



09-21-16
16-MED-03-0292
0299-01
K34736

MASTER AGREEMENT

between the

NORTHWESTERN TEACHERS ASSOCIATION

and the

NORTHWESTERN LOCAL BOARD OF EDUCATION

July 1, 2016 – June 30, 2019

SCHOOL YEARS

TABLE OF CONTENTS

Article One	Recognition	1
Article Two	Negotiation Procedures	2
Article Three	Grievance Procedures	5
Article Four	Board Rights	8
Article Five	Association Rights	9
Article Six	Working Conditions	15
Article Seven	Employment Practices	17
Article Eight	Reduction in Force	27
Article Nine	Discipline Procedures	28
Article Ten	Leaves	30
Article Eleven	Fringe Benefits	37
Article Twelve	Salaries & Economic Welfare	41
Article Thirteen	Teacher Evaluation Program	47
Article Fourteen	Duration/Terms of Agreement/Savings Clause	48
Appendix A	Chairperson Job Description	50
Appendix B	Resident Educator Mentor Job Description	51
Appendix C	Formal Grievance – Level 1 – Principal	52
Appendix D	Formal Grievance – Level 2 – Superintendent	54
Appendix E	Formal Grievance – Level 3 – Mediation	56
Appendix F	Formal Grievance – Level 4 – Arbitration	57
Appendix G	Supplemental Close Out Form	58
Appendix H	Sick Leave Bank Participation Form	59
Appendix I	Sick Leave Bank Withdrawal Form	60
Appendix J	Employment Verification Form	61
Appendix K	Salary Schedule 2016-17	62
Appendix L	Salary Schedule 2017-18	63
Appendix M	Salary Schedule 2018-19	64
Appendix N	Supplemental Salary Schedule 2016-17	65
Appendix O	Supplemental Salary Schedule 2017-18	67
Appendix P	Supplemental Salary Schedule 2018-19	69
Index		71

ARTICLE ONE

RECOGNITION

1.01 Recognition

The Northwestern Local Board of Education (hereinafter referred to as the "Board") recognizes the Northwestern Teacher's Association, affiliated with the Ohio Education Association and the National Education Association (hereinafter referred to as the "Association"), as the sole and exclusive representative of its full-time and regular part-time certificated/licensed personnel employed by the Board under contract as certificated/ licensed teachers, librarians, school counselors, nurses, and speech/language pathologists (all of whom shall be collectively referred to herein as "teachers"), excluding administrative and supervisory personnel.

ARTICLE TWO
NEGOTIATION PROCEDURES

2.01 Definition of Day

"Day" is defined in this Master Agreement as calendar day.

2.02 Negotiation Procedures

2.021 Initiating Meetings

Either the president of the Association or the Superintendent may make written request to the other for the start of negotiations. Agreement by the Parties on the exact date shall be made within ten (10) days of the receipt of the request. The first negotiating meeting shall be held no earlier than one hundred twenty (120) days prior and no later than ninety (90) days prior to the expiration of this Agreement, unless a mutually satisfactory later date is agreed upon.

2.022 Submission of Issues

2.0221 Each Party shall present to the other at the first session or a week earlier, if possible, complete written proposals it wishes to negotiate. No further proposals may be added without the consent of both Parties.

2.0222 During negotiations, the Board and the Association shall prepare written proposals and counter proposals for consideration at scheduled meetings. Additional rules for conducting negotiations which are deemed necessary and are not covered in this document shall be discussed and agreed upon at this first (negotiation) session.

2.023 Negotiating Team

2.0231 The Board and the Association shall be represented at all negotiations by a team of negotiators not to exceed five (5) members each. All negotiations shall be conducted exclusively between said teams, except as provided in 2.0243.

2.0232 In addition to said teams; each team shall be authorized to admit no more than two (2) observers at one time to negotiating meetings.

2.0233 Each team is privileged to call upon consultants or resource people. No more than two (2) consultants may be admitted at one time to negotiating meetings. Consultants may be permitted to address the negotiations when requested by the Chairperson of their respective team.

2.0234 The Parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

2.024 Meetings

2.0241 Negotiating meetings shall be conducted at times and locations mutually agreeable to the parties.

2.0242 Negotiating meetings shall be in executive session unless otherwise agreed upon by both parties.

2.0243 Either team may be granted time for independent caucus at any time.

2.0244 Meetings may be adjourned or recessed at the request of either team.

2.0245 Each meeting shall include a decision on time and place for the next subsequent meeting until all negotiations are completed.

2.025 Reporting

While it is expected that the negotiating team will keep their constituents informed of progress, every effort should be made to prevent the release of information from interfering with the negotiating process. No information will be released to the public about matters under negotiation without the approval of both Parties prior to achieving agreement or exhausting disagreement procedures as outlined in 2.027 of this Agreement.

2.026 Agreement

2.0261 Tentative Agreement

As negotiation items reach tentative agreement, they shall be reduced to writing and initialed by the chief spokesperson of each Party. When all items have been tentatively agreed to, they shall comprise a tentative settlement.

2.0262 Ratification

When a settlement is reached as described in Section 2.0261 above, it shall then be reduced to writing and submitted for ratification to the Association and then to the Board by their respective Parties. When approved by the Association and the Board, it shall constitute the Collective Bargaining Contract between the Parties.

2.0263 Contract Supersedes Past Practice, Etc.

Any written Agreement reached and accepted by the Association and the Board shall supersede any rules, regulations or practices of the Board or Association which are contrary to or inconsistent with the terms of said Agreement.

2.027 Disagreement

2.0271 Mediation

At any time during negotiations and prior to the expiration of the Agreement, impasse may be declared by either Party, at which time a joint written request shall be made to the Federal Mediation and Conciliation Service (FMCS) to assist the Parties in reaching an agreement. Mediation shall begin as soon as the mediator can be available to the Parties and shall continue until agreement is reached or until the expiration of this agreement or when mutually agreed upon extension(s) expire.

2.0272 Costs of Disagreements

Each party shall bear its own costs incident to mediation, and they shall share equally any direct costs charged by the mediator.

2.0273 Posting Last Offers at Impasse

If impasse is declared, the Board shall promptly post in a conspicuous location on its website, the terms of the last collective bargaining agreement offered by the Board and by the Association.

2.028 Contract Extension

The Collective Bargaining Agreement currently in effect may be extended by written mutual agreement.

2.029 Definitions

2.0291 Negotiations

Negotiations means conferring, discussing, exchanging written proposals, and negotiating in good faith through the designated teams in an effort to reach agreement with respect to salaries, hours and other working conditions of employment and the continuation, modification, or deletion of existing provisions of the Collective Bargaining Agreement.

2.0292 Good Faith

Both parties are pledged to conduct negotiations in good faith which means that there will be sincere efforts on the part of all negotiators to strive for agreement without interruption of the education of youth.

ARTICLE THREE
GRIEVANCE PROCEDURE

3.01 Purpose

The Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial, and fair hearing of their grievances. Such procedures shall be available to all employees, and no reprisals shall be taken against any employee initiating or participating in the grievance procedure.

3.02 Grievance Defined

A grievance is a complaint involving the violation, interpretation, or application of the negotiated agreement between the Parties.

3.021 Parties

A "Grievant" is the person or persons making the complaint. A "party of interest" is the person or persons making the claim and any person whom might be required to take action or against whom action might be taken in order to resolve the claim. The individual employee shall have the right to file a grievance.

3.022 Class Action Grievance

A class action grievance may be filed by the Association if a class or group of employees is affected by the grievance. The Association may submit such grievance in writing to the Principal or Superintendent, identifying the employees for whom the grievance is brought. Processing of such grievance shall be commenced at Level Two, if the matter cannot be resolved by the employees' principal within five days of receipt of grievance. Not all involved employees need be named to initiate a class action grievance.

3.03 Informal

Within twenty-one (21) days after the event which precipitated the condition that the employee considers grievable or twenty-one (21) days from when the employee should have knowledge of the event, the employee shall discuss the matter with his/her principal. He/She may do this alone or with an Association representative present.

3.04 Level One - Formal (Principal)

3.041 Initiation of Grievance

If the discussion does not resolve the complaint to the satisfaction of the employee, such employee shall file a written grievance with such employee's principal.

3.042 Time Limits for Filing Grievance

Such written grievance must be filed within fourteen (14) days after the employee has participated in the Informal Grievance Procedure as defined in 3.03.

3.043 Completion of Grievance Form

The written grievance shall contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the negotiated agreement allegedly violated, misinterpreted, or misapplied, and relief sought by Grievant. (See Appendix C)

3.044 Distribution of Grievance Form

A copy of such grievance shall be filed with the Superintendent, the President of the Association and the building principal.

3.045 Right of Employee for Hearing

The employee shall have a right to request a hearing before the principal. Such hearing shall be conducted within five (5) days after the receipt of such request.

3.046 Principal's Response to Grievance

The principal shall take action on the written grievance within five (5) days after the receipt of said grievance, or, if a hearing was requested, within five (5) days after said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employees, the Superintendent, and the President of the Association by the principal. (See Appendix D)

3.05 Level Two (Superintendent)

3.051 Appeal of Principal's Decision

If the action taken in Level One by the principal does not resolve the grievance to the satisfaction of the employee or no decision has been rendered by the principal per 3.046, the employee(s) may appeal in writing to the Superintendent within five (5) days of the outcome of the Level One Formal Grievance. (See Appendix D)

3.052 Hearing Before Superintendent

Upon request, a hearing shall be conducted by the Superintendent or his/her designee within five (5) days after the receipt of the request.

3.053 Decision of Superintendent

The Superintendent or his/her designee shall take action of the appeal of the grievance within five (5) days after receipt of the appeal, or if a hearing is requested, within five (5) days after the hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee, the principal, and the President of the Association by the Superintendent. (See Appendix F)

3.06 Level Three (Mediation)

3.061 Appeal of Superintendent's Decision to Mediation

If the action taken in Level Two by the Superintendent or his/her designee does not resolve the grievance to the satisfaction of the employee(s) or no decision has been rendered by the Superintendent or his/her designee per 3.053, the Association will utilize the services of the Federal Mediation and Conciliation Service (FMCS) to attempt to mediate a resolution to the dispute. The agreement to utilize the FMCS mediation services must be in writing, signed by the Association President and the Superintendent, and must be dated no later than 10 (ten) days after the outcome of the Level Two Grievance. (See Appendix E)

3.07 Level Four (Arbitration)

3.071 Appeal of Superintendent's Decision to Arbitration

If the action taken in Level Three does not resolve the grievance to the satisfaction of the employee(s), the Association may within ten (10) days after the date of the mediation meeting notify the Superintendent in writing of intent to submit to arbitration. (See Appendix F)

3.0711 Appeal of Contractual Grievance

If the grievance has arisen under a violation, interpretation, or application of the negotiated agreement between the parties, the arbitrator's decision shall be binding.

3.072 Grievances Controlled by American Arbitration Association Rules and Regulations

Grievances submitted to arbitration shall be filed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association and the selection of the arbitrator shall be pursuant to such rules.

3.073 Scope of Arbitrator's Authority

The arbitrator's authority shall be limited in scope to the negotiated contract between the parties. The arbitrator is specifically prohibited from making any decision which is inconsistent with the terms of the agreement or contrary to law.

3.074 Cost of Arbitrator's Services

Costs of the arbitrator shall be borne equally by the Board and the Association.

3.075 Right of Association to Proceed to Arbitration

No grievance shall go to Level Four without the consent of the Northwestern Teachers' Association.

3.08 Miscellaneous Provisions

3.081 Right to Pursue Contractual Matters through Other Agencies

Nothing in this procedure shall be construed to deny the Association or the Board of Education or their representatives the right to redress before an appropriate administrative agency or through the courts, provided the grievance procedure has been completely followed as defined by Article 3 of the Master Agreement. Nothing contained herein shall deprive any teacher of any legal right which he/she presently has, provided that if a teacher elects to pursue any legal or statutory remedy other than provided in ORC 4117, such election shall bar any further or subsequent proceedings for relief under the grievance procedure.

3.082 Right to Representation

The aggrieved teacher, the Board and/or the representative of either shall not be denied the right to advice, counsel, and/or representation in any of the levels listed above.

3.083 Right to Withdraw Grievance

A grievance may be withdrawn at any level without prejudice or record.

3.084 Denial of Filing Grievance After Resignation

No teacher shall file a grievance after the effective date of his or her resignation.

3.085 Processing of Grievance After Work Hours

Processing of grievance shall be during non-school hours except as otherwise approved by the Superintendent, Board, and the Association.

3.086 Availability of Grievance Forms

Forms for processing grievances shall be made available through Association officers or building representatives.

3.087 Confidentiality of Grievance Process

While a grievance is in process of resolution, records of the grievance proceedings shall be confidential information.

3.088 No Reprisals

There shall be no reprisals against any participant in the grievance process.

ARTICLE FOUR

BOARD RIGHTS

4.01 Board's Compliance with State and Federal Constitutions and Laws

The Board, by mutual agreement with the Association, commits itself to such Association rights and other conditions of employment as incorporated in the Agreement; and the Board, on behalf of the electors of the district, retains and reserves unto itself the ultimate responsibilities for proper management of the school district conferred upon and vested in it by the Revised Code of Ohio and the Constitution of the State of Ohio and the United States.

The Board complies with all State and Federal rules and regulations and does not discriminate on the basis of race, color, national origin, religions, sex, disability, military status, ancestry, or age. The Board also does not tolerate harassment of any kind and requires its employees to follow Board policies in reporting such harassment.

4.02 Conferred Rights Only to Extent of State and Federal Constitution and Laws

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

ARTICLE FIVE
ASSOCIATION RIGHTS

5.01 Exclusive Rights Granted to Association

Rights and privileges provided in this Agreement shall be exclusively granted to the Association only as the sole and exclusive bargaining agent for teachers.

5.02 Rights of Association President

The President of the Association or his/her designee shall have the right to visit all schools in the district for the purpose of carrying out Association business. Upon entering a school, the President or his/her designee shall first notify the office of his/her visitation. In no event shall such visit interfere with or interrupt normal school operations.

5.03 Names of New Employees to be Forwarded to Association

Names and addresses of newly hired teachers will be provided to the Association upon Board approval of contracts.

5.04 Access to Mail Boxes

The Association shall have access to the teachers' mailboxes (including electronic mail addresses) for distribution of Association related information.

5.05 Association to be Included on Pre-Conference and Orientation Programs

The Association shall be given a place on the program of the pre-school conference for the orientation of new teachers.

5.06 Association to be Presented Board Agenda, Exhibits, and Board Policy Modifications

5.061 Time of Receipt of Data

The Association President or his/her designee shall be furnished a tentative agenda at least twenty-four (24) hours in advance of any Board meeting. The Association President will also receive copies of exhibits and proposed modifications to Board Policy, if the previous items are provided to the Board at least twenty-four (24) hours in advance of any Board meeting. In the case of meetings involving important considerations (e.g., appropriations, budget adoption), the Board will attempt to supply copies of such attachments for Association study as soon as they can be made available. All items to be covered in Executive Session are exempt from this article.

5.062 Right of Association to be in Attendance

The Association, through a designated representative, shall have the right to attend all regularly scheduled or special meetings of the Board and to speak to any issue opened for public discussion.

5.07 Right of Association to Use Buildings

The Association shall have the right to use school buildings and facilities without charge for professional meetings at a time when the building is being heated and a custodian normally is on duty. At other times, the Association may use the buildings according to the regulations and rentals established by the Board.

5.08 Use of Board Owned Property

If the Association wishes to use school-owned equipment, it shall file a timely request with the person in charge of such equipment and if the equipment is not in use, it shall be made available. The Association agrees to assume the full responsibility for loss or damage to such equipment while in its possession on a prorated basis.

5.081 Bulletin Boards

Association shall have the right to use the bulletin boards in the office and teachers' lounges for the posting

of notices and other material relating to Association activities.

5.09 Dues by Payroll Deductions

The Association members shall be granted rights to payroll deductions for its annual dues/fair share representation fee and those of its affiliates and their departments. All money so deducted shall be remitted each pay period to the Association Treasurer with a list of employees for whom deductions were made and the amount for each employee. The complete list of payroll deductions will be submitted to the Treasurer's Office by September 15.

5.10 Association Leave

5.101 Number of Days

The Board shall permit the President of the Association or his/her designee up to five (5) days leave of absence, or the equivalent, without loss of pay, with the understanding that the request for leave is of a professional nature. Four (4) additional days may be made available upon agreement by the Association President and the Superintendent. No expense for such meetings shall be assumed by the Board.

5.102 Notification by Association for Use of Leave

The President of the Association or his/her designee shall submit the leave request at least three (3) days in advance of the date of the leave for the purpose of securing an appropriate substitute teacher.

5.11 Exchange of Information

The Board will make available to the Association upon written request public records, public data, and public information including public financial data of the School District. The Association will provide the Board a list of the Association membership upon written request.

5.12 Right of Association to Make Announcements

The Association shall have permission to make brief announcements during faculty meetings with prior approval of the building principal.

5.13 Right of Association to Use Public Address System

The Association shall have the use of the school building public address system to make announcements subject to the prior approval of the building principal.

5.14 Right of Association to Use of Computer System

The Association shall have the use of the computers and e-mail systems for exchanging news and other announcements. The Association understands that the District's "Acceptable Use Policy" must be complied with and any information on computers and e-mail is available for public access as required by Public Information Laws.

5.15 Release Time for Executive Committee of Association

The Executive Committee of the Association will be permitted a total of one (1) hour released time each month at either the beginning or at the close of the school day to attend Executive Committee meetings. All classes missed will be covered by other teaching staff members, without costs to the Board.

5.16 Signing of Grant Applications

The Association President or his/her designee will be informed of requests for grants that affect teachers that are beyond the writer of the grant. Grants requiring the Association to sign off on the grant application will be presented to the Association Executive committee for their approval or disapproval with the understanding that the approval or disapproval will be given within three (3) school days. It is understood that any grant that changes the working conditions of teachers will be dealt with through the grievance procedure.

5.17 Building Advisory Council (BAC)

5.171 Function of Council

The BAC is established to review and discuss building and district issues and policies, as well as needed additions or revisions in facilities, and recommend future action. It is to serve as a forum for communicating concerns pertaining to the smooth functioning of the building.

5.172 Composition of Council

All teachers of each building will select an advisory council. The council will be comprised of building principals and up to ten (10) teachers in the pre-K through grade 6 building and ten (10) teachers in the grades 7 through 12 building, one (1) of which must be an NTA Executive Committee Member at each building.

5.173 Scheduled Meetings

The council shall meet with the principal at least once a month during the regular school year.

5.174 Selection of Chairperson

The BAC shall select a chairperson each year who will conduct meetings in cooperation with the building principal.

5.175 Derivation of Agenda

Each member of the BAC shall have the right to suggest agenda items to be placed on the agenda. The chairperson and the building principal will cooperatively prepare the agenda.

