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COLLECTIVE BARGAINING AGREEMENTS

BETWEEN THE

BROOKLYN EDUCATION ASSOCIATION

AND

BROOKLYN CITY SCHOOL DISTRICT BOARD OF EDUCATION

Three-Year Term: July 1, 2020 to June 30, 2023

TABLE OF CONTENTS

ARTICLE 100: SCOPE AND DURATION OF AGREEMENT 3
ARTICLE 200: NEGOTIATIONS PROCEDURES 4
ARTICLE 300: PERSONNEL..... 10
ARTICLE 400: AUTHORIZED ABSENCES 36
ARTICLE 500: SALARY ITEMS..... 45
ARTICLE 600: PROGRESSIVE DISCIPLINE 62
ARTICLE 700: COMMUNICATIONS FORUM 63
ARTICLE 800: SCOPE, DURATION, AND EFFECT 65
ARTICLE 900: R.C. 5705.41 AND R.C. 5705.412 CERTIFICATES..... 66

APPENDIX

APPENDIX A: PERSONAL LEAVE FORM
APPENDIX B-1-B-5: SUPPLEMENTAL TEACHING ASSIGNMENTS
APPENDIX C-1-C-5: SALARY SCHEDULES
APPENDIX D: PAY DATES
APPENDIX E: HEALTH INCENTIVE APPLICATION
APPENDIX F: SICK LEAVE BANK POLICY
APPENDIX G: SICK LEAVE BANK APPLICATION
APPENDIX H: OTEs EVALUATION FORM
APPENDIX I: DISTRICT STUDENT GROWTH MEASURE INDEX
APPENDIX J: SLO SCORING CALCULATOR
APPENDIX K: EVALUATION MATRIX
APPENDIX L: GRIEVANCE FORM

ARTICLE 100
SCOPE AND DURATION OF AGREEMENT

ARTICLE 101: SCOPE AND DURATION

101.01 It is mutually agreed that this collective bargaining agreement (“Agreement”) constitutes the entire scope of the contract between the Brooklyn City School District Board of Education (“Board”) and the Brooklyn Education Association (“Association”).

101.02 In accordance with R.C. 4117.09(E) and applicable laws, it is agreed that the length of this Agreement shall be for the three-year period beginning July 1, 2020, and terminating June 30, 2023.

ARTICLE 102: MANAGEMENT RIGHTS

102.01 The Board retains those management rights as set forth in R.C. 4117.08(C) and applicable laws unless such management rights are specifically superseded in this Agreement.

ARTICLE 200
NEGOTIATIONS PROCEDURES

ARTICLE 201: RECOGNITION

201.01 The Board recognizes the Brooklyn Education Association (“Association”), an affiliate of the Ohio Education Association (“OEA”), Northeast Ohio Education Association (“NEOEA”), and the National Education Association (“NEA”), as the exclusive collective bargaining representative of the following licensed/certificated positions as may be employed directly by the Board: Teacher, Guidance Counselor, Media Specialist, Tutor/Educational Assistant, School Psychologist, and eligible long-term substitutes (collectively, “teacher” or “teachers”). Teachers who are recognized under this Agreement and who work less than the time set forth in this Agreement shall be considered part-time teachers. A part-time teacher shall be eligible to receive compensation and benefits under this Agreement on a pro-rata basis unless otherwise specifically set forth in this Agreement. Such pro-rata basis shall be determined by dividing the part-time teacher’s contracted workday by 7 hours 45 minutes (7.75).

201.02 The following positions are exempt from the bargaining unit and representation of the Association: Superintendent, Treasurer, Assistant Superintendent, Principal, Assistant Principal, Business Manager, Athletic Director, R.C. 3319.02 Other Administrators, R.C. 3319.081 Nonteaching Employees, Substitutes, Part-Time Nonteaching Employees, Seasonal Employees, and R.C. 4117.01(C)(1)-(17) Employees as may be employed directly by the Board; Ohio Department of Education Employees; Educational Service Center Employees; Independent Contractors; and all positions excluded under R.C. Chapter 4117.

