ 62,598	\$ 65,583
	<i>Index</i>	1.3690	1.4460	1.5680	1.6020	1.6360	1.7140
10	Salary	\$ 53,951	\$ 57,318	\$ 61,986	\$ 63,325	\$ 64,664	\$ 67,726
	<i>Index</i>	1.4100	1.4980	1.6200	1.6550	1.6900	1.7700
11	Salary	\$ 55,520	\$ 59,040	\$ 63,976	\$ 65,353	\$ 66,731	\$ 69,868
	<i>Index</i>	1.4510	1.5430	1.6720	1.7080	1.7440	1.8260
12	Salary	\$ 57,088	\$ 60,934	\$ 65,965	\$ 67,381	\$ 68,797	\$ 72,011
	<i>Index</i>	1.4920	1.5925	1.7240	1.7610	1.7980	1.8820
13	Salary	\$ 58,657	\$ 62,790	\$ 67,955	\$ 69,409	\$ 71,399	\$ 74,154
	<i>Index</i>	1.5330	1.6410	1.7760	1.8140	1.8660	1.9380
20	Salary	\$ 60,226	\$ 64,664	\$ 69,945	\$ 71,437	\$ 73,541	\$ 76,296
	<i>Index</i>	1.5740	1.6900	1.8280	1.8670	1.9220	1.9940
24	Salary	\$ 61,795	\$ 66,578	\$ 71,973	\$ 73,465	\$ 75,684	\$ 78,439
	<i>Index</i>	1.6150	1.7400	1.8810	1.9200	1.9780	2.0500
27	Salary	\$ 63,364	\$ 68,491	\$ 74,001	\$ 75,493	\$ 77,827	\$ 80,582
	<i>Index</i>	1.6560	1.7900	1.9340	1.9730	2.0340	2.1060

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2017 through July 31, 2018)

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	<i>Index</i>	1.2870	1.3580	1.4640	1.4960	1.5280	1.6020
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	<i>Index</i>	1.3280	1.4020	1.5160	1.5490	1.5820	1.6580
9	Salary	\$ 52,382	\$ 55,328	\$ 59,996	\$ 61,297	\$ 62,598	\$ 65,583
	<i>Index</i>	1.3690	1.4460	1.5680	1.6020	1.6360	1.7140
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	<i>Index</i>	1.4100	1.4980	1.6200	1.6550	1.6900	1.7700
11	Salary	\$ 55,520	\$ 59,040	\$ 63,976	\$ 65,353	\$ 66,731	\$ 69,868
	<i>Index</i>	1.4510	1.5430	1.6720	1.7080	1.7440	1.8260
12	Salary	\$ 57,088	\$ 60,934	\$ 65,965	\$ 67,381	\$ 68,797	\$ 72,011
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13	Salary	\$ 58,657	\$ 62,790	\$ 67,955	\$ 69,409	\$ 71,399	\$ 74,154
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20	Salary	\$ 60,226	\$ 64,664	\$ 69,945	\$ 71,437	\$ 73,541	\$ 76,296
	<i>Index</i>	1.5740	1.6900	1.8280	1.8670	1.9220	1.9940
24	Salary	\$ 61,795	\$ 66,578	\$ 71,973	\$ 73,465	\$ 75,684	\$ 78,439
	<i>Index</i>	1.6150	1.7400	1.8810	1.9200	1.9780	2.0500
27	Salary	\$ 63,364	\$ 68,491	\$ 74,001	\$ 75,493	\$ 77,827	\$ 80,582
	<i>Index</i>	1.6560	1.7900	1.9340	1.9730	2.0340	2.1060

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2015 through July 31, 2016)