5.176 Selection of District Advisory Council Representatives

Each building advisory council shall select one of its members as a representative to the District Advisory Council. In addition, NTA shall appoint one representative from each BAC to serve on the council.

5.18 District Advisory Council (DAC)

5.181 Function of Council

The DAC is established to discuss district-wide issues, policies, and activities and provide long-range planning within the district. It is to serve as a forum for communicating concerns pertaining to the smooth functioning of the district.

5.182 Composition of Council

The DAC will consist of the Association President, one BAC representative from each building, one building administrator from each building, and the Superintendent.

5.183 Scheduled Meetings

The DAC will meet as needed. All DAC members should be present in order to conduct the meeting.

5.184 Selection of Chairperson

The Association President, in cooperation with the Superintendent, will act as Co-Chairpersons.

5.185 Derivation of Agenda

Each member of the DAC shall have the right to suggest matters to be placed on the agenda. Agenda items placed on the DAC agenda, if appropriate, should first be discussed at the BAC level. The Association President and the Superintendent will cooperatively prepare the agenda.

5.186 Restrictive Functions of Council

The DAC does not replace or diminish the rights, authority, duties, or responsibilities of the Board and/or the Association.

5.19 Preparation of Certain Documents by Board

5.191 Documents Defined

The documents pertaining to this section are the Master Agreement, the Northwestern Local Board of Education Policies, and the Administrative Rules and Regulations

5.192 Agreement Posted on District Website

The Master Agreement will be posted on the District's website. New teachers will receive a copy upon hiring.

5.193 Board Policies and Administrative Guidelines

The Board will maintain updated "Northwestern Local Board of Education Board Policies and Administrative Guidelines" available to all staff over the Internet.

5.20 Fair Share Fee Exclusive Right of Association

Fair Share Fee shall be an exclusive right conferred upon the Association, as the exclusive bargaining agent.

5.201 Option of Bargaining Unit Members

Each bargaining unit employee, upon employment and reemployment, shall annually sign and deliver to the Association an application for Association membership and, unless the annual dues are paid by cash, check, money order, or other approved method, sign and deliver to the Association an authorization to the Treasurer for payroll deduction of membership dues, fees, and assessments.

5.202 Deduction of Fee by School Board Treasurer

The Treasurer, upon written notice from the President of the Association that a member has terminated membership, shall forthwith commence the deduction of the representation fee and assessments with respect to the former member and the amount of the fee for the remainder of the school year shall be annual representation fee and uniformly applied assessments less the amount of Association annual dues previously paid through payroll deduction.

OR

5.203 Option of Fee by Employee

In lieu of becoming a member of the Association, the Treasurer shall deduct from the wages of the Employee and pay to the Association an annual representation fee equivalent to the total annual dues and uniformly applies assessments of the United Education Profession.

5.204 All Contracts to Contain Specific Language

All Contracts of employment for positions in the bargaining unit shall contain the following language:

5.2041 Specific Language Defined

"This contract of employment is subject to the Master contract between the Board of Education and the Association, the terms and conditions of which are incorporated herein by reference as though fully rewritten herein. By signing this contract, I represent that I have been notified of the Fair Share Fee provisions contained in the Master Contract, that I will, if I elect not to become or remain a member of the Association, pay to the Association the prescribed annual representation fees and uniformly applied assessments for service and benefits to be conferred upon me by the Association as my exclusive bargaining agent during the term of my employment by the Board."

5.205 Association President or designee to Notify Board Treasurer of Fee Amount

The President of the Association or designee shall within thirty (30) days of official adoption of a uniform assessment fee certify to the Treasurer of the Board of Education the amount of the uniform assessment fee, no later than November 30.

5.206 Responsibility of Board Treasurer to Deduct Dues or Fees

The Treasurer upon receipt of the certification of the amount of the fees and assessments shall, on the basis of the documents referred to in 5.201 and 5.203, deduct the dues of Association members pursuant to the payroll deduction authorization and deduct the fees and assessments from the pay of every non-member employed in the bargaining unit and pay such dues, fees and assessments to the Association.

5.207 Board to Supply Names of Dues Paying Members to Association

The Board shall provide a list of names of members for whom deductions were made, the period covered and the amounts deducted. The deductions shall be in equal payments beginning with the first paycheck after authorization and lasting for ten (10) pays or through April 30, whichever is less. The failure or refusal of the Treasurer to deduct the representation fee, due to court order or otherwise, shall not relieve the employee of his/her liability to the Association for the amount of the representation fees and assessments.

5.208 Parties to Notify Bargaining Unit Members Upon Completion of Fair Share Fee Document

Upon the effective date of this Agreement, the Board and Association shall jointly notify in writing each employee in the bargaining unit of this Fair Share Fee Agreement. Such notice shall have attached thereto a copy of the exact language of this Agreement. Any non-member of the Association who elects to continue employment with the Board after the thirty (30) day period shall be deemed to have consented to receive the services and benefits to be conferred by the Association as the exclusive bargaining agent and shall be liable to the Association for the annual representation fee and uniformly applied assessments which, during the first school year of this agreement only, shall be pro-rated on a monthly basis.

5.209 Rights of Fee Payers to Appeal

Upon timely demand, non-members may appeal to the Association payment of fee pursuant to the internal procedure adopted by the Association.

5.2091 Indemnification by Association

The Association agrees to indemnify the Board for any cost or liability incurred as a result of the implementation and enforcement of this provision provided that:

5.20911 The Board shall give a ten (10) day written notice of any claim made for action filed against the employer by a non-member for which indemnification may be claimed.

5.20912 The Association shall reserve the to right to designate counsel to represent and defend the employer;

5.20913 The Board agrees to;

5.209131 give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding,

5.209132 permit the Association or its affiliates to intervene as a party if it so desires, and/or

5.209133 to not appease the Association or its affiliates' application to file amicus curiae in the action;

5.20914 The action brought against the board must be a direct consequence of the Board's good faith compliance with the Fair Share Fee provision of the collective bargaining agreement herein; however, there shall be no indemnification of the Board if the

Board intentionally or willfully fails to apply (except due to court order) or misapplies such Fair Share Provision herein.

5.210 Rights of Fee Service for Association Only

The above Fair Share Fee provision shall be an exclusive right of the Association not granted to any other employee organization seeking to represent employees in the bargaining unit represented by the Association.

ARTICLE SIX
WORKING CONDITIONS

6.01 Personnel Files

6.011 File Location

A personnel file for each teacher shall be maintained in the office of the Superintendent. This shall be considered the only official file of recorded information of teachers maintained by the Board and administration.

6.012 Access to File

6.0121 Right of Employee to Access File

Individual teachers and/or designee shall have access to their personnel file upon request. Request of teachers to have access to their personnel files shall be handled by the Superintendent or his/her designee. Personnel files are to remain at all times in the office of the Superintendent.

6.0122 Rights of Public Access to File

It shall be the right of any citizen to review the file of any employee of the bargaining unit. Such review shall be in accordance with Board adopted rules Policies and Administrative Guidelines.

6.0123 Addition of Materials to Personnel File

Before any item is placed in an employee's personnel file except for material listed in 6.0125, credentials, or payroll information, the employee will be given the opportunity to view and initial the item. The employee's initials or signature will not indicate agreement with the content of the material, but indicates only that the material has been inspected. The employee has the right to see and rebut any material placed in his/her file in writing. All rebuttals will be attached to any addition to the file. If an employee refuses to initial an item, the supervisor and a witness will document the time and date of the refusal. The material will be placed in the personnel file.

6.0124 Public Review of the Personnel File

In the event a member of the public requests to see or requests copies of a personnel file, the employee will be notified and be given a copy of the material provided to the public. An association member will be granted release time if the public is to view his/her personnel file during work hours. Items prohibited from disclosure by law will not be accessible to the public.

6.0125 Items to be Included in the Personnel File

- 6.01251 Letters of request by teacher for consideration for a vacancy, transfer of position, leave of absence, or other special requests.
- 6.01252 Copies of letters of commendation or merit directed to the teacher.
- 6.01253 Those items necessary for proper payment to the individuals, including transcripts, military separation or DD 214's, experience validations, and leave records.
- 6.01254 Letters of recommendation, college credentials and other related information used for initial employment. (These items may not be reviewed by the teacher unless authorized by the college or writer of the letter.)
- 6.01255 Copy(ies) of certification/license authorized by the State Department of Education.
- 6.01256 Records of employment history with this school district and previous employment with other school districts. Information included in this record may consist of:

- (a) Numbers of years taught and dates
- (b) Records of sick days accumulated
- (c) Certificate numbers
- (d) Building, grade level, and course assignments
- (e) Position on salary schedule and current salary
- (f) Any additional information included in reports sent by other school districts shall be subject to the stipulations of this section of this article.

6.013 Entry of Materials by Teacher

The teacher may submit letters of merit which shall be placed in his/her personnel file.

6.014 Removal of Materials in File

6.0141 Right of Teacher to Challenge Materials

Any materials entered into a teacher's file may be questioned or grieved as to the accuracy, relevance, timeliness, or completeness of such material. If it is found to lack in any of the aforementioned by the Superintendent it shall be removed from the professional staff member's file.

6.0142 Disciplinary Materials

Written disciplinary notices shall remain in the file. If no further similar disciplinary action has occurred after four (4) years, the material will remain in the file but not be used for any future disciplinary purpose.

6.015 Anonymous Communication

Anonymous letters, materials, or other forms of communication that are kept anonymous from the employee shall not be placed in a teacher's file, nor shall they be made a matter of record.

6.016 Copies of Materials

The District recognizes that in its role as the sole and exclusive representative of bargaining unit members at Northwestern Local Schools, the Ohio Education Association ("OEA") may request copies of an employee's personnel file on his/her behalf. It is understood that the employee or his/her sole representative will be provided a single copy of any material in her/his file (upon request) at no charge to the employee or the recognized representative organization, namely the OEA. Additional copies will be billed to the employee or the OEA.

6.02 Contract Day

6.021 Definition of Work Day

The teachers' work week will be thirty-eight and three-quarter ($38 \frac{3}{4}$) hours, seven and three-quarter ($7 \frac{3}{4}$) hours per day. This does include an uninterrupted lunch period of at least one-half ($1/2$) hour each day.

6.0211 Responsibilities Beyond the Work Day

Teachers are expected, within reason, but not required to attend open house, and perform other professional duties beyond the normal workday.

6.022 Starting and Dismissal Times

The starting and dismissal times for teachers may vary from building to building provided the length of the teachers' work day does not exceed seven and three-quarter ($7 \frac{3}{4}$) hours and the time for students is within the statutes set forth by the State of Ohio (RC 3313.48). Teachers will be notified annually by August 1 of their starting and dismissal times, as set forth in Section 6.02. The full time teacher day will start fifteen (15) minutes before the start of the student day. The full time teacher day will end $7 \frac{3}{4}$ hours after the teachers' starting time, including one half ($1/2$) hour duty free lunch.

6.0221 Changing Starting and Dismissal Times

The President of the Association is to be notified of any change or modification of starting and dismissal times before public announcement is made. The starting and dismissal times for students and the duty assignments of individual teachers may be changed so long as such change does not increase the number of hours during which the teachers are required to be present.

6.023 Faculty Meetings

If needed, one (1) faculty meeting and one department or grade level meeting may be held per month, each lasting no more than one hour, with required attendance. Additional meetings held before or after the regular school day shall be on a volunteer basis with no fear of reprisal for non-attendance.

6.024 Planning Time for All Teachers

All full-time teachers, except school counselors and librarians who do not have a teaching assignment, shall have at least one (1) individual, duty-free, and uninterrupted planning period of a minimum of forty (40) consecutive minutes per day during the regular student day. The forty (40) minute minimum will not apply on days with alternate schedules.

6.0241 Professional planning will be provided through early release time, state approved waivers, and half-day release time. This planning time will be contingent upon availability of substitutes, superintendent approval, board approval, and state approval as required.

6.025 Conferences

Upon request by the administration, teachers' conferences with parents will be scheduled during planning periods, before school, or after school. Conferences will take place within two (2) school days of the request.

6.026 Duty Free Lunch Period

Each full-time teacher shall have at least one-half (1/2) hour uninterrupted duty-free lunch period daily. Each part-time teacher shall have uninterrupted duty-free lunch time as determined in section 7.072.

6.027 Right to Leave Building During Work Day

Once a teacher has arrived at school he/she may leave the building during non-student times for non-professional purposes with permission of the principal. Teachers may leave the building after school starts during non-student time for professional purposes at their discretion with notification of the building office.

6.028 Committee Participation

Teacher participation on building and district committees shall be voluntary. If the number of volunteers is insufficient to meet the needs of a committee, additional teachers may be assigned to a committee. No teacher shall be assigned to more than one (1) building or district committee; however, this does not prohibit a teacher from volunteering for more committee assignments.

6.029 Travel Time between Buildings

Any classroom teacher traveling from one building to another during the workday shall be scheduled a minimum of fifteen (15) minutes for travel.

6.03 Contract Year

6.031 Definition of Work Year

The contract year for teachers on regular teaching contracts shall consist of not more than one hundred and eighty-four (184) days, two (2) days of which shall be for record keeping and classroom work; placement in school calendar or year to be determined by item 6.034 below.

6.032 Definition of Work Week

The standard work week for all bargaining unit employees shall be Monday through Friday, exclusive of scheduled school holidays. Saturdays and holidays may be scheduled, upon agreement with the Association. For payroll purposes only, the work week will be calculated from Sunday through Saturday.

6.033 Official Closing of Schools

The official closing of schools by the Superintendent or designee on account of severe weather or other emergency conditions shall not result in loss of pay. No additional pay will be earned for make-up days caused by severe weather or other emergency conditions.

6.034 Superintendent to Furnish Association with School Calendar

The Superintendent shall furnish the Association with a proposed calendar at least four (4) weeks in advance of the adoption of the calendar by the Board. The Superintendent will consult with the Association president or his/her designee and secure input on the proposed calendar.

6.035 Scheduling of Parent-Teacher Conferences

Parent-teacher conference will be held on school time. The clock hours of school time may be altered, with prior approval of the building principal or his/her designee, to encourage parent-teacher communication. Teachers will not be required to schedule conferences past 8:00PM. The teacher will verify conferences held.

6.036 IEP Conference Time

Special education teachers will be given release time for writing of Individual Education Plans (IEPs) and for holding IEP conferences. If necessary, conferences may be held outside the contracted work day. All release time will be preapproved by the building principal.

6.0361 IEP/MFE Compensation

If the conferences are held outside the contracted workday and preapproved by the building principal, all teachers required to attend IEP/MFE conferences shall be compensated at the tutor rate.

6.04 Internal Substitution

A teacher may be asked by an Administrator to substitute for an absent teacher during his/her planning time if a regular substitute cannot be hired. The teacher will be paid at the tutor rate per period of substitute teaching. The teacher has the right to refuse the request. A teacher will not be asked to leave his/her assigned planned class schedule with students to substitute for another teacher. Neither teachers with student teachers nor student teachers will be asked to substitute for another teacher. Classes will not be divided among other teachers.

ARTICLE SEVEN

EMPLOYMENT PRACTICES

7.01 Definition of Seniority

Seniority shall be defined as continuous years of service to the district. Approved years of absence shall not interrupt seniority and shall not be counted as years of service.

7.02 Vacancies

7.021 Definition of Vacancy

For the purpose of this section, knowledge of a vacancy is determined when the superintendent has been officially notified by the employee that he/she is resigning from the position or the employee occupying the position retires or dies; and after the Superintendent has determined if and how the position will be filled.

7.022 Posting of a Vacancy

A notice of all vacancies, including supplemental positions and newly created positions in certificated staff, shall be emailed to the certified staff and posted on the main bulletin board in the office and teachers' lounge in each building, as well as on the district website, when the position is officially open.

7.023 Time Limits for Posting of a Vacancy

If the Superintendent determines the need for filling the vacancy, including supplemental contracts, the posting will be made within three (3) days of the determination.

7.024 Duration of Posting

All posting shall be for no less than ten (10) days except during the months of June, July and August.

7.025 Information Included on Posting

All posting shall include the following:

- 7.0251 Position(s) available
- 7.0252 Requirements for the position
- 7.0253 Deadline for the application
- 7.0254 Effective starting date
- 7.0255 Date of posting

7.026 Notice of Vacancies during Summer Months

In addition to 7.022, during the summer months, all teachers will be notified of all vacancies by the posting of all vacancies on the district's web site. To be assured of being considered for potential openings, employees must notify the principal in writing of a preferred method of contact before leaving for the summer of positions that they may be interested in applying for the next school year.

7.027 Reasons for Temporary Filling of a Vacancy

Temporary filling of a vacancy shall be granted only when the vacancy occurs for less than one half (1/2) of the school year. Any ensuing contract resulting from temporary filling of a vacancy shall be non-renewed, or a certified/licensed substitute teacher may fill the position. If the vacancy is for greater than one half (1/2) year and no qualified bargaining unit member is available, the position may be filled temporarily or permanently.

7.03 Time Lines for Bidding on Vacancies

Following the posting of vacancies, the teacher will have ten (10) days from the opening date of the posting to submit a written request to the Superintendent for transfer to a specific position that is open. If specified on the posting, the

district may require an electronic response in place of the written request. The teacher applying for the transfer will be given full consideration and informed as to his/her status in writing. If solely determined by the administration the qualifications of applicants are equal, seniority within the district shall be a determining factor. During the months of June, July and August the ten (10) day timeline does not apply per Sections 7.024 and 7.026.

7.04 Board Right Not to Fill Vacancy

Nothing in this Article shall require the Board to fill any vacancy.

7.05 Transfers

7.051 Definition of Voluntary Transfer

A voluntary transfer shall be defined as any bargaining unit member initiating and being granted a request to be placed in a vacancy within the school district.

7.052 Requesting Reasons for Denial of Voluntary Transfer

If a bargaining unit member is denied a voluntary transfer, upon written request to the Superintendent, the member shall be given the reason(s) for the denial of the transfer.

7.06 Involuntary Transfers

7.061 Definition of Involuntary Transfer

An involuntary transfer is the placement of a bargaining unit member into a different grade level, subject matter, or building.

7.062 Reasons for Involuntary Transfer

An involuntary transfer for the following year will be made only in case of emergency, to prevent undue disruption of the instructional program, or to place staff members in positions to the best interest of the school district and students.

7.063 Notification of Involuntary Transfer to Teacher

The administration will notify the affected teacher of the transfer and the reason for such transfer, at the earliest possible opportunity.

7.0631 Involuntary Transfers Made After August 1

If an involuntary transfer must be made after August 1, the affected teacher will be provided three (3) days of extended time.