ARTICLE 202: REQUESTS FOR NEGOTIATION

202.01 If either the Board or Association (collectively, “Parties”) desires to negotiate a successor agreement, such party shall notify the other party in writing and not earlier than the first (1st) day of January of any year in which negotiations are to take place. Notification in writing from the Association shall be served upon the Board President, Superintendent, and Treasurer. Notification in writing from the Board shall be served upon both the Association President and Treasurer.

202.02 Within thirty (30) calendar days after receipt of the written notice in Article 202.01, an initial meeting shall be held to exchange proposals for negotiation unless otherwise mutually agreed to by the Parties in writing. Thereafter, neither party shall submit additional items for negotiation except with consent of the other party.

202.03 Each proposal submitted by either party shall specify, in detail, that to which agreement is sought in terms acceptable to the proponent so that, without clarification or supplementation, the proposal shall express the whole agreement between the Parties with respect thereto unless otherwise agreed to by the Parties in writing. Topical listing of items proposed for negotiation shall constitute a clear failure of compliance with this specificity requirement and the proposal shall be disregarded unless otherwise agreed to by the Parties in writing.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- 202.04 The first negotiation session shall be held not later than forty-five (45) calendar days after the receipt of the notice to negotiate as specified in Article 202.01 unless otherwise agreed to by the Parties in writing.
- 202.05 Upon written request of either the Board or Association and following any fundamental change in state and/or federal laws, rules, and/or regulations affecting the terms and conditions of employment as set forth in this Agreement; a mutually acceptable meeting date shall be set by the Parties for a date, no later than fifteen (15) calendar days following such request, to engage in interim bargaining to the extent permitted by law.
- 202.06 The Parties may mutually agree to utilize an optional form of bargaining (e.g., interest-based bargaining).

ARTICLE 203: NEGOTIATION MEETINGS

- 203.01 The Parties agree to abide by R.C. 4117.08(A) and applicable laws.
- 203.02 Negotiation meeting dates, times, and locations shall be mutually scheduled by the Parties. Prior to the conclusion of each negotiation meeting, the Parties shall mutually establish the date, time, and place of the next meeting.
- 203.03 Negotiation meetings shall be scheduled at reasonable intervals, places, and times to avoid, as nearly as is practicable, conflicts and interferences with school and employment schedules. To the extent the Parties cannot mutually agree to the date, time, and place of any negotiation meeting, the negotiation session shall rotate equally for times held both during and after the school day. Negotiations session may take place off Board owned property or on a weekend day (i.e., Friday, Saturday, or Sunday) upon the written agreement of the Parties.
- 203.04 Negotiation meetings shall be closed to the press and public.
- 203.05 Either party may recess for caucuses for a reasonable length at any time, not to exceed thirty (30) minutes unless otherwise agreed to by the Parties.
- 203.06 Either party may keep minutes of the meeting in such form and detail as it may deem advisable except that no electronic and/or mechanical recording shall be permitted without the express, written consent of both Parties. Nothing in this Agreement precludes either party from the use of a computer for word processing.

ARTICLE 204: REPRESENTATION

- 204.01 Representation at all negotiation meetings shall be limited to six (6) representatives of the Board and six (6) representatives of the Association. At the initial negotiation session, each party shall designate its six (6) representatives and only those so designated may attend any negotiation meetings unless otherwise agreed to by the Parties in writing. Neither party shall have any control over the selection of the negotiating representatives of the other party.

ARTICLE 205: ASSISTANCE AND STUDY COMMITTEES

- 205.01 Either party may call upon professional and/or lay persons to consider and make suggestions concerning matters under discussion. Such professional and/or lay persons may be invited to attend any negotiation session by either party and shall be dismissed from such negotiation sessions once the professional and/or lay person has ceased considering and making suggestions concerning matters under discussion.
- 205.02 The Parties may appoint joint committees to study and develop recommendations on matters under consideration. Committee findings shall be reported to both Parties. And such committee members may be invited to attend any negotiation session by either party and shall be dismissed from such negotiation sessions once the committee member has ceased considering and making suggestions concerning matters under discussion.

ARTICLE 206: INFORMATION

- 206.01 The Parties agree to furnish, upon written request and in a reasonable time, available information concerning the financial status of the Brooklyn City School District ("District") and such other available information as shall assist the Parties in the development and evaluation of proposals. Access to available information in such form as it may exist constitutes compliance with this Article and neither party is obligated to develop data or information not in existence or to rework, redraft, summarize, compute, and/or otherwise develop data and/or information in any manner other than its existing form.