Base Salary:		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
\$36,777 Base Rate %		1.00	1.05	1.10	1.15	1.20	1.25
Level I 14.75%	Hd. H.S. Football (1) Hd. H.S. Boys Basketball (1) Hd. H.S. Girls Basketball (1) Hd. H.S. Wrestling (1) Strength Conditioning Coordinator (1) Auditorium Supervisor (2) Hd. H. S. Track (1) Marching Band (1)	\$5,425	\$5,696	\$5,968	\$6,239	\$6,510	\$6,781
LEVEL II 9.25%	Asst. H.S. Football (7) Asst. H.S. Boys Basketball (2) Asst. H.S. Girls Basketball (2) Asst. H.S. Wrestling (2) Hd. H.S. Boys Soccer (1) Hd. H.S. Girls Soccer (1) Hd. H.S. Volleyball (1) Hd. H.S. Baseball (1) Hd. H.S. Softball (1)	\$3,402	\$3,572	\$3,742	\$3,912	\$4,082	\$4,253
LEVEL III 6.50%	Hd. Cross Country (1) Hd. H.S. Golf (1) Hd. H.S. Boys Tennis (1) Hd. H.S. Girls Tennis (1) Freshman Boys Basketball (1) Freshman Girls Basketball (1) Hd. J.H. Football (2) J.H. Boys Basketball (2) J.H. Girls Basketball (2) Hd. J.H. Wrestling (1) Vocal Music (1) Hd. Swim Team Coach (1) Hd. Girls Golf Coach (1) H.S. Academic Quiz Team (1) H.S. Bowling Team (1) Hd. J.H. Track (1) Asst. Marching Band (1) Instrumental Music (1) H.S. Musical (1)	\$2,391	\$2,511	\$2,630	\$2,750	\$2,869	\$2,989
LEVEL IV 5.75%	Asst. H.S. Baseball (3) Asst. H.S. Boys Soccer (2) Asst. H.S. Girls Soccer (2) Asst. H.S. Softball (1) Asst. H.S. Boys/Girls Track (4) Asst. H.S. Volleyball (3) J.H. Athletic Coordinator (1) J.H. Volleyball (3) H.S. Guards Advisor (1) all year H.S. Yearbook Advisor (1) H.S. Model United Nations Advisor (1) Asst. Musical (1) District Wellness Coordinator (2)	\$2,115	\$2,221	\$2,327	\$2,432	\$2,538	\$2,644

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2015 through July 31, 2016)

Base Salary: \$36,777 Base Rate %	STEP 0 <i>1.00</i>	STEP 1 <i>1.05</i>	STEP 2 <i>1.10</i>	STEP 3 <i>1.15</i>	STEP 4 <i>1.20</i>	STEP 5 <i>1.25</i>
LEVEL V 4.50% Head H.S. Cheer Fall (1), Winter (1) Asst. Cross Country (1) Head J.H. Cross Country (1) Asst. H.S. Golf (1) Asst. H.S. Boys Tennis (1) Asst. H.S. Girls Tennis (1) H.S. Intramurals (1) Asst. J.H. Football (2) Asst. J.H. Wrestling (1) Asst. Academic Quiz Team (1) Asst. H.S. Swimming (1) Asst. H.S. Bowling (1) H.S. Play (s) - per production (s) - (2) H.S. Devilaire Advisor (1) all year H.S. Student Senate (1)	\$1,655	\$1,738	\$1,821	\$1,903	\$1,986	\$2,069
LEVEL VI 3.50% H.S. Student Newspaper (1) Junior Class Advisor (1) Tippecanoe Academic Challenge Adv. (1) Lego Coordinator (1) Destination Imagination Coordinator (1) Asst. H.S. Musical (3) J.H. Intramurals (2)	\$1,287	\$1,351	\$1,416	\$1,480	\$1,544	\$1,609
LEVEL VII 2.75% J.H. Cheerleading Advisor (2) Asst. J.H. Track (4) One Act Play(s) Director (1) CCIP (5 per bldg) Senior Class Advisor (1) Assistant Fall Cheerleading (3) Assistant Winter Cheerleading (1) H.S. Student Senate Asst. (1) M.S. Power of the Pen (2) M.S. Yearbook (2) Winter Percussion (1)	\$1,011	\$1,062	\$1,112	\$1,163	\$1,214	\$1,264
LEVEL VIII 2.25% Asst. Vocal Music (1) Sophomore Class Advisor (1) Freshman Class Advisor (1) H.S. Clubs (10) J.H. Clubs (10) Intermediate School Clubs (7) Asst. Instrumental Music (1) Elementary Clubs (2 per building) H.S. Science Fair (2) M.S. Science Fair (1)	\$827	\$869	\$910	\$951	\$992	\$1,034
LEVEL IX 1.75% Curriculum Committee K-12	\$644	\$676	\$708	\$741	\$773	\$805

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2016 through July 31, 2017)