7.0632 Involuntary Transfers Made After Beginning of School

If an involuntary transfer must be made after the start of the school year, the affected teacher will be provided with a substitute for three (3) days. Such time is for the planning and meeting with administration; also an extended period of acclimation before being formally evaluated will be allowed to provide a smooth transition of assignment.

7.07 Type of Employment

7.071 Full Time Employment

Employees who have seven (7) hours and forty-five (45) minutes per day of regularly scheduled time (including lunch and planning time) are considered full time employees. Full time employees will receive full benefits (per Article 11) and will be placed on the appropriate steps on the salary schedule based on experience and education.

7.072 Part Time Employment

Employees who are less than full time, per section 7.071, are considered part time. Part time employees will receive prorated benefits, a prorated paid lunch time, and prorated planning time. Placement on the salary scale will be prorated based on scheduled work time, experience, and education. All types of leave will be credited and deducted at a rate rounded up to the nearest quarter portion as compared to full-time employees.

7.0721 Prorated Portion

The prorated portion received by employees will be determined by dividing regularly scheduled time (excluding lunch time and planning time) by seven (7) hours and forty-five (45) minutes. The prorated lunch time and prorated planning time will be added to the work time to determine salary and benefits.

7.08 Shared Staffing

Shared staffing shall be defined as the duties and responsibilities of one specific teaching assignment being voluntarily shared equally by two employees for a specific length of time.

- 7.081 A teacher must have completed two (2) years of service in the District to be eligible to initiate a shared staffing assignment. The teacher is responsible for finding the job sharing partner, however the Board has the sole right to decide if the person meets the qualifications for employment.
- 7.082 Shared staffing assignments shall be limited to no more than six (6) current full-time teachers in any school year. Priority for such assignment requests shall be given to teachers with greater district seniority.
- 7.083 Job sharing teachers who substitute teach will be paid at the rate set by the Board for substitute teachers.
- 7.084 Shared staffing shall not be implemented for the purpose of avoiding the filling of a full-time position, to cover work of employees on RIF, nor to achieve a reduction in benefits.
- 7.085 All leaves and other privileges shall be in accordance with the appropriate provisions of the current Board-NTA Negotiated Agreement.
- 7.086 While in a shared staffing position, an employee will earn sick leave at the rate of .625 days per month.
- 7.087 Shared Staffing partnerships must last through the end of the school year.
- 7.088 The bargaining unit member with the greatest seniority shall have the right to the fringe benefits provided for the position. There will be one medical insurance plan, one dental insurance plan, one vision insurance plan, and one life insurance plan available to the job sharing team. The teachers sharing the jobs can divide the different types of insurances, but no divisions can be made within each type of insurance coverage. The person not receiving the insurance benefits will have the opportunity to purchase the insurance at rates charged to the Board. Details of who will receive the insurance coverage must be made in writing at the time the request is made to the Principal. If one of the teachers purchases the insurance, the Treasurer must be notified by the first day of school. If Federal regulations make both teachers eligible for medical insurance, the total Board share of the two plans will not exceed the Board share of one (1) family medical plan in Section 11.032. The amount that exceeds Board share will be paid equally by the teachers. This section is subject to change with Federal regulations.
- 7.089 Job sharing teachers shall be paid their salary according to their placement on the salary schedule, pro-rated to the percentage of the full-time job for which they are contracted.
- 7.0810 Current full-time teachers who are seeking to form a possible job sharing team for the next school year, or continue a current job sharing team into the next school year, must apply prior to April 1 in writing to the Superintendent.
- 7.0811 The job sharing team shall present a proposed teaching schedule, including all building responsibilities, to the appropriate building principal. While it may not be possible, efforts shall be made to make the teaching schedules and responsibilities as equal as possible. Members of a team shall not be assigned duties or

responsibilities in excess of a regular full-time position. The schedule shall be approved by the principal. Both members of the team shall attend orientation day, in-service day, and system-scheduled parent conferences. Staff meetings will be attended by one member of the team depending on when they are held (a.m. or p.m.), and that member shall inform the other member of the team of the meeting content.

7.0812 The Board shall reinstate all eligible job sharing members to full-time status before hiring personnel from outside the district to fill a position for which the eligible job sharing member has applied and is certificated/licensed.

7.0813 An employee denied a shared staffing assignment shall, upon request, have a conference with the Superintendent to review the denial.

7.0814 The position of job sharing, if granted, is for a duration of one (1) school year; however, it may be extended for one (1) or more additional years with agreement of all parties.

7.09 Sequence of Contracts

7.091 Limited Contracts

Teachers holding professional licenses shall be granted contracts as follows:

7.0911 All teachers new to the district shall be granted a limited contract with duration of one (1) year unless they have been employed in another district under a continuing contract and are recommended by the Superintendent for continuing contract status upon initial employment.

7.0912 Teachers who have completed two (2) limited contracts with duration of one (1) year each, and are recommended for another contract by the Superintendent, may be recommended for a limited contract with duration of two (2) years.

7.0913 Teachers who have completed a limited contract with duration of two (2) years, and who have been recommended for another contract by the Superintendent, may continue to be recommended for a limited contract with duration of two (2) years.

7.0914 Teachers, who have completed a limited contract with duration of two (2) years, may be granted a limited contract with duration of three (3) years. Such teachers may continue to receive a contract of the same period, as long as they continue to demonstrate acceptable teaching performance and are recommended by the Superintendent.

7.10 Continuing Contracts

At their request, teachers on multi-year contracts will be considered for continuing contract status when they become eligible. Teachers making such written request for consideration to the Superintendent shall make their request from July 1 to August 31 in the year for which they want to be considered.

7.101 Teachers Eligible for Continuing Contracts

7.1011 Must be on a multi-year contract.

7.1012 Have a valid, professional, or higher, grade certificate/license in the state of Ohio.

7.1013 Have been recommended for continuing contract status by the Superintendent.

7.1014 Have taught in the District for three (3) of the last five (5) years.

7.102 Teachers Holding a Continuing Contract from a Previous District.

7.1021 Must be on a multi-year contract.

7.1022 It is the responsibility of the teacher to provide the Superintendent of his/her prior Continuing Contract status at the time they request consideration.

7.11 Non-Renewal of Limited Contract Teachers

The Superintendent shall notify a Limited Contract teacher of his/her intention to recommend non-renewal to the Board by the earlier of the last contracted teacher work day of the school year or June 1.

7.111 Non-renewal for Justifiable Reasons

A bargaining unit member's limited contract can only be non-renewed by giving a justifiable reason. This provision shall not apply to teachers for their first three (3) years in the District.

7.112 Notification of Employee by Superintendent

At least twenty (20) days prior to the Superintendent making a recommendation to the Board to non-renew the limited contract of a bargaining unit member with three (3) or more years in the District, the Superintendent shall provide the member with the written reason(s) for the recommendation.

7.113 Right of Bargaining Unit Member for Hearing

The bargaining unit member shall have the right to a conference with the Superintendent to discuss his/her recommendation. The bargaining unit member shall have the right to representation at this, and all meetings, pertaining to the recommendation.

7.114 Right of Employee to Appeal Superintendent's Decision

If the Superintendent is to make a negative recommendation to the Board after the meeting with the bargaining unit member, then the member shall have a right to a meeting with the Board.

7.115 Language Supersedes ORC 3319.11

It is the express intention of the Board and Association that the language in this Article, Article Seven (Sequence of Contracts) and Article Eleven (Teacher Appraisal Program) collectively replace and supersede the requirements contained in R.C. 3319.11.

7.116 Right to File a Grievance

It is the express intention of the Board and Association that a bargaining unit member, who feels he/she has been improperly non-renewed in accordance with Section 7.11 of this agreement, may file a grievance at Step 2 as the sole and exclusive remedy.

7.12 Class Preparation / Class Size

7.121 Class Size

The Board will make every effort that is feasible to keep classes as low as possible and equalize as much as possible all classes – excluding Band and Choir.

7.122 Teachers Who Teach More than Three (3) Preparations

Teachers of grades 7 – 12 (excluding Foreign Language, Art, Business, Agricultural Education, Family and Consumer Science, Industrial Technology, Music, Phys. Ed. And inclusion teachers who teach from a classroom teacher's lesson plan) that teach more than three (3) preparations per semester shall be compensated five percent (5%) per year of the Class I, Step 0 pay schedule. Payment shall be made within fifteen (15) days of the semester in which the service was rendered.

7.123 Assignment Exclusions

For purposes of this section, different ability levels within a grade or subject (i.e., Academic English 10, Basic English 10) will not be considered separate preparations. AP courses will be considered separate preparations.

7.13 Electronic Grade Reporting

If the district provides software that allows parent access to grades, teachers of students in grades 3 – 12 must update grades on the software on a bi-weekly basis. Teachers of students in grades PK – 2, will work collaboratively with their principal and/or designee to provide ongoing student assessments that will be routinely communicated to parents.

7.14 Grading Periods/Interim Reports

There will be a nine-week grading period. Interim progress reports will be provided for all students with a C+ or below unless Building Principal and Building Advisory Committee agree to give feedback in some other form.

7.15 Parental Complaints against Teacher

7.151 Conferences to be Held between Involved Persons

Community and school communication should be such that most parental complaints may be resolved through personal conferences at the school level between teacher, pupil, parent, principal, or other appropriate staff personnel.

7.152 Appeals of Conference if No Resolution to Complaint

If such conferences do not lead to satisfactory solutions of problems involved, a parent or citizen may pursue further action by submitting a written complaint against a bargaining unit member to the principal. The complaint shall include the time and date of the incident, the person who was supposedly wronged, and a brief statement of the charge. The principal shall notify the bargaining unit member of the complaint at the time of receipt of the written complaint or the next regular work day of the bargaining unit member.

7.153 Complaint to be Resolved at Lowest Possible Level

If the complaint is received by a Board member, it shall be forwarded to the Superintendent who shall forward the complaint to the proper administrator. If the complaint is not forwarded to the bargaining unit member, the parent's complaint shall be considered null and void.

7.154 Process for Written Complaint

Further action shall be initiated by the following procedure upon receipt of a written complaint.

7.1541 Meeting

If requested by the complainant or the teacher, a meeting involving the teacher, the principal and complainant will be arranged at a convenient time for the participants to discuss the complaint.

7.155 Representation Rights of Teacher

A teacher may request Association representation at any time. A bargaining unit member shall have the right to representation at all steps of this procedure.

7.156 Conferences between Parties

Conferences regarding such complaints shall be private.

7.16 Tuition Waiver

A member shall have the opportunity to enroll his/her children in the District's educational program tuition-free. If possible, the student will be enrolled as an "Open Enrollment" student. The Association agrees the Board, the Administration, and Treasurer will be held harmless from an adverse Auditor of State or Court opinion on this matter.

7.17 Local Professional Development Committee

7.171 Structure:

In accordance with ORC 3319.22, OAC 3301-24, and the Standard and Bylaws adopted by the Association and the Board, a Local Professional Development Committee (LPDC) shall be maintained to establish, review, and oversee the standards and requirements for obtaining, upgrading and renewing professional educator licenses.

7.1711 LPDC Membership:

The LPDC shall be comprised of nine (9) members. Six (6) shall be teachers with three (3) teachers representing each building. Members shall be paid at an hourly rate.

7.17111 Teacher Members:

Six (6) teacher members shall be appointed as per the NTA Constitution and By-laws.

7.17112 Terms of Teacher Members:

Teacher members shall serve a term of three (3) years in a staggered rotation as per the NTA Constitution and By-laws.

7.17113 Vacancy:

In the event there is a vacancy for a teacher member on the LPDC, a new member will be appointed as per the NTA Constitution and By-laws to fulfill the vacant term.

7.17114 LPDC Operating Procedures:

Members of the LPDC shall elect a Chairperson and Secretary at the first meeting. Additionally, the LPDC shall determine its operating procedures and meeting schedule by consensus. Meetings shall be held outside the school day. Where consensus is not possible, a vote of simple majority of the full membership of the Committee shall be required for action.

7.17115 Removal of a Member:

A member who is not fulfilling his/her duties on any LPDC may be removed for just cause by a vote of a simple majority of all other members of the Committee.

7.1712 Teacher Individual Professional Development Plan:

In accordance with ORC 3319.22 and the Department of Education Regulation 3301-24-08, each educator who desires to fulfill the license renewal is responsible for the design of an Individual Professional Development Plan (IPDP) subject to approval of the LPDC. In addition, each educator requesting tuition reimbursement will be responsible for the design of an IPDP subject to approval of the LPDC pursuant to Section 12.123. The plan shall be based on the needs of the educator, the students, the school, and the District.

7.1713 Appeals Process:

An Educator may request a written explanation of the decision of the LPDC and may appeal to the LPDC first, and if not satisfied, the decision may be appealed through a due process hearing with the Ad Hoc Committee of LPDC. This Ad Hoc Committee shall be comprised of one teacher member approved by the LPDC, one Administrator approved by the LPDC, and a teacher member of the Educators' choice. Upon receipt of an appeal, the LPDC Ad Hoc Committee shall meet within fourteen (14) days with the Educator and his/her representative(s). The appeal shall be filed with the Chairperson of the LPDC. The decision of the LPDC Ad Hoc Committee shall be final and binding, however, an Educator shall retain the right to pursue other legal means as available.

7.1714 Records:

The Board shall be responsible to keep records and information received from the LPDC. The LPDC Chairperson will be responsible for submitting the records and information to the Board.

7.1715 Evaluation:

This plan will be evaluated and/or revised annually by the LPDC through the Association and the Board.

7.1716 Chairperson of LPDC Stipend

Chairperson of the LPDC shall receive an additional annual stipend of two hundred (\$200) dollars beyond the hourly rate as listed in Section 12.082.

7.18 Curriculum Committees

Major Curriculum Revision or Reorganization Committees created by the administration and approved by the Board shall be allowed released time to complete this work.

7.19 Daily Lessons Required

7.191 Lesson Plans Available Upon Request

Daily required lesson plans prepared by each teacher will be kept in the classroom. Such plans will be available upon request of the appropriate administrator. Lesson plans are to serve as a personal guide for the teacher in the classroom.

7.192 Lessons Plans as Guide

Daily lesson plans shall give direction for instruction and any formal assessment. The lesson plan format shall reflect the personal preference of the teacher.

7.193 Lesson Plans

Lesson plans for each week's instruction shall identify:

7.1931 short instructional objectives consistent with the District's Courses of Study and current content standards.

7.1932 lesson procedures to accomplish the objective(s) (i.e. introduce, discuss, review, practice, work in small groups, do the work on page.)

7.1933 Resources to be used in the lesson (i.e. text, speaker, video, reference material, technology devices.)

7.1934 assessment of student learning (i.e. quiz, unit test, observation, discussion, essay.)

7.201 Emergency Removal by Teacher

If a pupil's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process, a teacher may remove the pupil from the curricular or extra-curricular activity(ies) under his/her control. Board policy will be followed for emergency removals.

7.2011 Procedures for Removal of Student

If a teacher makes an emergency removal, the reasons for such removal must be submitted to the teacher's building principal in writing as soon as practical (immediately, if possible). Procedures will be reviewed with teachers annually before the start of classes.

7.202 Written Reasons for Twenty-four (24) Hour Removal

In the case of normal disciplinary procedures in which a pupil is removed from curricular or extra-curricular activities for less than twenty-four (24) hours, written reasons by the teacher are still required to assist the building administrator in pursuing the appropriate disciplinary action.

7.203 Student May be Kept From Class or Extra-curricular Activities

In an emergency removal, a pupil can be kept from class or extra-curricular activities until the matter of his/her misconduct is disposed of either by reinstatement, suspension, or expulsion.

7.204 Right to Suspend and Expel

In accordance with the Ohio Revised Code and Board Policy, only the building principal or assistant principal may suspend and only the Superintendent may expel a student.

7.21 Department/Grade Level Chairpersons

7.211 Assignment Process

With input from the members in identified grade level or departments, the administration will recommend for appointment from among those members a department/grade level head.

7.212 Responsibilities of the Chairperson

This person shall provide leadership, coordinate programs and materials and shall serve as instructional liaison between the members of the department and the school administration. Duties will be described in a job description. Such department head/grade level chairperson shall not be considered an administrative or supervisory employee. (See Job Description, Appendix A)

7.213 Department Chairperson Categories

Department Chairpersons for Grades 7-12 will be considered by the Board for the following departments:

- 7.2131 Math
- 7.2132 English
- 7.2133 Science
- 7.2134 Social Studies
- 7.2135 Special Areas
- 7.2136 Special Education

7.214 Grade Level Chairpersons Categories

Grade Level Chairpersons for Grades K-6, Special Area, and Special Education will be considered by the Board.

7.22 Purchasing Procedure

The following purchasing procedure will be followed by all parties noted in the procedure.

7.221 All purchases to be paid from school district funds must be ordered on official purchase orders issued from the Office of the Board. The Superintendent and Treasurer must approve all purchase orders. Employees will be responsible for payment of items purchased without an approved purchase order.

7.222 Orders involving textbooks and workbooks, instructional materials, equipment, and supplies will be requisitioned by the teachers and principals on the proper forms provided for that purpose. It shall be the responsibility of the administration to attempt to provide up-to-date catalogues.

7.223 The teacher and principal will meet to check on the status of requisitioned items. The teachers may requisition alternate items in the event that the original item or items were back ordered or cancelled.

7.224 As part of the annual appropriations, the Board will allocate money for each building to be used for classroom supplies. The amount allocated for supplies will be determined by the building principal. Teachers may request the principals to initiate a purchase order(s) to reimburse the teacher for supplies the teacher buys. After receiving the approved purchase order number, the teacher may purchase the requested supplies. The teacher will turn in the receipt to the principal's office. The principal's office will send the receipt and approved purchase order to the treasurer's office so the teacher will be reimbursed.

7.23 Drug/Alcohol-Free Work Place Policy

7.231 Board to Provide a Drug/Alcohol Free Work Place

Northwestern Local Schools will provide a drug/alcohol-free work place in accordance with the Drug/Alcohol-Free Work place Act of 1988 and its implementing regulations.

7.232 Notification to Employees by Board

All employees will be notified that as required by adopted Board policies, the unlawful possession, use, or distribution of illicit drugs or alcohol on school premises is prohibited.

7.233 Imposition of Policy for Violations

Disciplinary sanctions, as provided by Association negotiated agreement will be imposed on employees who violate the above referenced standards of conduct.

7.234 Awareness Program to be Developed

A drug/alcohol-free awareness program will be established to inform employees about: the danger of drug/alcohol abuse in the work place, the District's policy of maintaining a drug/alcohol-free work place, any available drug/alcohol counseling rehabilitation and employee assistance program, and the penalties that may be imposed on employees for drug/alcohol abuse violations occurring in the work place.

7.235 Employees Who Work Under Federal Programs

All employees whose employment is funded by a federal grant shall receive a policy statement describing Northwestern's compliance actions in accordance with the Drug/Alcohol-Free Work Place Act. These employees shall be required, as a condition of employment, to abide by the conditions of the statement and will notify the District of any criminal drug statute conviction for a violation occurring in the work place no later than five (5) days after such conviction.