ARTICLE 207: AGREEMENT

- 207.01 As a tentative agreement is reached on items which are the subject of negotiations, the tentative agreement shall be reduced to writing and initialed by the designated representatives of each party, but such initialing shall not be construed as a final tentative agreement between the Parties until all items have been so initialed by the designated representatives of each party.
- 207.02 Final tentative agreement reached through negotiations shall be reduced to writing and submitted to the bargaining unit represented by the Association for approval, and all of the Association's designated representatives, unless it is expressly indicated otherwise, shall recommend and urge approval. Upon approval by the bargaining unit represented by the Association, the final tentative agreement shall be submitted to the Board for approval and all of the Board's designated representatives, unless it is expressly indicated otherwise, shall recommend and urge approval. If approved by both Parties, the agreement shall then be signed on behalf of the Parties and shall be binding on both Parties as of the commencement date of the agreement. The Board and Association shall share equally in the cost of printing all of the Contractual Agreements.

ARTICLE 208: MEDIATION

- 208.01 If a final agreement is not reached within forty-five (45) calendar days after the initial meeting, then either party may demand mediation. When a demand for mediation is made, the Parties shall mutually contact the Federal Mediation and Conciliation Service (“FMCS”) and request the appointment of a mediator. The time limits set forth in Article 208.01 may be extended by mutual agreement of the Parties in writing.
- 208.02 In the event the Parties are unable to reach agreement by July 31 the mediation provision shall be deemed exhausted unless otherwise agreed to by the Parties in writing.
- 208.03 This mediation procedure shall constitute the Parties’ “mutually agreed upon alternative dispute resolution procedure” under R.C. Chapter 4117 and shall hereby specifically supersede any and all other mediation/fact-finding procedures set forth in R.C. Chapter 4117 and applicable laws.

ARTICLE 209: CONFLICT WITH LAW OR REGULATION

- 209.01 If any provision of this Agreement, or any application of the provisions of this Agreement to any person or persons, shall be found by a court of competent jurisdiction to be contrary to any federal or state law, federal or state regulation, federal or state ruling, or federal or state order, whether now or hereafter enacted, except as permitted under R.C. Chapter 4117, then such provision or application shall be inoperative, but the remaining provisions hereof shall continue in full force and effect. Any part so declared shall be submitted to negotiations as provided under Article 200 if either party requests such negotiations in writing. However, the Association shall not have the right to strike during the term of this Agreement due to such negotiations.

ARTICLE 210: TERM AND INTERIM NEGOTIATIONS

- 210.01 Unless terminated or changed by mutual consent of the Parties, the negotiation procedures set forth in this Agreement and the terms thereof governing its applications and interpretations shall remain in force and shall be used in any negotiations which are required under Ohio law so long as the Board recognizes the Association as the exclusive representative of the bargaining unit. Such negotiation procedures shall not permit the Association to strike during the term of this Agreement.
- 210.02 Upon mutual agreement of both Parties to negotiate during the term of this Agreement and in accordance with R.C. 4117.08, negotiations shall begin within ten (10) calendar days after the Parties mutually agree to negotiate. In the event the Parties fail to reach an agreement within twenty (20) calendar days after the first negotiation session, the Parties agree to contact the Federal Mediation & Conciliation Service (“FMCS”) for assistance in resolution of the disagreement. This mediation is the Parties mutually agreed to dispute resolution procedure which

supersedes and takes precedence over any inconsistency or alternative procedures set forth in R.C. 4117.14.

210.03 If agreement is not reached within twenty (20) calendar days after the first mediation session, the provisions of R.C. 4117.14(D)(2) shall apply.

ARTICLE 211: EMPLOYMENT PRACTICES AND CONDITIONS

211.01 The Parties agree that neither party shall discriminate against any employee of the Board based upon either membership or non-membership in the Association or based upon any negotiations, complaints, and/or other proceedings under this Agreement.

211.02 The Parties agree to not discriminate against any employee of the Board based upon race, color, creed, national origin, age, sex, disability, and/or politics.