Base Salary: \$38,263 Base Rate %	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	<i>1.00</i>	<i>1.05</i>	<i>1.10</i>	<i>1.15</i>	<i>1.20</i>	<i>1.25</i>
Level I 14.75% Hd. H.S. Football (1) Hd. H.S. Boys Basketball (1) Hd. H.S. Girls Basketball (1) Hd. H.S. Wrestling (1) Auditorium Supervisor (1) Hd. H. S. Track (1) Marching Band (1)	\$5,644	\$5,926	\$6,208	\$6,490	\$6,773	\$7,055
LEVEL II 9.25% Asst. H.S. Football (7) Asst. H.S. Boys Basketball (2) Asst. H.S. Girls Basketball (2) Asst. H.S. Wrestling (2) Hd. H.S. Boys Soccer (1) Hd. H.S. Girls Soccer (1) Hd. H.S. Volleyball (1) Hd. H.S. Baseball (1) Hd. H.S. Softball (1)	\$3,539	\$3,716	\$3,893	\$4,070	\$4,247	\$4,424
LEVEL III 6.50% Hd. Cross Country (1) Hd. H.S. Golf (1) Hd. H.S. Boys Tennis (1) Hd. H.S. Girls Tennis (1) Freshman Boys Basketball (1) Freshman Girls Basketball (1) Hd. J.H. Football (2) J.H. Boys Basketball (2) J.H. Girls Basketball (2) Hd. J.H. Wrestling (1) Vocal Music (1) Hd. Swim Team Coach (1) Hd. Girls Golf Coach (1) H.S. Academic Quiz Team (1) H.S. Bowling Team (1) Hd. J.H. Track (1) Asst. Marching Band (1) Instrumental Music (1) H.S. Musical (1) Asst. Auditorium Supervisor (1)	\$2,487	\$2,611	\$2,736	\$2,860	\$2,985	\$3,109
LEVEL IV 5.75% Asst. H.S. Baseball (3) Asst. H.S. Boys Soccer (2) Asst. H.S. Girls Soccer (2) Asst. H.S. Softball (1) Asst. H.S. Boys/Girls Track (4) Asst. H.S. Volleyball (3) J.H. Athletic Coordinator (1) J.H. Volleyball (3) H.S. Guards Advisor (1) all year H.S. Yearbook Advisor (1) H.S. Model United Nations Advisor (1) Asst. H.S. Musical (1) District Wellness Coordinator (2)	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,750

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2017 through July 31, 2018)

Base Salary: \$38,263 Base Rate %	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	<i>1.00</i>	<i>1.05</i>	<i>1.10</i>	<i>1.15</i>	<i>1.20</i>	<i>1.25</i>
Level I 14.75% Hd. H.S. Football (1) Hd. H.S. Boys Basketball (1) Hd. H.S. Girls Basketball (1) Hd. H.S. Wrestling (1) Auditorium Supervisor (1) Hd. H. S. Track (1) Marching Band (1)	\$5,644	\$5,926	\$6,208	\$6,490	\$6,773	\$7,055
LEVEL II 9.25% Asst. H.S. Football (7) Asst. H.S. Boys Basketball (2) Asst. H.S. Girls Basketball (2) Asst. H.S. Wrestling (2) Hd. H.S. Boys Soccer (1) Hd. H.S. Girls Soccer (1) Hd. H.S. Volleyball (1) Hd. H.S. Baseball (1) Hd. H.S. Softball (1)	\$3,539	\$3,716	\$3,893	\$4,070	\$4,247	\$4,424
LEVEL III 6.50% Hd. Cross Country (1) Hd. H.S. Golf (1) Hd. H.S. Boys Tennis (1) Hd. H.S. Girls Tennis (1) Freshman Boys Basketball (1) Freshman Girls Basketball (1) Hd. J.H. Football (2) J.H. Boys Basketball (2) J.H. Girls Basketball (2) Hd. J.H. Wrestling (1) Vocal Music (1) Hd. Swim Team Coach (1) Hd. Girls Golf Coach (1) H.S. Academic Quiz Team (1) H.S. Bowling Team (1) Hd. J.H. Track (1) Asst. Marching Band (1) Instrumental Music (1) H.S. Musical (1) Asst. Auditorium Supervisor (1)	\$2,487	\$2,611	\$2,736	\$2,860	\$2,985	\$3,109
LEVEL IV 5.75% Asst. H.S. Baseball (3) Asst. H.S. Boys Soccer (2) Asst. H.S. Girls Soccer (2) Asst. H.S. Softball (1) Asst. H.S. Boys/Girls Track (4) Asst. H.S. Volleyball (3) J.H. Athletic Coordinator (1) J.H. Volleyball (3) H.S. Guards Advisor (1) all year H.S. Yearbook Advisor (1) H.S. Model United Nations Advisor (1) Asst. H.S. Musical (1) District Wellness Coordinator (2)	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,750