7.236 Board Responsible to Federal Agencies for Violations

Northwestern Local Schools will notify the appropriate Federal Agency within ten (10) days after receiving notice from an employee or otherwise receiving notice of such conviction. Established policies will govern action taken upon receipt of a conviction notice.

7.24 Least Restrictive Environment Program (CWD-Children With Disabilities)

7.241 The term "inclusion" shall mean the placement of special needs students whose least restrictive environment has been determined to include the regular education classroom.

7.242 All non-special/regular education teachers who have inclusion students shall be a part of the development of the IEP, either by attending the IEP meeting or by giving input to the regular education or special education teacher who will be attending the meeting.

7.243 The regular classroom or special area teacher will not be responsible for any diapering, toileting, or procedures such as catheterization for any student. Lifting will only be required by those employees who have completed mandatory training provided by the District.

7.25 Resident Educator Program

The Resident Educator program will follow Ohio Revised Code and/or requirements of the Ohio Department of Education.

ARTICLE EIGHT
REDUCTION IN FORCE

8.01 Reduction-in-Force

8.011 Reasons for Reduction-in-Force

In case of a necessary reduction in teaching staff because of decreasing enrollment, curriculum changes (as in the elimination of a course) cutbacks in school programs, or financial reasons, the following procedures will be administered in making the reduction.

8.02 Process to be Followed by Board

8.021 Criteria to be Used by Board

The Board will suspend contracts in accordance with the recommendation of the Superintendent who shall, within each teaching field affected, give preference to teachers on continuing contracts.

8.022 Determination of Program Cuts Enacted by Superintendent

The Superintendent and the Board shall determine the curricular area, subject grade level, or programs that will lose positions as well as the date that such reductions are necessary.

8.023 Reduction by Attrition

Every effort will be made to reduce staff through normal attrition (retirement, resignation, reassignment, etc.) where possible.

8.024 Restoration

Teachers whose continuing contracts were suspended because of a necessary reduction in staff shall be reinstated within their area of certification/licensure on the following basis if positions become vacant or are created within one (1) year from the last contract day worked by the affected teacher. Teachers whose contracts are suspended after April 1 and are re-employed for the school year following the one in which the contract was suspended shall suffer no break in seniority or benefits.

8.0241 Method of Notifying Laid Off Teachers of Recall

Teachers being recalled shall be notified by U.S. Certified Mail to the address on file with the Board within five (5) days.

8.0242 Time Limits to Respond to Recall

Recalled teachers must respond within fifteen (15) days of the certified letter being sent to their address of record or they will forfeit their recall right. The teacher(s) shall be responsible for maintaining their current address and telephone number on file with the Board. The teacher will notify the Board office of plans to be away from home for any extended time (two (2) weeks or more during this period of recall).

8.03 Rights of Laid off Teachers Over New Employees

In a given area of certification, new teachers will not be employed prior to the re-employment of teachers (as outlined in 8.024 above) whose contracts were suspended.

8.04 Reduction-in-Force Not to be Used to Non-Renew

The provisions of this Section shall not be used to non-renew the limited contract of a bargaining unit member.

ARTICLE NINE

DISCIPLINE PROCEDURES

9.01 Initiation of Process

The administration may take disciplinary action against any teacher for violations of, or failure to comply with, any provisions of this contract, rules and regulations adopted by the Board, administrative rules, guidelines, or practices.

9.02 Definition of Progressive Discipline

Progressive discipline means implementation of one of the following steps; however, it shall be the administrator's decision which step, dependent upon the nature and magnitude of the conduct bringing about the reprimand.

9.021 Right of Representation

At the teacher's request, Association representation shall be present at any step below. Regardless of the initial step of the reprimand the principles of progressive discipline will be applied.

9.03 Step One Verbal Warning

A verbal warning in private of the improper act will be given to the teacher and a conference with the principal will be held. Such verbal warning may be recorded in the employee's personnel file. The record should consist of time and date of meeting and people present. Specific details will not be recorded.

9.04 Step Two Written Warning by Principal

A written warning signed and dated by the principal shall be given to the teacher with a copy forwarded to the Superintendent. The written warning shall be signed and dated by the teacher; such signature shall indicate that the teacher has seen the warning, but not necessarily that he/she is in agreement with the warning. The warning may be placed in the personnel file. The teacher or administrator may request a conference to discuss the written warning before or after the school day.

9.05 Step Three Written Letter by Superintendent

A Superintendent's letter of reprimand signed and dated by the Superintendent must be placed in the teacher's personnel file. Within five (5) days of issuance of a Superintendent's letter of reprimand, a conference shall be held with the teacher, principal, Superintendent and Association representative.

9.06 Step Four Suspension by Superintendent

Depending upon the nature and magnitude of the conduct bringing about the reprimand, the Superintendent may suspend with pay for up to three (3) contract days.

9.07 Step Five Suspension Without Pay by Superintendent

The Superintendent may suspend without pay for up to ten (10) contract days as a final step of progressive discipline before termination proceedings, or for serious failures to comply with board policy such as harassment of students or staff.

9.08 Due Process

Employees have the right to due process including a hearing with representation to present any information in reference to the reprimand. Suspensions may be appealed to the Board.

9.09 Right of Member to File Grievance

If a member feels he/she has been unjustly reprimanded, he/she may file a grievance and, should the member be supported in his/her position, all records of such reprimand shall be removed from all personnel and anecdotal records. If a member feels he/she has been unjustly reprimanded, he/she may file a grievance at Step Three of the Grievance Procedure.

9.10 Reservation of the Right to Terminate

Nothing herein shall preclude the Board from instituting contract termination proceedings pursuant to 3319.16 and 3319.161 of the Ohio Revised Code at any time for any misconduct of a teacher when in the sole and exclusive discretion of the Board it is determined such action is warranted.

ARTICLE TEN

LEAVES

10.01 Sick Leave

10.011 General rules pertaining to sick leave:

10.0111 Total Accumulation

The total accumulated sick leave credit for members of the bargaining unit shall be two hundred fifty-five (255) days.

10.0112 Accrual Per Year

Sick leave shall accumulate at a rate of fifteen (15) days per year. All such employees shall receive credit for one and one-fourth (1 ¼) days of sick leave per month.

10.0113 Credit and Deductions of Benefit

Sick leave for regular employees on other than a full-time basis shall be credited and deducted at the proportionate rate set forth in their employment contract.

10.0114 Responsibility of Employee to Transfer Unused Sick Leave

It shall be the responsibility of each employee to transfer any unused sick leave from a previous Ohio Public School employer to the Office of the Treasurer.

10.01141 Return of Former Employee

When a former employee of the Northwestern Board returns to the employ of the Board, unused accumulated sick leave shall be reinstated in full unless lost by prior conversion to pay upon STRS retirement or if the days have been previously transferred to another District.

10.01142 Maximum Limits on Transfer of Sick Leave

In no case shall the accumulation of sick leave credit exceed the maximum allowed in this district at the time of such transfer.

10.012 Reasons for Use of Sick Leave

Sick leave with pay may be used for the following purposes:

10.0121 For absence of the employee because of personal illness, pregnancy/adoption, injury, medical appointment, or exposure to contagious disease which could be communicated to others.

10.01211 For the purposes of paid sick leave, pregnancy/adoption leave is defined as six (6) calendar weeks from the birth of the baby or date of adoption. Adoption leave is for children under the age of six (6). Additional paid sick leave will be granted with verification by the employee's doctor.

10.01212 For absence of the employee because of illness, medical appointment, exposure to contagious disease, or injury in the employee's immediate family. Immediate family shall be defined as spouse, parents, parent-in-law, children, grandparents, grandchildren, brother, or sister. Immediate family shall also include any blood or marital relative living in the employee's household.

10.0122 For absence because of death in the immediate family of an employee:

10.01221 five (5) days with full pay may be allowed in each case of death of the employee's father,

mother, sister, brother, spouse, child or grandchild.

10.01222 three (3) days with full pay will be allowed in each case of death of the employee's grandparents, parent-in-law, brother-in-law, sister-in-law, grandparent-in-law, or children-in-law

10.01223 one (1) day with full pay may be allowed in each case of death of the employee's aunt, uncle, first cousin, niece, or nephew

10.01224 two (2) additional days may be granted by the local superintendent when such is warranted.

10.013 Notification to Supervisor for Use

The principal or supervisor shall be notified by telephone and/or district electronic notification system as soon as possible by any employee who wishes to use sick leave in accordance with the above procedures.

10.014 Completion of Form Upon Return of Leave

Upon the first day returning from the use of sick leave, the bargaining unit member shall complete the electronic leave form noting the number of days absent and check the appropriate reason for the use of said leave. Unless pursuant to Article 10.016, a bargaining unit member shall not be required to provide the name and address of a physician, if one was consulted.

10.015 Sick Leave Bank

The purpose of the Sick Leave Bank is to provide paid days for serious personal illness/injury or family illness/injury to contributors to the Bank who have exhausted their accumulated sick days and who are experiencing prolonged personal or family illness and/or injury. Withdrawals will be limited to participating employees for use only in cases of serious illness, injury or nonelective surgery occurring under unusual, severe or emergency conditions as determined by the Sick Leave Bank Committee (SLBC).

Members may enroll in the Sick Leave Bank, during the enrollment period, which shall be during the months of September and October of each school year.

Upon enrollment, a member shall contribute two (2) of his/her accumulated sick days to the Sick Leave Bank. Days contributed to the Sick Leave Bank are non-returnable. This is the only contribution until the SLBC notifies employees of the need for additional days.

Enrollment in the Sick Leave Bank shall be continuous from year to year until a member withdraws. Withdrawals are accepted only during an enrollment period and only upon written notice by the member to the SLBC of his/her intent to withdraw.

10.0151 Sick Leave Bank Committee shall be composed as follows:

10.01511 The Superintendent or his designee.

10.01512 A member of the Association's Executive Committee to serve as a chairperson.

10.01513 Three members appointed by the Association President.

10.0152 The SLBC shall review and approve or deny by a majority vote all applications to the Sick Leave Bank. The chairperson shall vote only in the case of a tie vote. The SLBC shall also determine the necessity for additional contributions to the Bank and shall notify Bank members of the need for said contributions.

10.0153 The SLBC shall be responsible for reporting data concerning the Sick Leave Bank to the Treasurer.

10.0154 Decisions of the SLBC are final.

10.0155 General Procedures

- 10.01551 An application for a withdrawal from the Sick Leave Bank will be accepted only from those individuals who have contributed to the Bank.
- 10.01552 Withdrawals will be limited to use for serious personal illness or injury and serious illness or injury in the immediate family. A doctor's statement is required with the application in order for the request to be considered.
- 10.01553 An application will be considered effectuated only after a member has used all of his/her accumulated sick days.
- 10.01554 Days withdrawn from the Sick Leave Bank will be paid at 100% of the member's daily rate of pay.
- 10.01555 Once qualified to receive a withdrawal from the Bank, the maximum number of days a member may receive from the Sick Leave Bank shall not exceed forty (40) days per academic year. Withdrawals from the Sick Leave Bank shall commence on the first day of absence for which a member has no accumulated sick days, and shall be renewed, upon request from the member and approval of the SLBC, each thirty (30) day payroll period.
- 10.01556 Withdrawals from the Sick Leave Bank will be made only for absences under a member's normal teaching contract. Withdrawals will not be made for absences in programs such as summer school, extended services, or any other part-time or second position held by a member with a full-time contract.
- 10.01557 Days may not be received from the Bank for absences due to childbirth, natural or caesarian (maternity leave).
- 10.01558 Days may not be received from the Bank once the member qualifies for disability retirement.
- 10.01559 Whenever the total number of available days in the Sick Leave Bank falls below forty (40), the SLBC may require the Sick Leave Bank enrollees to donate up to one (1) additional day of their accumulated sick days to the Sick Leave Bank.
- 10.015510 Contributions to the Sick Leave Bank shall not count against a member's record of perfect attendance.
- 10.015511 Members withdrawing days from the bank will not be required to return days to the bank.

10.016 Doctor Verification

An employee who has five (5) nonconsecutive occurrences of sick leave in a given month or a total of ten (10) nonconsecutive occurrences in a school year may be required to provide a physician's statement as noted in Ohio Revised Code 3319.141. An occurrence is defined as any date with a full or partial use of sick leave.

10.0161 Extended Sick Leave

Extended sick leave of greater than twenty (20) days will require the verification of a doctor for duration of the leave. The doctor shall also provide a release for return to work which the employee must provide upon return.

10.02 Personal Leave

10.021 Number of Days Granted

School staff members will be granted up to three (3) days absence per year from duty not chargeable to sick leave. For employees starting after the beginning of the contract year, leave days will be granted on a pro-

rated basis, to the nearest quarter (1/4) day. Unused personal leave days may be accumulated to a total of four (4) days.

10.0211 Credit and Deductions of Benefit

Personal leave for regular employees on other than a full-time basis shall be credited and deducted at the proportionate rate set forth in their employment contract.

10.0212 Unused Personal Leave Balance

If any teacher has unused personal leave at the end of the school year, one day or less shall be carried forward to the following year and the balance of unused personal leave converted to sick leave.

10.022 Reasons for Use

These days may be taken for the reasons listed below provided the request is made at least three (3) days (except in emergencies) prior to the requested day and is approved by the principal and the superintendent. Said personal leave may be granted for the following reasons:

- 10.0221 Personal business which cannot be performed at any other time.
- 10.0222 Religious holidays not included in the school calendar.
- 10.0223 College graduation in the immediate family.
- 10.0224 Funeral of a close friend or fellow employee.
- 10.0225 Extension of sick leave for funerals because of special circumstances, i.e., travel distance.
- 10.0226 Mechanical breakdowns or accidents preventing or delaying arrival to school.
- 10.0227 Emergency to property of teacher or immediate family such as flooding, or storm, or fire, etc.
- 10.0228 Attendance at an official meeting not covered by the professional leave policy.
- 10.0229 Other reasons for personal leave may be approved at the discretion of the Superintendent, depending on the merit and emergency of the situation.
- 10.02210 Weddings of self, close friends, and relative.
- 10.02211 Professional meetings not related to contractual assignment.
- 10.02212 Children going to college.
- 10.02213 Changes in the school calendar after its official adoption by the Board of Education, provided that the applicant can show anticipated unavoidable financial loss in excess of twenty-five dollars (\$25) if leave is not granted.
- 10.02214 Delays or inability to travel due to travel conditions if the employee is out of town or has an unusually long distance to travel.

10.023 Number of Teachers to Use Leave

Normally, no more than three (3) teachers assigned to a building, or ten percent (10%) of the teachers assigned to a building, whichever is greater, shall be on personal leave from any building per day.

10.024 Restrictions on Use of Personal Leave

Personal leave, except in the case of an extreme emergency, shall not be granted on the first and last day of school, the school day preceding or following a day when school is closed for a holiday or Christmas, spring or summer breaks, and professional conference days. In the event of extenuating circumstances, the superintendent, at his/her discretion, may make exceptions. No more than four (4) days may be used in any one (1) school year. The superintendent can grant an additional day charged from the employee's sick leave in extreme circumstances upon satisfactory explanation of the employee.

10.025 Restrictions on Use of Personal Leave

Personal leave is not to be considered or used for recreation, entertainment, amusement, hunting, fishing, shopping, or as a paid day of vacation, except as granted under the provision of 10.02213 above.

10.026 Leave Does Not Restrict Request of Unpaid Leave

This policy shall not infringe upon the right of a teacher to request unpaid leave at the discretion of the

Superintendent.

10.027 Proper Leave Form to be Completed

Application for personal leave shall be submitted on the electronic form and submitted to the building principal, who will forward it to the Superintendent for his/her approval prior to the leave being taken. In case of emergency when prior approval is not possible, the leave must be submitted upon the first day returning from the use of personal leave.

10.03 Leave Accumulations Recorded on Pay Stubs

Teachers will receive a statement of sick leave and personal leave days (used and credited) with each paycheck. If a teacher uses sick and/or personal leave days beyond his/her accumulated balance, the teacher will request unpaid leave.

10.04 Unpaid Maternity/Child Care/Adoptive Care Leave

10.041 Leave to be Granted

The Board may grant an unpaid leave of absence for maternity/child care/adoptive care, without pay, to any regularly employed staff member after one (1) full year of employment.

10.042 Right of Employee to Request Leave

An unpaid leave request must be submitted to the Superintendent at least thirty (30) days prior to the start of the requested leave of absence when possible. The request shall state the length of absence desired by the employee up to one (1) year except as allowed 10.0431. The leave must be continuous and not intermittent. The employee must notify the Board by April 30 of his/her return for the following year

10.043 Proper Notice Must be Given to Superintendent

10.0431 Duration of Leave

The duration of an unpaid maternity/child care/adoptive care leave of absence shall be for the remainder of the current school year if the leave is requested before March 1 of the involved year. If the leave is after March 1, the bargaining unit member shall have the right for leave for the next school year.

10.0432 Return from Leave

If the leave of absence is for the balance of the school year, the bargaining unit member shall return to the position which he/she vacated. If the leave is for more than one (1) school year, the bargaining unit member shall be replaced to his/her position he/she vacated or to a similar position for which the bargaining unit member is licensed.

10.044 Such Leave Does Not Affect Contract Status

The continuing contract status of any such employee shall not be adversely affected by maternity/child care/adoptive care leave, but the normal annual salary increment shall not be granted unless one hundred and twenty (120) days of the contract have been fulfilled.

10.05 Assault Leave

10.051 Not Deductible From Sick Leave Accumulations

Notwithstanding the provision of Section 3319.141 of the Ohio Revised Code, the Board will grant assault leave to covered employees because of physical disability resulting from assault under the following conditions:

10.052 Number of Days of Assault Leave

Any certified teacher who must be absent from his or her duties because of physical disability resulting from an assault by a student or the parent or legal guardian of a student of this system, while teaching or at school-related activities, on or off school premises before, during or after school hours, will be paid his or her full scheduled compensation for a maximum period of thirty (30) days.

10.053 Assault Leave Defined

Assault shall be defined as intentional physical touching.

10.054 Effects of Permanent Disability

If permanently disabled, the teacher must apply for disability retirement and no assault leave shall be granted after such retirement has been approved. The period of such absence, as defined in this provision, shall be termed "assault leave."

10.055 Process of Being Granted Leave

Before the assault leave can be approved, the teacher shall furnish to the Superintendent, a written, signed statement describing the circumstances and the events surrounding the assault, and the cause thereof, including the location and time of the assault, name and address of victims and witnesses, if known.

10.056 Statement Furnished to Superintendent

The teacher shall also furnish to the Superintendent a statement of the nature of the disability and its anticipated duration which has been signed by a physician licensed in the State of Ohio.

10.057 Assault Leave Not to be Deducted From Any Other Leave

Assault leave, which is approved by the Superintendent shall not be charged against sick leave earned or earnable by the teacher or leave granted under regulations adopted by the Board, pursuant to 3319.08 O.R.C., or any other leave to which the teacher is entitled.

10.058 First Day Qualifier

The bargaining unit member shall be granted the use of said leave upon the first day of the disability.

10.06 Professional Leave - Meetings

10.061 Board May Grant Leave

The Board and/or Superintendent may grant professional leave day(s) to each annually contracted teacher for such purposes as professional improvement, special needs, and/or visiting other districts.

10.062 Reasons for Use of Leave

The leave shall be for professional workshops, conventions, or other professional educational experience and shall be requested as far in advance as possible, but at a minimum of three (3) days prior notice.

10.063 Reimbursement by Board if Granted

If granted, the Board shall be responsible for requested expenses incurred by the teacher (registration, meals, transportation, hotel, etc. per Administrative Guidelines.) An approved purchase order is required prior to incurring the expenses. Reimbursement for authorized expenses shall be made within ten (10) days of filing the necessary vouchers and forms with the treasurer. Request for reimbursements after travel must be made by the end of the following month.

10.07 Court Leave

10.071 Jury Duty

A teacher who is summoned for jury duty during normal teaching hours will be granted a leave of absence with pay from normal teaching duties to permit compliance, provided the requirements in 10.0721 and 10.0722 are met.

10.072 Witness Subpoena

An employee who is subpoenaed to serve as a witness, in a proceeding directly related to his/her job or as a witness in a criminal proceeding, will be granted a leave of absence from normal duties to permit compliance for the actual time required for the court appearance provided requirements in 10.0721 and 10.0722 are met.

10.0721 Notifies the supervisor or building principal within two (2) days after receipt of the jury summons or subpoena.

10.0722 Submits proof of attendance from the court showing date, time, and place of the proceedings.

10.08 Family Medical Leave Act

Teachers, who qualify, shall be entitled to a leave of absence under the Family and Medical Leave Act of 1993 (FMLA). Such leave shall not limit or lessen the leave provisions of this Agreement to the extent that provisions of the FMLA are covered by paid leave provisions of this Agreement, the twelve (12) weeks of leave and benefit coverage to which a teacher is entitled under the FMLA shall run concurrently with existing paid leave benefits. Employees are permitted twelve (12) weeks of FMLA in a twelve (12) month period. The twelve (12) month period begins on the first date of FMLA absence.

10.09 Changes in Leave Request

The type of leave requested will not be changed after the leave is taken, or after one (1) day of the teacher's return to work.

10.10 Paid Leave on Calamity Days

An employee using sick or personal leave will not be charged with such a day of leave if a calamity day occurs on the requested date of leave.

ARTICLE ELEVEN

FRINGE BENEFITS

11.01 Availability to Employees

Medical, dental, vision, and life insurances will be available to all employees. No employee will be covered on more than one medical, dental, and vision plan provided by the district.

11.011 Spousal Eligibility for Medical Insurance

Spouses of staff members who are eligible for insurance through their own employer, or another source, are not eligible to be covered under the district's medical insurance plan. All covered staff members, including those who are single or automatically exempt, must complete and return the Spousal Eligibility Rule Form annually during the open enrollment period. Staff members will be notified if the form is to be completed on paper or electronically.

11.012 Spousal Eligibility Exemption

Staff members are automatically exempt from above (11.011) if their spouse: (1) is not employed, (2) is employed but does not have insurance available or does not qualify for insurance through their employer, or (3) works for the District in which case the staff members may enroll in two single plans or one single and one employee/kids plan.

11.02 Board Payment for Benefits

All Board payments for benefits described in Article Eleven are the amounts paid for full-time employees as described in Section 7.071. Board payments for part-time employees are proportional as described in Sections 7.072 and 7.0721.

11.03 Medical Insurance

11.031 Network Coverage

Employees can choose in network or out of network coverage of medical expense at the time the expense is incurred.

11.0311 Co-Pay for In Network Coverage

For services in network, deductibles are one thousand dollars (\$1,000) per person, two thousand dollars (\$2,000) per family. The annual out of pocket maximum is one thousand dollars (\$1,000) per person, two thousand dollars (\$2,000) per family.

11.0312 Co-Pay for Out Of Network Coverage

For services out of network deductibles are two thousand dollars (\$2,000) per person, four thousand dollars (\$4,000) per family. The annual out of pocket maximum is two thousand dollars (\$2,000) per person, four thousand dollars (\$4,000) per family.

11.032 Board Payment of Medical Premium

The Board share of the monthly payment of medical insurance premiums will be capped at the amounts listed below:

Plan	Effective Premium Date 10/1/2016
Single	\$531.94
Employee + Children	\$957.50
Employee + Spouse	\$1,058.09
Family	\$1,668.54

11.0321 Year Three Board Contribution Increase

Effective 10/01/2018 premium, the caps will increase the same percentage as the overall premium increase with a maximum cap increase of two and one half percent (2.5%).

11.033 Hepatitis B Shots

The Board shall pay for the hepatitis B shots for all bargaining unit members who request the shot at a location specified by the Board. Insurance coverage should be sought, with the Board picking up the co-pay if required by the insurance carrier.

11.034 Medical Insurance Payment in Lieu

Any member who is eligible for medical insurance and does not participate in the District's insurance plan, either through his/her own coverage or through an eligible spouse, will receive a monthly payment of two hundred fifty dollars \$250 for each month of nonparticipation. The member must be enrolled in another health plan with proof of coverage to be eligible for the payment. In lieu payments are proportional as described in Sections 7.072 and 7.0721.

11.035 Excise Tax on Medical Plans

If annual medical insurance premiums come within \$1,000 of the annual thresholds that will impose an excise tax on the district for a high cost employer sponsored health plan, adjustments will be made to the benefits offered in the plan to reduce the annual premium by a minimum of \$2,000. This section applies to any state or federal laws that are currently in place and/or enacted during the term of this agreement.

11.036 High Deductible Health Plan (HDHP)

The district will offer a High Deductible Health Plan (HDHP). The plan design, district's share of premium, and the district's contribution to a Health Savings Account will be determined by the Board of Education. Spouses will be eligible for the HDHP. If a spouse has coverage through his/her employer, the Board contribution to the Health Savings Account level will be at the employee only level.

11.04 Dental Insurance

11.041 Amount of Deductible

A twenty-five dollar (\$25) deductible dental plan fifty dollar (\$50) maximum family deductible will be as follows:

11.0411 Class I - Preventative & Diagnostic (no deductible) Routine oral exams (2 x per 12 mo.), teeth cleaning (2 x per 12 mo.), fluoride treatment (once yearly), emergency pain treatment, space maintainers, diagnostic x-rays, test and lab exams.

11.0412 Class II - Basic Restorative (80% after deduction) Fillings (amalgams, silicate, acrylic), root canal therapy, gum disease treatment, bridgework & denture repair, extractions, oral surgery and general anesthesia (if medically necessary).

11.0413 Class III - Major Restorative (50% after deductible) Inlays, onlays, gold fillings, crown restoration, fixed bridgework (initial installation), installment of removable dentures (partial or full), replacement of existing bridgework or dentures.

11.0414 Class IV - Orthodontia [sixty percent (60%), one thousand (\$1000) lifetime per person]. Full-banded orthodontic treatment, appliances for tooth guidance, appliances to control harmful habits and retention appliances (not in connection with full-banded treatment).

11.0415 Maximum benefit each calendar year for class I, II, & III services are \$1,500.

11.043 Board Payment of Dental Premium

The Board share of the monthly payment of medical insurance premiums will be capped at the amounts listed below:

Single	\$34.34
Family	\$86.90

11.05 Life Insurance

The Board will provide in full for each half-time or more teacher a fifty thousand dollar (\$50,000) policy which includes a double indemnity provision in case of accidental death will be provided by the Board. This policy includes waiver of premium during total disability to age 60, and conversion privileges.

11.06 Vision Insurance

11.061 Vision Coverage Defined

The Board will provide eligible employees a vision care benefit with exam and lenses every twelve (12) months, frames every twelve (12) months, full coverage for medically necessary contact lenses or an one hundred twenty dollars (\$120) cosmetic contact lens allowance.

11.062 Amount of Deductible

There is a ten dollar (\$10) deductible on exams and a fifteen dollar (\$15) deductible on prescription glasses if subscribing doctors are used; payment according to schedule with the same deductibles if non-subscribing doctors are used.

11.063 Board Payment of Vision Premium

The Board share of the monthly payment of medical insurance premiums will be capped at the amounts listed below, with the teacher paying the balance of the monthly premium through twice monthly payroll deduction, for either the individual or family plan as selected by the teacher.

Single	\$11.22
Family	\$30.94

11.07 Availability of Insurance

Effective during the period of this master contract, the above insurance programs shall be available for all members of the bargaining unit as specified. Notification regarding the open enrollment period will be made electronically.

11.08 Change in Carrier

In the event the board changes the carrier for any insurance program during the term of the contract, the coverage shall be substantially equal to or greater than the existing coverage. "Substantially equal" in this context shall mean when all of the variations of the new policy are reviewed by the parties, the amount of summative variation of the new policy from the old policy shall be of very little difference. It shall be the responsibility of the Superintendent and Treasurer to meet with the leadership of the Association at least sixty (60) days prior to the changing of the carrier.

11.09 Effective Dates and Changes in Coverage

Coverage for new regular teachers becomes effective their first working day on the payroll. In the event a teacher desires to change coverage (i.e. single to family), the teacher must file an application with the Treasurer or electronically if required by the Treasurer's Office. The effective date of change will be the date such changes are accepted by the carrier. Changes of coverage can be made if there is a loss of spousal insurance, change in family status, or during the open enrollment period.

11.10 Continuance of Coverage While Not on Duty

11.101 Reasons for Not Being Covered

The above insurance shall be continued for any eligible teacher member who pays the member's portion when such teacher is on the active working payroll, compensated sick leave, compensated leave of absence, non-disability leave of absence of less than thirty (30) days, disability leave of absence of less than thirty (30) days, or until such teachers either resign their employment status or fail to return to active working status at the commencement of the next school year.

11.102 COBRA Benefits

Teachers on non-compensated approved leave of absence (including disability leave of absence) of over thirty (30) days' duration or on lay-off under a suspended contract, who desire to continue medical insurance coverage for the teaching staff member may do so under the federal regulations of COBRA.

11.11 Employee Insurance Contributions by Payroll Deduction

Employee insurance contributions shall be by payroll deduction, twice monthly.

ARTICLE TWELVE

SALARIES AND ECONOMIC WELFARE

12.01 Regulations and Conditions of the Salary Schedule (Schedules Attached as Appendix N)

12.02 Procedures for Determining Salaries

The salaries of all members of the bargaining unit shall be determined in accordance with the terms of this schedule.

12.03 Credit from Other Districts

12.031 Transfer of Service

Bargaining unit members will be permitted to transfer ten (10) years of service requiring teaching certification/licensure (one hundred and twenty (120) or more contract days each within a twelve (12) month period) from another public school system or private accredited system or from any institution of higher learning. Additional years of service may be granted at the discretion of the superintendent and approval of the Board of Education.

12.032 Credit for Armed Services Duty

Any person employed in any public school system in Ohio who has served or who may serve in the Armed Forces of the United States shall be given up to five (5) years of service credit for the time spent in such forces.

12.033 Verification of Transferred Service

New employees are responsible for having their service outside of the district verified on the district's verification form. (Appendix M)

12.04 Advancements for Extra Training

Teachers who meet requirements to advance a class on the adopted salary schedule may request advancement beginning the semester following finishing the requirements for such advancement.

12.041 Advancement for Credits Earned during the First Semester

For advancement effective the first semester, written proof of having met the requirements [course work verification showing additional hour(s) with transcript to follow within 60 days] for advancement shall be provided to the treasurer on or before the first day for teachers.

12.042 Advancement for Credits Earned during the Second Semester

For advancement effective the second semester, proof shall be submitted on or before the last day of the first semester with transcript to follow within sixty (60) days.

12.05 Direct Deposit

All employees are required to use direct deposit as his/her method of payment.

12.06 Regulations of the Additional Duty Pay Scale (Schedule Appendix N)

12.061 Reasons for Issuance of Supplemental Contracts

Teachers assigned additional responsibilities and granted additional compensation for such responsibilities shall be given a written supplemental limited contract that is in addition to their regular contract.

12.062 Supplemental and Extended Contracts

All extended and supplemental contracts are limited one (1) year contracts and are automatically terminated

at the end of each school year. Employees are required to annually apply for those positions they are interested in filling. If determined by the administration the qualifications of applicants are equal, the certificated applicant with the most seniority will be recommended for the position.

12.063 Rights of Board to Offer Supplemental Contracts

Nothing herein contained shall be construed to prohibit the Board from offering a supplemental contract to any individual classroom teacher, such additional time to be paid at the rate as established by contract, provided no individual teacher shall be required to accept a supplemental contract nor shall anything herein contained be construed to prohibit the addition of supplementary contract categories to the schedule as proposed. (O.R.C. 3319.08) The supplemental salary schedule, with a listing of supplemental positions and the amounts to be paid for the performance of the supplemental duty, shall be attached to this document as Appendices Q, R, S.

12.064 Offer of Supplemental Contracts Prior to Offers Made Outside of Unit

Supplemental positions shall be offered to qualified (as determined by the Superintendent) members of the bargaining unit prior to any offer outside the unit. This section of the Agreement shall not limit the legal right of the Board to reject the recommendation of the Superintendent.

12.065 Duties of Supplemental Contracts to be Defined in Writing

The duties of all supplemental contract positions will be defined by the administration in writing and presented to the teacher at contract time.

12.066 Payment for all supplemental contracts (except chairpersons, band, and choir directors) will be made by the Board within twenty-one (21) days after the Treasurer receives the "Supplemental Close Out Form".

12.067 All teachers holding an athletic supplemental contact will be evaluated by an Administrator or Athletic Director.

12.068 Supplemental Contract Amounts

Pay for Supplemental Contracts shall be based upon a percentage of the base salary.

12.069 Supplemental Contract as an Effect on Teaching Contract

No bargaining unit member's regular teaching contract shall be affected as to whether the member accepts, rejects or resigns from a supplemental contract.

12.06910 Establishing New Supplemental Positions

In the event the Board of Education establishes a new supplemental position during the terms of this contract, the Superintendent will propose a salary schedule that must be approved by the Board of Education. The new supplemental salary will be open for discussion at the conclusion of the negotiated agreement.

12.07 Accumulated Sick Leave Pay

12.071 Number of Days Accumulated

A teacher in the District who officially retires with STRS from active service with this district and who has ten (10) or more years of service with the district, may at the time of retirement be paid for twenty-five percent (25%) of their days of accrued but unused sick leave.

12.072 Dollar Amount of Calculation

The payment shall be based on the teacher's daily rate of pay at the time of retirement and shall eliminate all unused sick leave from the teacher's records.

12.073 Rights of Employee's Estate

In case of death of a bargaining unit member who has ten (10) or more years of service credit with the STRS will be eligible for accumulated sick leave pay and will be deemed to have made application for such the day prior to his/her death. The accumulated sick leave pay will be based on the member's daily rate of pay at the time of death and will be paid to his/her estate. For teachers hired after July 1, 2005, ten (10) or more years of service must be with Northwestern.

12.074 Method of Payment

Accumulated sick leave pay will be paid in the same calendar year as retirement and/or the teacher may elect to establish a tax-deferred annuity. In lieu of receiving accumulated sick leave pay in a lump sum the teacher may elect to establish a tax-deferred annuity provided the annuity amount falls within the maximum exclusion allowance as described by the IRS. The calculation of the maximum exclusion allowance will be the responsibility of the teacher. The money will be deposited to the approved annuity company of the teacher's choice with the other payroll deductions mailed the pay date of the severance check. Any remaining dollar amount will be paid to the teacher within the same calendar year. If the teacher chooses this option, the teacher will notify the Treasurer, in writing with the maximum exclusion allowance attached, at least thirty (30) days prior to the effective retirement date. If the IRS declared this section illegal, this section of the Agreement will become null and void.

12.075 Qualifications and Certification

The employee must within one hundred and twenty (120) days of the last day of employment prove acceptance into the retirement system by having received and cashed his/her first retirement check.

12.08 Hourly Rate for Instruction

12.081 Method of Compensation for Tutoring

The rate for all classroom tutors shall be the appropriate negotiated salary with credit for training and experience.

12.082 Hourly Rate

The rate of compensation for all other tutoring, summer school, adult education, proficiency tutoring, LPDC Committee Members, IAT members, IEP/MFE meetings, internal substitution and home instruction will be \$21.00.

12.0821 IAT Chairperson Payment

The IAT chairperson will receive a two hundred dollar (\$200.00) stipend beyond the hourly rate. Members of the IAT teams shall elect these IAT Chairpersons at its first meeting of the year.

12.083 Mileage Reimbursement

Reimbursement for mileage and travel allowance for regular assigned contractual duties for employees will be at the rate established by the Board of Education annually.

12.084 Attendance Incentive Plan

Full-time teachers employed an entire quarter (grading period) have not used any sick leave and personal leave during the quarter shall receive the following attendance incentive:

One quarter of no sick or personal leave (First Occurrence)	Two quarters of no sick or personal leave (Second Occurrence)	Three quarters of no sick or personal leave (Third Occurrence)	Four quarters of no sick or personal leave (Fourth Occurrence)
\$100	\$150	\$200	\$300

The maximum incentive an employee may earn is \$750 per school year.

12.0841 Payment of Policy

Payments will be made within four (4) weeks of the end of the quarter.

12.09 Salary Reduction Payment to S.T.R.S.

12.091 Equal Reduction of Salary of All Staff

Each teacher's salary shall be reduced in an amount equal to the teacher's contribution to the State Teachers Retirement System and paid to STRS on behalf of the teacher.

12.092 Equally Applied to All Staff

The salary reduction method of STRS payment shall apply uniformly to all teachers and no teacher covered by STRS shall be exempt.

12.093 Effective Date of Benefit

The payment defined herein shall become effective July 1 of the involved year and shall apply to all compensation earned after this date including regular contract and supplemental contract earnings.

12.094 Forfeiture Due to IRS Regulations

Should the Internal Revenue Service or the State Teachers Retirement System determine that this reduction provision is not qualified under the IRS code, or is unlawful in any manner, this provision shall be controlled by Article I.

12.095 The W-2 Form issued will comply with I.R.S. regulations.

12.096 Any teacher requesting payroll deduction for buying additional credit with STRS shall have this deduction pre-tax of the salary.

12.10 Workers' Compensation

12.101 Qualifications for Workers' Compensation

In the event of a service-connected occupational illness or injury, as determined by the industrial commission, professional staff members will not be required to exhaust sick leave before receiving compensation from the industrial commission.

12.102 Reinstatement Rights Upon Return to Duty

Any professional staff member absent from work because of any service-connected occupational illness or injury, as determined by the industrial commission, shall be entitled to reinstatement at the appropriate rate of pay upon approval of the application to return to work. Such application shall include medical certification of ability to assume full-time teaching responsibilities. Such application must be made within one (1) school year following the date of the last receipt of compensation benefits from the State of Ohio to permit return in accordance with this section.

12.103 Accommodations for Medical Conditions

Accommodations for medical conditions will be processed through Worker's Compensation. If not approved for Worker's Compensation coverage, the employee will agree to be examined by a doctor of the Board's choice to determine the medical need of the accommodation.

12.11 Plan 125

The Board shall select a carrier for a Section 125 plan available to each member of the bargaining unit. There will be no maintenance charges to the Board. Bargaining unit members shall have the right to participate in all phases of the 125 plan (i.e. medical premium, medical out of pocket and qualified dependent care.) All employees must annually sign the form to participate in the program or to decline participation.

12.12 Tuition Reimbursement

12.121 Amount of Hours for Reimbursement

Teachers on active payroll who enroll in a college course related to their employment responsibilities may be reimbursed for up to ten (10) semester hours per year of college credit tuition.

12.122 Amount of Reimbursement

Such reimbursement is limited to courses receiving the Superintendent's approval prior to registration at the rate of two hundred twenty-five (\$225.00) semester hour of credit or the amount paid per credit hour if it is less than two hundred twenty-five (\$225.00), and is limited to an annual budget amount of twenty-five thousand dollars (\$25,000). Each year the amount will be divided equally into two six month periods of July 1 through December 31, and January 1 through June 30. Money not used in the first half of the year will be carried over to the second half. Money not expended by June 30 will be added to the balance for the next fiscal year.

12.123 Method of Reimbursement

Reimbursement is to be obtained by submitting an official transcript or grade report of a prior approved course to the Treasurer i.e. passing grade or higher. Payment is limited to courses for the semester requested by the teacher. Courses must be approved by the LPDC. Grades must be turned in for payment within sixty (60) days of the employee's estimated course completion date. Classes not turned in during this time period will not be eligible for reimbursement and the money will go back into the total available for tuition reimbursement. Proof of payment will be submitted to show the amount the employee paid for tuition.

12.13 Pay for Internal Substitution

The teacher will be twenty-one dollars (\$21.00) per period of substitute teaching.

12.14 Salary Increases

Salary increase shall be two percent (2%) to the base salary for the 2016-17 school year, two percent (2%) to the base salary for the 2017-18 school year, and two percent (2%) to the base salary for the 2018-19 school year.

12.15 Employment of Retired Employees

For retired employees hired after July 1, 2013, the following provisions will apply to the employment of employees who have retired from a qualified retirement system, and expressly supersede all relevant provisions of the Ohio Revised Code, including but not limited to 3317.13, 3319.08, 3319.11, 3319.111. The board is authorized to fill any bargaining unit vacancy with a retired employee to the conditions provided below.

12.151 No Guarantee of Post Retirement Employment

Prior employment in the District is no guarantee of post-retirement employment or a particular assignment. Retired employees must apply for each vacancy for which they wish to be considered, and compete with other applicants as a part of the selection process.

12.152 Post Retirement Employment Salary Schedule Placement

For the purposes of salary schedule placement retired employees shall be granted up to a maximum of five (5) years' service credit. Employees will be credited with all earned training/education for purpose of salary schedule placement.

12.153 Post Retirement Employment Contracts

Post retirement employees will be awarded one-year contracts of employment that will automatically expire at the end of the applicable school year without notice of non-renewal. Employees may be re-employed from year to year under these limitations, but shall not be eligible for continuing contract status.

12.154 Post Retirement Employment Seniority

Post retirement employees will not retain or accrue seniority.

12.155 Post Retirement Employment Severance Pay

Post retirement employees shall not be eligible for severance pay upon separation from employment.

12.156 Post Retirement Employment Contract Provisions

Post retirement employees shall follow all contract provisions of the negotiated agreement unless otherwise limited by specific provisions of this Article.

12.157 Post Retirement Employment Beginning Sick Leave Balance

Retired Professional Staff Members who are rehired will begin employment with zero (0) days of accumulated sick leave, and will accrue and accumulate sick leave in accordance with provisions of the agreement.

12.159 Post Retirement Employment Insurance Benefits

Post retirement employees shall be eligible to participate in the District's medical, dental, vision, and life insurance programs offered to bargaining unit members.

12.16 College Credit Plus (CCP)

CCP is a program in which college ready students, grades 7-12, may enroll in a college, and upon successful completion of the college-level course receive transcript credit from that college, which is reflected on the student's official college record. To be qualified to teach a College Credit Plus course, a bargaining unit member must be an adjunct professor at a college or university.

12.161 Qualified bargaining unit members shall be given the first opportunity to teach CCP classes in accordance with this article.

12.162 All CCP instructor positions will be voluntary and will not apply as an involuntary transfer assignment by the Board or the Superintendent.

12.163 Any evaluation done by the Higher Education institution of the bargaining unit member teaching a CCP class will not impact the teacher's OTES evaluation cycle. If the bargaining unit member makes a request, in writing, CCP teachers may choose to allow for the observation of their CCP class to be considered as one of their formal observations within their OTES evaluation cycle.

12.164 Teachers of CCP courses shall be afforded release time, as needed, to attend quality workshops and conferences related to CCP.

12.17 Annual Stipend

All NTA employees who work and are paid for their entire 2016-17 annual contract will receive an annual stipend of \$1,500 payable in June, 2017. All employees who work and are paid for their entire 2017-18 annual contract will receive an annual stipend of \$1,000 payable in June, 2018. Employees who do not fulfill an entire annual contract due to district approved FMLA will remain eligible for the aforementioned annual stipends.

12.18 Contract Ratification Bonus

If this negotiated agreement is ratified by the NTA membership by June 4, 2016, all NTA employees who are actively employed on May 25, 2016 will receive a contract ratification bonus of \$1,500. If the contract is ratified after June 4, but before June 8, 2016, the contract ratification bonus will be \$1,200. The bonus will be paid in June, 2016.

12.19 Reopener – Step 23

The contract will be reopened in 2018 for the sole purpose to discuss adding a Step 23 to the salary schedule for the third year of the contract.

ARTICLE THIRTEEN

TEACHER EVALUATION PROGRAM

13.01 Teacher/Counselor Evaluation

The improvement of instruction is the primary purpose of the teacher evaluation program. The secondary purpose is documentation for re-employment recommendations. Evaluation procedures will be established by a Joint Evaluation Committee.

13.011 Joint Evaluation Committee

A Joint Evaluation Committee will be established upon ratification of this contract. The committee will be comprised of up to six (6) teachers per building, one of which must be an NTA Executive Board Committee member, at each building, and four (4) building Administrators. The purpose of this committee will be to review all issues, and/or recommended changes regarding Teacher Evaluation and/or School Counselor Evaluation.

All work products of this committee shall be implemented via Memorandum of Understanding between the parties and are subject to ratification by the Association and Approval by the Board.

Additional responsibilities include review and approval of Student Learning Objectives using the SLO rubric. By September 1 of each school year, the Committee will determine if the Traditional Framework or Alternative Framework will be used.

1. The Joint Committee will meet at least three (3) times per year.
2. Joint Committee members will receive training in SLO.
3. The President of the Association and the Superintendent will act as co-chairs.

ARTICLE FOURTEEN

DURATION/TERMS OF AGREEMENT/SAVINGS CLAUSE

14.01 Contract to Remain in Full Force and Effect

All sections of this master contract will remain in full force and effect in the successor contract unless altered during these negotiations.

14.02 Rights of Parties During Negotiations of Successor Contract

The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals on any subject within the scope of negotiations. The understandings and agreements arrived at by the parties after the exercise of this right and opportunity are contained in this Contract and the Parties agree that this Agreement constitutes the entire contract between them and settles all demands and issues. All prior negotiated agreements not contained herein, and all prior practices, rules, or regulations not contained herein shall not be binding upon the Parties to this Agreement.

14.03 Association Sole Bargaining Agent

Bargaining Rights - The Board agrees not to negotiate with any individual, group, or organization purporting to represent the certificated teachers, other than the Association, except as provided for in this Agreement.

14.04 Limited Rights of Parties to Consult

This Agreement does not preclude discussion or consultation regarding concerns expressed by personnel of the participating parties to this Agreement. However, this discussion or consultation shall not include items, which are negotiable as defined by Ohio Revised Code 4117.

14.05 Provisions Contrary to Law and Duty to Negotiate

The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions enacted after the signing of this Agreement. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, the parties to the Agreement shall meet within ten (10) days to consider substitute provisions which are in conformity with the applicable laws. However, this Agreement supersedes all Board policies, rules and regulations and State law unless specifically denied by law. All federal laws supersede this Agreement.

14.051 Duty to Negotiate Changes

If such negotiations do not resolve the matter within twenty-one (21) days thereafter, the normal impasse will be used to settle the differences as specified in Section 2.027. The remainder of this Agreement shall remain in full force and effect during the duration of this Agreement.

14.06 Terms of Agreement

The Northwestern Teachers Association (NTA) and the Northwestern Board of Education mutually agree to the Negotiated Agreement between the parties in effect from July 1, 2016 – June 30, 2019.

14.07 Rights of Association under Reopener

If a scheduled reopener occurs and an agreement cannot be reached on the items, the dispute process of this contract shall be used to settle the differences. If an agreement cannot be reached, the Association will have the right to withhold its services in accordance with ORC Chapter 4117.

14.08 Signature of the Parties

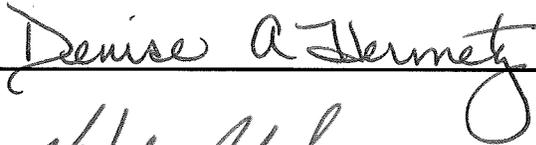
NTA – Ratified by a vote of the NTA membership on June 3, 2016 – NTA Negotiating Team Members

Jeff Caivano

Kevin Fraker



Denise Hermetz



Nicholas Mitchell



Jenny Roderick

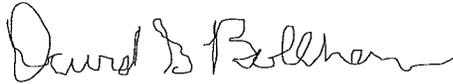


Karen Via



Board of Education – Ratified by the Northwestern Board of Education on June 23, 2016 – Negotiating Team Members

David Bollheimer



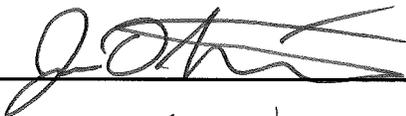
Libbee Hasting



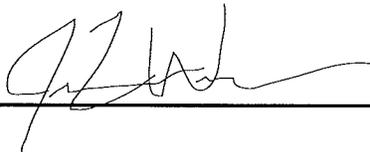
Russell Steele



Jesse Steiner



Joshua Wasson



Appendix A

NORTHWESTERN LOCAL SCHOOL DISTRICT
Grade Chairperson/Department Head

Building:

Position:

Term: One contractual Year

Responsibilities: This person shall coordinate programs and materials and shall serve as instructional liaison between the members of the department and the school administration. Such department head/grade level chairperson shall not be considered an administrative or supervisory employee.

Specific Duties:

- Provide positive leadership
- Coordinate curricular programs
- Coordinate staff development opportunities for grade level/department
- Assist the building administrator which may include:
 - Completion of requisitions for grade level/department
 - Schedules
 - Chairing monthly grade level/department meetings
 - Providing administration with agendas and minutes of meetings
- Attending monthly grade level/department head meetings
- Communicating parent, public concerns or compliments to administration and grade level/department
- Work with grade level/department to implement C.I.P. goals
- Work with grade level/department to implement building goals
- Duties would not include teacher evaluation.

Appendix B

Title: Resident Educator Mentor

Reports To: Building Principal

Employment Status: Supplemental Assignment

FLSA Status: Exempt

Qualifications:

1. Mentor must meet all of the following state qualifications:
 - a. Five-year professional License OR two-year Provisional License that has been renewed two or more times;
 - b. Five years of teaching experience;
 - c. Recent classroom experience within the last five years.
2. Attend annual state-sponsored mentor trainings required for mentor certification. "Instructional Mentoring" (IM, 1 day) and "Resident Educator 1" (RE1, 1 day). Attend additional state-sponsored required trainings during the 4 year program (to be announced).

Essential Functions:

1. Use the formative assessment tools, protocols and processes shared in state mentor training. These include:
 - a. RE Self-Assessment
 - b. Analysis of Student Learning
 - c. Mentor Observation of REs
 - d. Professional Goal Setting—2 goals aligned to Ohio Mentor Standards
 - e. Collaborative Log
2. Conduct a minimum of 4 Resident Educator observations annually
3. Participate in reciprocal observations between mentor and Resident Educators and other exemplary teachers (arranged with Principal).
4. Be responsible for the mentor-RE collaboration – 1 hour per week before or after school.
5. Attend professional development targeted to resident educators and mentors determined by NWLSD RE planning team.
6. Lead the mid-year goal review between RE and mentor
7. Lead the annual formative progress review with mentor and RE
8. Verify completion of program on license application in year 4 RE

Appendix C

LEVEL ONE: FORMAL GRIEVANCE: PRINCIPAL

(A single copy of which will be submitted to the Association, Superintendent and Principal by the Aggrieved who will retain one (1) copy.)

AGGRIEVED _____

PRINCIPAL _____

DATE AND NATURE OF ALLEGED GRIEVANCE:

GRIEVANCE RELATES TO AGREEMENT SECTION(S):

RELIEF SOUGHT:

HEARING REQUESTED: _____ YES _____ NO
(Must be conducted within 5 days of receipt of this form)

Signature of Aggrieved

Date

Received by _____
Name (printed)

Date / Time

Signature of Recipient

DECISION OF PRINCIPAL

(To be completed by the Principal, who shall retain one (1) copy and deliver one (1) copy to the Aggrieved, the Association and the Superintendent within five (5) days of Level One Grievance Presentation or five (5) days after Level One Grievance Hearing.)

DATE OF LEVEL ONE GRIEVANCE HEARING: _____

DECISION OF PRINCIPAL AND REASONS THEREFORE:

DATE OF DECISION _____

Signature of Principal

Received by _____
Name (printed)

Date / Time

Signature of Recipient *

* Signature of Recipient does not indicate acceptance of the Principal's Decision

3.051 Appeal of Principal's Decision

If the action taken in Level One by the principal does not resolve the grievance to the satisfaction of the employee(s) or no decision has been rendered by the principal per 3.046, the employee(s) may appeal in writing to the Superintendent within five (5) days of the outcome of the Level One Formal Grievance. (See Appendix D)

Appendix D

LEVEL TWO: GRIEVANCE: SUPERINTENDENT

(To be completed by the aggrieved, who will retain a single copy and deliver one (1) copy to the Principal, Superintendent and the Association, within five (5) days of the outcome of Level One FORMAL GRIEVANCE in Appendix C, if applicable.)

AGGRIEVED _____

SUPERINTENDENT _____

DATE AND NATURE OF ALLEGED GRIEVANCE:

GRIEVANCE RELATES TO AGREEMENT SECTION(S):

RELIEF SOUGHT:

HEARING REQUESTED: _____ YES _____ NO
(Must be conducted within 5 days of receipt of this form)

Signature of Aggrieved

Date

Received by _____
Name (printed)

Date / Time

Signature of Recipient

DECISION OF SUPERINTENDENT

(To be completed by the Superintendent, who shall retain one (1) copy and deliver one (1) copy to the Aggrieved, the Association and the Principal within five (5) days of Level Two Grievance Presentation or five (5) days after Level Two Grievance Hearing.)

DATE OF LEVEL ONE GRIEVANCE HEARING: _____

DECISION OF SUPERINTENDENT AND REASONS THEREFORE:

DATE OF DECISION _____

Signature of Superintendent

Received by _____
Name (printed)

Date / Time

Signature of Recipient *

* Signature of Recipient does not indicate acceptance of the Principal's Decision

3.061 Appeal of Superintendent's Decision to Mediation

If the action taken in Level Two by the Superintendent or his/her designee does not resolve the grievance to the satisfaction of the employee(s) or no decision has been rendered by the Superintendent or his/her designee per 3.053, the Association will utilize the services of the Federal Mediation and Conciliation Service (FMCS) to attempt to mediate a resolution to the dispute. The agreement to utilize the FMCS mediation services must be in writing, signed by the Association President and the Superintendent, and must be dated no later than 10 (ten) days after the outcome of the Level Two Grievance. (See Appendix E)

Appendix E

LEVEL THREE: MEDIATION

(To be completed by the Association within ten (10) days of the outcome of Level Two Grievance, with a single copy delivered to each of the following persons: the Board President, the Aggrieved, the Treasurer, the Superintendent, and the Principal. An additional copy should be retained for reference.)

Per the Collective Bargaining Agreement, the Federal Mediation and Conciliation Service (FMCS) will be utilized to mediate a resolution to the dispute between the Association and the Board of Education. Copies of previous levels of grievance shall be attached to this form.

Aggrieved Person _____

Signature of Association President

Date / Time

Signature of Superintendent

Date / Time

Appendix F

LEVEL FOUR: ARBITRATION

(To be completed by the Association within ten (10) days after mediation, with a single copy delivered to each of the following persons: the Board President, the Aggrieved, the Treasurer, the Superintendent, and the Principal. An additional copy should be retained for reference.)

The mediation meeting did not resolve the grievance to the satisfaction of the employee(s), therefore is being referred to arbitration by the Association. Copies of previous levels of grievance shall be attached to this form.

Aggrieved Person _____

Signature of Association President

Date / Time

Received by _____
Name (printed)

Date / Time

Signature of Recipient

Appendix H

Sick Leave Bank Participation Election/Refusal Notification

Name _____

In order to participate in the Northwestern Schools/NTA Sick Leave Bank (SLB), I understand that two (2) days of sick leave will be deducted from my accumulated sick leave balance and that I may be assessed at a later date for additional days. I also understand that I am eligible to benefit from the SLB if and when there is a need. If days are withdrawn from the sick leave bank I will be not required to return the borrowed days from the bank after accumulating the required days.

In consideration of the benefits of participating the SLB, each applicant for membership in the SLB each applicant for membership in the SLB and for benefits from the SLB shall, as a condition so such application, agree in writing as follows:

"I specifically acknowledge and agree that participation in the SLB will follow section 8.017 of the NTA Master Agreement. All decisions of the Sick Leave Bank Committee (SLBC) will be final and are binding and not subject to grievance. I further agree to abide by such decisions and indemnify and hold harmless the Northwestern Local School District, the Northwestern Teachers Association, the Sick Leave Bank Committee, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by them concerning this application, any applications for withdrawal, and repayment of days borrowed from the SLB."

When an employee donates days to the SLB, he/she agrees to the above stated rules for administration of the SLB and agrees to abide by the stated rules.

This form must be returned to the Treasurer prior to October 31.

Signature

Date

I do not wish to participate in the Sick Leave Bank and fully understand that I will not be eligible for any benefits derived from this bank.

Signature

Date

Office Use

days deducted from balance.
Initials

Date

Two sick

Appendix I

EMPLOYEE APPLICATION FOR SICK LEAVE BANK WITHDRAWAL

Name _____

Current Sick Leave Balance _____ Sick Days Used this School Year _____

Sick Days used for Current Illness/Injury _____ Total Days Previously Withdrawn from SLB _____

Employee' reason for request (be specific) _____

Estimate of additional days needed _____

Name of attending physician _____ Telephone _____

Address _____

Signature of applicant _____ Date _____

Please submit request to Superintendent

Sick Leave Bank

Committee Use

_____ Request approved for _____ days to be withdrawn from Sick Leave Bank.

_____ Request denied

Signature of SLBC Chairman _____ Date _____

Treasurer's Office

Use

Date days added to Sick Leave Balance _____ Initials _____

Appendix K
2016-17

2016-17 Salary Schedule

	1	2	3	4	5	6	
	BA	BA +10	MA	MA +10	MA +20	MA +30	
0	1.0000 \$35,473	1.0404 \$36,906	1.1004 \$39,034	1.1154 \$39,567	1.1304 \$40,099	1.1504 \$40,808	0
1	1.0410 \$36,927	1.0864 \$38,538	1.1514 \$40,844	1.1694 \$41,482	1.1864 \$42,085	1.2076 \$42,837	1
2	1.0820 \$38,382	1.1324 \$40,170	1.2024 \$42,653	1.2234 \$43,398	1.2424 \$44,072	1.2648 \$44,866	2
3	1.1230 \$39,836	1.1784 \$41,801	1.2534 \$44,462	1.2774 \$45,313	1.2984 \$46,058	1.3220 \$46,895	3
4	1.1640 \$41,291	1.2244 \$43,433	1.3044 \$46,271	1.3314 \$47,229	1.3544 \$48,045	1.3792 \$48,924	4
5	1.2050 \$42,745	1.2704 \$45,065	1.3554 \$48,080	1.3854 \$49,144	1.4104 \$50,031	1.4364 \$50,953	5
6	1.2460 \$44,199	1.3164 \$46,697	1.4064 \$49,889	1.4394 \$51,060	1.4664 \$52,018	1.4936 \$52,982	6
7	1.2870 \$45,654	1.3624 \$48,328	1.4574 \$51,698	1.4934 \$52,975	1.5224 \$54,004	1.5508 \$55,012	7
8	1.3280 \$47,108	1.4084 \$49,960	1.5084 \$53,507	1.5474 \$54,891	1.5784 \$55,991	1.6080 \$57,041	8
9	1.3690 \$48,563	1.4544 \$51,592	1.5594 \$55,317	1.6014 \$56,806	1.6344 \$57,977	1.6652 \$59,070	9
10	1.4100 \$50,017	1.5004 \$53,224	1.6104 \$57,126	1.6554 \$58,722	1.6904 \$59,964	1.7224 \$61,099	10
11	1.4580 \$51,720	1.5534 \$55,104	1.6684 \$59,183	1.7164 \$60,886	1.7534 \$62,198	1.7866 \$63,376	11
12	1.5060 \$53,422	1.6064 \$56,984	1.7264 \$61,241	1.7774 \$63,050	1.8164 \$64,433	1.8508 \$65,653	12
13	1.5540 \$55,125	1.6594 \$58,864	1.7844 \$63,298	1.8384 \$65,214	1.8794 \$66,668	1.9150 \$67,931	13
14	1.6020 \$56,828	1.7124 \$60,744	1.8424 \$65,355	1.8994 \$67,377	1.9424 \$68,903	1.9792 \$70,208	14
15		1.7654 \$62,624	1.9004 \$67,413	1.9604 \$69,541	2.0054 \$71,138	2.0434 \$72,486	15
16			1.9614 \$69,577	2.0244 \$71,812	2.0714 \$73,479	2.1106 \$74,869	16
27	1.6600 \$58,885	1.7919 \$63,564	2.0224 \$71,741	2.0884 \$74,082	2.1374 \$75,820	2.1778 \$77,253	27
29	1.7180 \$60,943	1.8184 \$64,504	2.0834 \$73,904	2.1524 \$76,352	2.2034 \$78,161	2.2450 \$79,637	29

Teachers on the Col 2 at 7/1/01 with BA 150 hours will remain on this column until the teacher meets the requirements for Col 3. Classes beyond the BA and MA degrees must be college level and related to the teacher's professional growth.

Appendix L
2017-18

2017-18 Salary Schedule

	1	2	3	4	5	6	2017-18
	BA	BA +10	MA	MA +10	MA +20	MA +30	
0	1.0000 \$36,182	1.0404 \$37,644	1.1004 \$39,815	1.1154 \$40,357	1.1304 \$40,900	1.1504 \$41,624	0
1	1.0410 \$37,665	1.0864 \$39,308	1.1514 \$41,660	1.1694 \$42,311	1.1864 \$42,926	1.2076 \$43,693	1
2	1.0820 \$39,149	1.1324 \$40,972	1.2024 \$43,505	1.2234 \$44,265	1.2424 \$44,953	1.2648 \$45,763	2
3	1.1230 \$40,632	1.1784 \$42,637	1.2534 \$45,351	1.2774 \$46,219	1.2984 \$46,979	1.3220 \$47,833	3
4	1.1640 \$42,116	1.2244 \$44,301	1.3044 \$47,196	1.3314 \$48,173	1.3544 \$49,005	1.3792 \$49,902	4
5	1.2050 \$43,599	1.2704 \$45,966	1.3554 \$49,041	1.3854 \$50,127	1.4104 \$51,031	1.4364 \$51,972	5
6	1.2460 \$45,083	1.3164 \$47,630	1.4064 \$50,886	1.4394 \$52,080	1.4664 \$53,057	1.4936 \$54,041	6
7	1.2870 \$46,566	1.3624 \$49,294	1.4574 \$52,732	1.4934 \$54,034	1.5224 \$55,083	1.5508 \$56,111	7
8	1.3280 \$48,050	1.4084 \$50,959	1.5084 \$54,577	1.5474 \$55,988	1.5784 \$57,110	1.6080 \$58,181	8
9	1.3690 \$49,533	1.4544 \$52,623	1.5594 \$56,422	1.6014 \$57,942	1.6344 \$59,136	1.6652 \$60,250	9
10	1.4100 \$51,017	1.5004 \$54,287	1.6104 \$58,267	1.6554 \$59,896	1.6904 \$61,162	1.7224 \$62,320	10
11	1.4580 \$52,753	1.5534 \$56,205	1.6684 \$60,366	1.7164 \$62,103	1.7534 \$63,442	1.7866 \$64,643	11
12	1.5060 \$54,490	1.6064 \$58,123	1.7264 \$62,465	1.7774 \$64,310	1.8164 \$65,721	1.8508 \$66,966	12
13	1.5540 \$56,227	1.6594 \$60,040	1.7844 \$64,563	1.8384 \$66,517	1.8794 \$68,000	1.9150 \$69,289	13
14	1.6020 \$57,964	1.7124 \$61,958	1.8424 \$66,662	1.8994 \$68,724	1.9424 \$70,280	1.9792 \$71,611	14
15		1.7654 \$63,876	1.9004 \$68,760	1.9604 \$70,931	2.0054 \$72,559	2.0434 \$73,934	15
16			1.9614 \$70,967	2.0244 \$73,247	2.0714 \$74,947	2.1106 \$76,366	16
27	1.6600 \$60,062	1.7919 \$64,835	2.0224 \$73,174	2.0884 \$75,562	2.1374 \$77,335	2.1778 \$78,797	27
29	1.7180 \$62,161	1.8184 \$65,793	2.0834 \$75,382	2.1524 \$77,878	2.2034 \$79,723	2.2450 \$81,229	29

Teachers on the Col 2 at 7/1/01 with BA 150 hours will remain on this column until the teacher meets the requirements for Col 3. Classes beyond the BA and MA degrees must be college level and related to the teacher's professional growth.

Appendix M
2018-19

2018-19 Salary Schedule

	1	2	3	4	5	6	
	BA	BA +10	MA	MA +10	MA +20	MA +30	
0	1.0000 \$36,906	1.0404 \$38,397	1.1004 \$40,611	1.1154 \$41,165	1.1304 \$41,719	1.1504 \$42,457	0
1	1.0410 \$38,419	1.0864 \$40,095	1.1514 \$42,494	1.1694 \$43,158	1.1864 \$43,785	1.2076 \$44,568	1
2	1.0820 \$39,932	1.1324 \$41,792	1.2024 \$44,376	1.2234 \$45,151	1.2424 \$45,852	1.2648 \$46,679	2
3	1.1230 \$41,445	1.1784 \$43,490	1.2534 \$46,258	1.2774 \$47,144	1.2984 \$47,919	1.3220 \$48,790	3
4	1.1640 \$42,959	1.2244 \$45,188	1.3044 \$48,140	1.3314 \$49,137	1.3544 \$49,985	1.3792 \$50,901	4
5	1.2050 \$44,472	1.2704 \$46,885	1.3554 \$50,022	1.3854 \$51,130	1.4104 \$52,052	1.4364 \$53,012	5
6	1.2460 \$45,985	1.3164 \$48,583	1.4064 \$51,905	1.4394 \$53,122	1.4664 \$54,119	1.4936 \$55,123	6
7	1.2870 \$47,498	1.3624 \$50,281	1.4574 \$53,787	1.4934 \$55,115	1.5224 \$56,186	1.5508 \$57,234	7
8	1.3280 \$49,011	1.4084 \$51,978	1.5084 \$55,669	1.5474 \$57,108	1.5784 \$58,252	1.6080 \$59,345	8
9	1.3690 \$50,524	1.4544 \$53,676	1.5594 \$57,551	1.6014 \$59,101	1.6344 \$60,319	1.6652 \$61,456	9
10	1.4100 \$52,037	1.5004 \$55,374	1.6104 \$59,433	1.6554 \$61,094	1.6904 \$62,386	1.7224 \$63,567	10
11	1.4580 \$53,809	1.5534 \$57,330	1.6684 \$61,574	1.7164 \$63,345	1.7534 \$64,711	1.7866 \$65,936	11
12	1.5060 \$55,580	1.6064 \$59,286	1.7264 \$63,715	1.7774 \$65,597	1.8164 \$67,036	1.8508 \$68,306	12
13	1.5540 \$57,352	1.6594 \$61,242	1.7844 \$65,855	1.8384 \$67,848	1.8794 \$69,361	1.9150 \$70,675	13
14	1.6020 \$59,123	1.7124 \$63,198	1.8424 \$67,996	1.8994 \$70,099	1.9424 \$71,686	1.9792 \$73,044	14
15		1.7654 \$65,154	1.9004 \$70,136	1.9604 \$72,351	2.0054 \$74,011	2.0434 \$75,414	15
16			1.9614 \$72,387	2.0244 \$74,713	2.0714 \$76,447	2.1106 \$77,894	16
27	1.6600 \$61,264	1.7919 \$66,132	2.0224 \$74,639	2.0884 \$77,074	2.1374 \$78,883	2.1778 \$80,374	27
29	1.7180 \$63,405	1.8184 \$67,110	2.0834 \$76,890	2.1524 \$79,436	2.2034 \$81,319	2.2450 \$82,854	29

Teachers on the Col 2 at 7/1/01 with BA 150 hours will remain on this column until the teacher meets the requirements for Col 3. Classes beyond the BA and MA degrees must be college level and related to the teacher's professional growth.

Appendix N

2016-17
\$35,473

2016-17 Supplemental Salary Schedule

	1st yr		2nd yr		3rd yr		5th yr	
	%	Salary	%	Salary	%	Salary	%	Salary
Football								
Head	15.00%	\$ 5,321	16.00%	\$ 5,676	17.00%	\$ 6,030	18.00%	\$ 6,385
Asst	9.00%	\$ 3,193	9.90%	\$ 3,512	10.80%	\$ 3,831	11.25%	\$ 3,991
Eighth	7.00%	\$ 2,483	7.70%	\$ 2,731	8.40%	\$ 2,980	8.75%	\$ 3,104
Seventh	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660
Basketball								
Head	15.00%	\$ 5,321	16.00%	\$ 5,676	17.00%	\$ 6,030	18.00%	\$ 6,385
Asst	9.00%	\$ 3,193	9.90%	\$ 3,512	10.80%	\$ 3,831	11.25%	\$ 3,991
Eighth	7.00%	\$ 2,483	7.70%	\$ 2,731	8.40%	\$ 2,980	8.75%	\$ 3,104
Seventh	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660
Volleyball								
Head	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	13.75%	\$ 4,878
Asst	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Eighth	7.00%	\$ 2,483	7.70%	\$ 2,731	8.40%	\$ 2,980	8.75%	\$ 3,104
Seventh	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660
Track								
Head	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	13.75%	\$ 4,878
Asst	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Middle School	7.00%	\$ 2,483	7.70%	\$ 2,731	8.40%	\$ 2,980	8.75%	\$ 3,104
MS Asst	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660
Wrestling								
Head	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	13.75%	\$ 4,878
Asst	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Middle School	7.00%	\$ 2,483	7.70%	\$ 2,731	8.40%	\$ 2,980	8.75%	\$ 3,104
Soccer								
Head	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	13.75%	\$ 4,878
Asst	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Base/Softball								
Head	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	13.75%	\$ 4,878
Asst	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Bowling								
Head	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Assistant	5.00%	\$ 1,774	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Golf								
Head	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Swimming								
Head	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Tennis								
Head	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Assistant	5.00%	\$ 1,774	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Cross Country								
Head	8.00%	\$ 2,838	8.80%	\$ 3,122	9.60%	\$ 3,405	10.00%	\$ 3,547
Asst	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217
Weight Room per season	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660
Cheerleading								
Football	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330
Assistant Football	2.00%	\$ 709	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Basketball	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330
Assistant Football	2.00%	\$ 709	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Ninth Basketball	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887
Middle School	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217

Drama									
HS per Product	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Musical Director									
HS per Product	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217	
MS per Product	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217	
ES per Product	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Musical Band Dir	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887	
Musical Choir Dir	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887	
Art									
High School	3.50%	\$ 1,242	3.85%	\$ 1,366	4.20%	\$ 1,490	4.38%	\$ 1,552	
Middle School	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Band	10.00%	\$ 3,547	11.00%	\$ 3,902	12.00%	\$ 4,257	13.00%	\$ 4,611	
Asst Marching Band Dir	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Orchestra	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217	
Choir	6.00%	\$ 2,128	6.60%	\$ 2,341	7.20%	\$ 2,554	7.50%	\$ 2,660	
Flag Corps	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Newspaper	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Yearbook	5.00%	\$ 1,774	5.50%	\$ 1,951	6.00%	\$ 2,128	6.25%	\$ 2,217	
Student Council									
High School	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Five/Six	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887	
Seventh/Eighth	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887	
Class Advisor									
Senior	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Junior	4.00%	\$ 1,419	4.40%	\$ 1,561	4.80%	\$ 1,703	5.00%	\$ 1,774	
Sophomore	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Freshman	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Honor Society	2.50%	\$ 887	2.75%	\$ 976	3.00%	\$ 1,064	3.13%	\$ 1,109	
Destination									
Imagination	2.50%	\$ 887	2.75%	\$ 976	3.00%	\$ 1,064	3.13%	\$ 1,109	
Power of the Pen	2.00%	\$ 709	2.20%	\$ 780	2.40%	\$ 851	2.50%	\$ 887	
SADD	2.50%	\$ 887	2.75%	\$ 976	3.00%	\$ 1,064	3.13%	\$ 1,109	
Ski Club	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Special Wish	3.00%	\$ 1,064	3.30%	\$ 1,171	3.60%	\$ 1,277	3.75%	\$ 1,330	
Dept/Grade Chairs	4.50%	\$ 1,596	4.95%	\$ 1,756	5.40%	\$ 1,916	5.63%	\$ 1,995	
High-Q Advisor		\$ 400							Washington DC Trip Chairperson \$ 400
Pep Band Director		\$ 750							Technology Teacher Leader \$ 2,500
Jazz Band Director		\$ 550							Resident Education Mentor Level 1 \$ 800
Percussionist Instructor		\$ 3,000							Resident Education Mentor Level 2 \$ 400
Band Camp Instructor (up to 4)		\$ 600							Resident Education Mentor Level 3 \$ 200

- Steps increase with continuous years of experience in the same position or sport. The superintendent may approve an exemption to the continuous requirement for step advancement.
- Qualified staff requested to scout by a Head Coach with the prior written approval of the Athletic Director will be paid \$17.50 for each game scouted with mileage reimbursement to be determined by the Athletic Department.
- Staff completing more than one supplemental contract will receive 6% incentive of the amount listed above the greater value contract.
- The number of assistants will be determined by the Athletic Director and Superintendent.
- Administrators or the Athletic Director will be the only evaluators of coaches. Evaluations must be after a minimum of two (2) observations by the evaluator. Head coaches may give verbal input if requested by the evaluator.
- Resident education mentors shall receive a stipend for each resident educator he/she mentors.

Appendix O

2017-18 Supplemental Salary Schedule

2017-18 \$36,182	1st yr		2nd yr		3rd yr		5th yr	
	%	Salary	%	Salary	%	Salary	%	Salary
Football								
Head	15.00%	\$ 5,427	16.00%	\$ 5,789	17.00%	\$ 6,151	18.00%	\$ 6,513
Asst	9.00%	\$ 3,256	9.90%	\$ 3,582	10.80%	\$ 3,908	11.25%	\$ 4,070
Eighth	7.00%	\$ 2,533	7.70%	\$ 2,786	8.40%	\$ 3,039	8.75%	\$ 3,166
Seventh	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Basketball								
Head	15.00%	\$ 5,427	16.00%	\$ 5,789	17.00%	\$ 6,151	18.00%	\$ 6,513
Asst	9.00%	\$ 3,256	9.90%	\$ 3,582	10.80%	\$ 3,908	11.25%	\$ 4,070
Eighth	7.00%	\$ 2,533	7.70%	\$ 2,786	8.40%	\$ 3,039	8.75%	\$ 3,166
Seventh	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Volleyball								
Head	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704	13.75%	\$ 4,975
Asst	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Eighth	7.00%	\$ 2,533	7.70%	\$ 2,786	8.40%	\$ 3,039	8.75%	\$ 3,166
Seventh	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Track								
Head	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704	13.75%	\$ 4,975
Asst	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Middle School	7.00%	\$ 2,533	7.70%	\$ 2,786	8.40%	\$ 3,039	8.75%	\$ 3,166
MS Asst	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Wrestling								
Head	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704	13.75%	\$ 4,975
Asst	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Middle School	7.00%	\$ 2,533	7.70%	\$ 2,786	8.40%	\$ 3,039	8.75%	\$ 3,166
Soccer								
Head	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704	13.75%	\$ 4,975
Asst	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Base/Softball								
Head	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704	13.75%	\$ 4,975
Asst	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Bowling								
Head	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Assistant	5.00%	\$ 1,809	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Golf								
Head	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Swimming								
Head	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Tennis								
Head	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Assistant	5.00%	\$ 1,809	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Cross Country								
Head	8.00%	\$ 2,895	8.80%	\$ 3,184	9.60%	\$ 3,473	10.00%	\$ 3,618
Asst	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
Weight Room per season	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Cheerleading								
Football	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Assistant Football	2.00%	\$ 724	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Basketball	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Assistant Football	2.00%	\$ 724	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Ninth Basketball	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
Middle School	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
Drama								
HS per Product	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809

Musical Director								
HS per Product	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
MS per Product	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
ES per Product	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Musical Band Dir	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
Musical Choir Dir	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
Art								
High School	3.50%	\$ 1,266	3.85%	\$ 1,393	4.20%	\$ 1,520	4.38%	\$ 1,583
Middle School	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Band	10.00%	\$ 3,618	11.00%	\$ 3,980	12.00%	\$ 4,342	13.00%	\$ 4,704
Asst Marching Band Dir	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809
Orchestra	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
Choir	6.00%	\$ 2,171	6.60%	\$ 2,388	7.20%	\$ 2,605	7.50%	\$ 2,714
Flag Corps	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809
Newspaper	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Yearbook	5.00%	\$ 1,809	5.50%	\$ 1,990	6.00%	\$ 2,171	6.25%	\$ 2,261
Student Council								
High School	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809
Five/Six	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
Seventh/Eighth	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
Class Advisor								
Senior	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809
Junior	4.00%	\$ 1,447	4.40%	\$ 1,592	4.80%	\$ 1,737	5.00%	\$ 1,809
Sophomore	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Freshman	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Honor Society	2.50%	\$ 905	2.75%	\$ 995	3.00%	\$ 1,085	3.13%	\$ 1,131
Destination Imagination	2.50%	\$ 905	2.75%	\$ 995	3.00%	\$ 1,085	3.13%	\$ 1,131
Power of the Pen	2.00%	\$ 724	2.20%	\$ 796	2.40%	\$ 868	2.50%	\$ 905
SADD	2.50%	\$ 905	2.75%	\$ 995	3.00%	\$ 1,085	3.13%	\$ 1,131
Ski Club	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Special Wish	3.00%	\$ 1,085	3.30%	\$ 1,194	3.60%	\$ 1,303	3.75%	\$ 1,357
Dept/Grade Chairs	4.50%	\$ 1,628	4.95%	\$ 1,791	5.40%	\$ 1,954	5.63%	\$ 2,035
High-Q Advisor		\$ 400						
Pep Band Director		\$ 750						
Jazz Band Director		\$ 550						
Percussionist Instructor		\$ 3,000						
Band Camp Instructor (up to 4)		\$ 600						
			Washington DC Trip Chairperson					\$ 400
			Technology Teacher Leader					\$ 2,500
			Resident Education Mentor			Level 1		\$ 800
			Resident Education Mentor			Level 2		\$ 400
			Resident Education Mentor			Level 3		\$ 200

- Steps increase with continuous years of experience in the same position or sport. The superintendent may approve an exemption to the continuous requirement for step advancement.
- Qualified staff requested to scout by a Head Coach with the prior written approval of the Athletic Director will be paid \$17.50 for each game scouted with mileage reimbursement to be determined by the Athletic Department.
- Staff completing more than one supplemental contract will receive 6% incentive of the amount listed above the greater value contract.
- The number of assistants will be determined by the Athletic Director and Superintendent.
- Administrators or the Athletic Director will be the only evaluators of coaches. Evaluations must be after a minimum of two (2) observations by the evaluator. Head coaches may give verbal input if requested by the evaluator.
- Resident education mentors shall receive a stipend for each resident educator he/she mentors.

Appendix P

2018-19
\$36,906

2018-19 Supplemental Salary Schedule

	1st yr		2nd yr		3rd yr		5th yr	
	%	Salary	%	Salary	%	Salary	%	Salary
Football								
Head	15.00%	\$ 5,536	16.00%	\$ 5,905	17.00%	\$ 6,274	18.00%	\$ 6,643
Asst	9.00%	\$ 3,322	9.90%	\$ 3,654	10.80%	\$ 3,986	11.25%	\$ 4,152
Eighth	7.00%	\$ 2,583	7.70%	\$ 2,842	8.40%	\$ 3,100	8.75%	\$ 3,229
Seventh	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Basketball								
Head	15.00%	\$ 5,536	16.00%	\$ 5,905	17.00%	\$ 6,274	18.00%	\$ 6,643
Asst	9.00%	\$ 3,322	9.90%	\$ 3,654	10.80%	\$ 3,986	11.25%	\$ 4,152
Eighth	7.00%	\$ 2,583	7.70%	\$ 2,842	8.40%	\$ 3,100	8.75%	\$ 3,229
Seventh	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Volleyball								
Head	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798	13.75%	\$ 5,075
Asst	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Eighth	7.00%	\$ 2,583	7.70%	\$ 2,842	8.40%	\$ 3,100	8.75%	\$ 3,229
Seventh	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Track								
Head	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798	13.75%	\$ 5,075
Asst	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Middle School	7.00%	\$ 2,583	7.70%	\$ 2,842	8.40%	\$ 3,100	8.75%	\$ 3,229
MS Asst	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Wrestling								
Head	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798	13.75%	\$ 5,075
Asst	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Middle School	7.00%	\$ 2,583	7.70%	\$ 2,842	8.40%	\$ 3,100	8.75%	\$ 3,229
Soccer								
Head	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798	13.75%	\$ 5,075
Asst	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Base/Softball								
Head	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798	13.75%	\$ 5,075
Asst	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Bowling								
Head	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Assistant	5.00%	\$ 1,845	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Golf								
Head	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Swimming								
Head	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Tennis								
Head	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Assistant	5.00%	\$ 1,845	5.50%	\$ 1,705	6.00%	\$ 1,705	6.25%	\$ 1,705
Cross Country								
Head	8.00%	\$ 2,952	8.80%	\$ 3,248	9.60%	\$ 3,543	10.00%	\$ 3,691
Asst	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
Weight Room								
per season	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Cheerleading								
Football	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Assistant Football	2.00%	\$ 738	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Basketball	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Assistant Football	2.00%	\$ 738	2.20%	\$ 682	2.40%	\$ 682	2.50%	\$ 682
Ninth Basketball	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
Middle School	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
Drama								
HS per Product	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845

Musical Director								
HS per Product	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
MS per Product	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
ES per Product	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Musical Band Dir	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
Musical Choir Dir	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
Art								
High School	3.50%	\$ 1,292	3.85%	\$ 1,421	4.20%	\$ 1,550	4.38%	\$ 1,615
Middle School	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Band	10.00%	\$ 3,691	11.00%	\$ 4,060	12.00%	\$ 4,429	13.00%	\$ 4,798
Asst Marching Band Dir	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845
Orchestra	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
Choir	6.00%	\$ 2,214	6.60%	\$ 2,436	7.20%	\$ 2,657	7.50%	\$ 2,768
Flag Corps	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845
Newspaper	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Yearbook	5.00%	\$ 1,845	5.50%	\$ 2,030	6.00%	\$ 2,214	6.25%	\$ 2,307
Student Council								
High School	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845
Five/Six	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
Seventh/Eighth	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
Class Advisor								
Senior	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845
Junior	4.00%	\$ 1,476	4.40%	\$ 1,624	4.80%	\$ 1,771	5.00%	\$ 1,845
Sophomore	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Freshman	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Honor Society	2.50%	\$ 923	2.75%	\$ 1,015	3.00%	\$ 1,107	3.13%	\$ 1,153
Destination								
Imagination	2.50%	\$ 923	2.75%	\$ 1,015	3.00%	\$ 1,107	3.13%	\$ 1,153
Power of the Pen	2.00%	\$ 738	2.20%	\$ 812	2.40%	\$ 886	2.50%	\$ 923
SADD	2.50%	\$ 923	2.75%	\$ 1,015	3.00%	\$ 1,107	3.13%	\$ 1,153
Ski Club	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Special Wish	3.00%	\$ 1,107	3.30%	\$ 1,218	3.60%	\$ 1,329	3.75%	\$ 1,384
Dept/Grade Chairs	4.50%	\$ 1,661	4.95%	\$ 1,827	5.40%	\$ 1,993	5.63%	\$ 2,076
High-Q Advisor		\$ 400						\$ 400
Pep Band Director		\$ 750		Washington DC Trip Chairperson				\$ 400
Jazz Band Director		\$ 550		Technology Teacher Leader				\$ 2,500
Percussionist Instructor		\$ 3,000		Resident Education Mentor		Level 1		\$ 800
Band Camp Instructor (up to 4)		\$ 600		Resident Education Mentor		Level 2		\$ 400
				Resident Education Mentor		Level 3		\$ 200

1. Steps increase with continuous years of experience in the same position or sport. The superintendent may approve an exemption to the continuous requirement for step advancement.
2. Qualified staff requested to scout by a Head Coach with the prior written approval of the Athletic Director will be paid \$17.50 for each game scouted with mileage reimbursement to be determined by the Athletic Department.
3. Staff completing more than one supplemental contract will receive 6% incentive of the amount listed above the greater value contract.
4. The number of assistants will be determined by the Athletic Director and Superintendent.
5. Administrators or the Athletic Director will be the only evaluators of coaches. Evaluations must be after a minimum of two (2) observations by the evaluator. Head coaches may give verbal input if requested by the evaluator.
6. Resident education mentors shall receive a stipend for each resident educator he/she mentors.

A

Accumulated Sick Leave Pay	45
Additional Education	See Salaries
Administrative Guidelines	12
Anonymous Communications	16
Arbitration	6
Article Eight – Reduction in Force	30
Article Eleven – Fringe Benefits	40
Article Five – Association Rights	9
Article Four – Board Rights	8
Article Fourteen – Duration/Terms	52
Article Nine – Discipline Procedures	31
Article One - Recognition	1
Article Seven – Employment Practices	19
Article Six – Working Conditions	15
Article Ten - Leaves	33
Article Thirteen– Teacher Evaluation	51
Article Three – Grievance Procedure	5
Article Twelve – Salaries/Economic Welfare	44
Article Two – Negotiation Procedures	2
Assault Leave	37
Association Leave	10
Association Rights	9
Association President	9
Board Meeting Agenda	9
Board Meeting Participation	9
Bulletin Boards	10
Computer System Use	10
E-Mail	9
Executive Committee Release Time	10
Faculty Meeting Announcements	10
Grant Applications	10
Information Availability	10
Mailboxes	9
New Employee Names	9
New Teachers' Meeting	9
Public Address System	10
Use of Board Property	9
Use of Building	9
Attendance Incentive Plan	46

B

Board Policies	12
Board Property Use	9
Board Rights	8
Building Advisory Council	11
Bulletin Board Use	10

C

Changes in Leave Request	39
Class Preparation Extra Pay	23
Exclusions	23

Class Size	23
Closing of Schools	18
COBRA Benefits	43
College Credit Plus (CCP)	49
Committees	
Assignments	17
Curriculum	26
Computer System Use	10
Conferences During Work Day	17
Continuing Contracts	22
Contract Day	16
Contract Year	17
Contracts	
Continuing Contracts	22
Extended Time	See Extended
Contracts	
Limited Contracts	22
Non-Renewal	23
Sequence of Contracts	22
Supplementals	See Supplemental
Contracts	
Contrary to Law	52
Court Leave	39
Jury Duty	39
Witness Subpoena	39

D

Day Definition	2
Dental Insurance	41
Board Share	42
Direct Deposit	44
Discipline Procedures	31
Due Process	31
Grievance Right	31
Initiation	31
Letter by Superintendent	31
Progressive Discipline	31
Suspension by Superintendent	31
Suspension Without Pay	31
Termination	32
Verbal Warning	31
Written Warning	31
Dismissal Times	16
District Advisory Council	11
Document Preparation	12
Drug/Alcohol Free Work Place	28
Due Process	31
Dues by Payroll Deductions	10
Duration/Terms	52

E

Electronic Grade Reporting	24
E-Mail Access	9
Employment Practices	19
Employment Retired Employees	48
Employment Type	20
Establish New Supplemental	45
Extended Contracts	

Length of Contract	44
Termination	45

F

Faculty Meeting Announcements	10
Faculty Meetings	17
Fair Share Fee	12
Family Medical Leave Act	39
Federal Programs	28
Forms	
Employment Verification	65
Grievance Level 1	56
Grievance Level 1 Response	57
Grievance Level 2	58
Grievance Level 2 Response	59
Grievance Level 3	60
Grievance Level 4	61
Sick Leave Bank Participation	63
Sick Leave Bank Withdrawal	64
Supplemental Close Out	62
Fringe Benefits	40
Availability	40
Board Payment	40
Change in Carrier	42
COBRA	43
Continuation of Coverage	43
Coverage Change Requests	42
Dental Insurance	See Dental
Insurance	
Effective Dates	42
Life Insurance	42
Medical Insurance	See Medical
Insurance	
Open Enrollment	42
Spousal Eligibility/Exclusion	40
Vision Insurance	See Vision
Insurance	
Full Time Employment	20

G

Grade Level Chairpersons	27
Grade Reporting	24
Grade/Department Chairperson Job	
Description	54
Grading Periods	24
Grant Applications	10
Grievance	
Confidentiality	7
Definition	5
Informal	5
Level 1 (Principal)	5
Level 2 (Superintendent)	6
Level 3 (Mediation)	6
Level 4 (Arbitration)	6
Miscellaneous Provisions	7
Procedure	5
Processing After Work Hours	7
Purpose	5

Redress to Other Agencies	7
Representation	7
Step 3 (Mediation)	59
Withdrawal	7

H

Hepatitis B Shots	41
Hourly Rate	46

I

IAT Chairperson Pay	46
IEP Compensation	18
IEP Conference Time	18
Impasse See Negotiation Procedures	
Insurance Carrier Change	42
Insurance Coverage Change Requests	42
Insurance Effective Dates	42
Interim Reports	24
Internal Substitution	18
Internal Substitution Pay Rate	48

J

Jury Duty	39
-----------	----

L

Least Restrictive Environment Program	28
Leave Balances	37
Leave Request Changes	39
Leaves	33
Assault	37
Court	39
Jury Duty	39
Witness Subpoena	39
Personal See Personal Leave	
Professional	38
Sick See Sick Leave	
Unpaid	
FMLA	39
Maternity/Child Care/Adoptive Care	37
Leaving the Building During Work Day	17
Lesson Plans	26
Life Insurance	42
Limited Contracts	22
Local Professional Development Committee	25
Chairperson Pay	26
LPDC See Local Professional Development Committee	
Lunch Period	17

M

Mail Box Access	9
Medical Insurance	40
Board Share	40
Excise Tax	41
Payment in Lieu	41
Spousal Eligibility/Exclusion	40
Mentor Job Description	55
Mentor Program	29
Mileage Reimbursement	46

N

Negotiation Procedures	2
Contract Extension	3
Definitions	3
Good Faith	4
Impasse Posting Offer	3
Initiating Meetings	2
Mediation	3
Meetings	2
Negotiating Team	2
Past Practice	3
Ratification	3
Reporting	3
Submission of Issues	2
Tentative Agreement	3
New Employees Names to Association	9
Non-Renewal	23

O

Open Enrollment Period	42
------------------------	----

P

Parent Conferences Scheduling	18
Parental Complaints	24
Part Time Employment	21
Benefits	21
Lunch Time	21
Planning Time	21
Prorated Portion	21
Salary	21
Personal Leave	35
Building Restrictions	36
Calamity Days	39
Form to be Completed	37
Number of Days	35
Reasons for Use	36
Restrictions on Use	36
Unpaid Leave	36
Unused Balance	36
Personnel Files	15
Additions	15
Anonymous Communication	16
Copies	16

Employee Access	15
Entries by Teacher	16
Items Included	15
Public Access	15
Public Review	15
Removal of Items	16
Plan 125	48
Planning Time	17
Posting See Vacancy	
Professional Leave	38
Reimbursement	38
Progressive Discipline	31
Public Address System	10
Purchasing Procedure	27

R

Recognition	1
Reduction in Force	30
Process	30
Reasons	30
Recall Notification	30
Recall Time Limits	30
Restoration	30
Rights of Laid Off Teacher	30
Reimbursement for Professional Leave	38
Release Time for Executive Committee	10
Resident Educator Program	29
Retire/Rehire	48

S

Salaries	44
Additional Education Advancement	44
Armed Services	44
Hourly Rate	46
Increases	48
Transfer of Service	44
Verification of Service	44
Salary Schedule	
Supplemental 2016-17	69
Supplemental 2017-18	71
Supplemental 2018-19	73
Salary Schedule 2016-17	66
Salary Schedule 2017-18	67
Salary Schedule 2018-19	68
School Calendar	18
Seniority Definition	19
Sequence of Contracts	22
Severance See Accumulated Sick Pay	
Shared Staffing	21
Sick Leave	33
Calamity Days	39
Doctor Verification	35
Form Upon Return	34
Notification of Supervisor	34
Pregnancy/Adoption	33
Reasons for Use	33
Total Accumulation	33

Transfer	33
Sick Leave Bank	34
Participation Form	63
Withdrawal Form	64
Starting Times	16
STRS	47
Supplemental Contracts	44
Duties	45
Establish New Position	45
Evaluation	45
Length of Contract	44
Payment	45
Termination	45

T

Teacher Evaluation	See Evaluation
Time Changes in School Day	17
Transfer	20
Denial	20
Involuntary	20

Involuntary After August 1	20
Involuntary during School	20
Notification of Involuntary	20
Voluntary	20
Transfer of Service	44
Travel Time	17
Tuition Free Attendance for Children	24
Tuition Reimbursement	48

U

Unpaid Maternity/Child Care/Adoptive	
Care Leave	37
Use of Building	9

V

Vacancy	
Bidding Time Lines	19
Duration of Posting	19

Posting	19
Posting Information	19
Summer Months	19
Temporary Filling	19
Time Limits to Post	19
Vision Insurance	42
Board Share	42

W

Witness Subpoena	39
Work Day	16
Additional Expectations	16
Changing Starting and Dismissal	
Times	17
Leaving the Building During the	
Work Day	17
Starting and Dismissal Times	16
Work Week	18
Workers' Compensation	47
Working Conditions	15