ARTICLE 212: ASSOCIATION MEMBERSHIP AND PAYROLL DEDUCTIONS

212.01 The Parties shall fully comply with the ruling in the case of *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, No. 16-1466, 585 U.S. ___ (June 27, 2018) and applicable laws.

212.02 The Association is solely responsible for advising bargaining unit members of their legal rights and responsibilities arising out of the case of *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, No. 16-1466, 585 U.S. ___ (June 27, 2018) and applicable laws.

212.03 The Board shall have absolutely no involvement in whether a bargaining unit member becomes and/or remains a member of the Association.

212.04 The Association hereby verifies to the Board that all bargaining unit members having Association dues deducted from their payroll are doing so knowingly and intentionally.

212.05 The Association shall submit to the Board Treasurer a list of bargaining unit members requesting standard or continuing payroll deductions for membership in the Association on or before October 15 and shall verify to the Board that all bargaining unit members having Association dues deducted from their payroll are doing so knowingly and intentionally.

212.06 Association dues and/or fees and payroll deductions for any school year shall be determined by the Association and shall be due, in whole, by the bargaining unit member on September 1, which is the day after the expiration of the membership window period – i.e., August 1 to August 31 – unless the bargaining unit member elects to have the entire amount pro-rated over the course of the applicable school year.

212.07 No later than October 1, the Association shall provide the Board Treasurer with written notice of the certified amount of all Association dues deductions and such

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

deductions shall commence in October and continue for such time, on a pro-rated basis, until the bargaining unit member timely notifies both the Board Treasurer and Association Treasurer, in writing, to discontinue making said payments pursuant to the limitations as outlined in this Agreement, but no later than June in any given school year.

- 212.08 The Association shall have the right to annual and continuing payroll deductions authorized by the individual member for payroll deductions.
- 212.09 In the event a bargaining unit member separates employment prior to completing deduction of a given amount within that school year, the Board Treasurer shall deduct the non-pro-rated amount due from the bargaining unit member's last paycheck. All pro-rated dues shall be deducted in the following manner: Dues shall be deducted in nine (9) equal monthly installments, beginning with October through June. In the event a bargaining unit member's employment with the Board ends (including unpaid leaves of absence) during the year, the balance of the dues owed the Association shall be deducted by the Treasurer from the member's final paycheck.
- 212.10 The Association shall defend, indemnify, and hold harmless the Board, as well as its officers, officials, agents, employees, and servants, in any action – whether in law or equity – arising from the execution of the dues provisions of this Agreement provided that the Board acted in good faith compliance with the deduction provisions of this Agreement. However, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply or misapply the deduction provisions of this Agreement. The Board agrees to give full cooperation and assistance to the Association and its affiliates and counsel at all levels of any legal proceeding.

ARTICLE 213: FUND FOR CHILDREN AND PUBLIC EDUCATION CONTRIBUTIONS (“FCPE”)

- 213.01 Upon submission of the appropriate authorization form from a teacher, the Board Treasurer shall deduct from said teacher's paycheck the authorized Fund for Children and Public Education (“FCPE”) contribution. The Board Treasurer shall provide the Association Treasurer with a check made to the order of the Association's authorized FCPE organization(s). The Board Treasurer shall provide a list of contributors and their contributions to the Association Treasurer within fourteen (14) calendar days after such deductions are made.

ARTICLE 300
PERSONNEL

ARTICLE 301: BROOKLYN HIGH SCHOOL DEPARTMENT CHAIRPERSONS AND BROOKLYN SCHOOL TEAM LEADERS

- 301.01 Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders may be appointed on an annual basis.
- 301.02 A major responsibility of Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders is to coordinate the functions of their respective departments and/or grade level teams in matters of curriculum on a pre-K to 12 basis in cooperation with other persons responsible for curriculum at preschool, elementary, middle, and secondary levels.
- 301.03 Job descriptions reflecting duties, responsibilities, and qualifications for Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders shall be maintained by the Superintendent and made available for each teacher to review. The Superintendent may revise Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders job descriptions on an as needed basis and shall provide the Association President with copies of the same effective the following school year. Duties and responsibilities of Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders shall not include the evaluation of teachers.
- 301.04 Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders shall be compensated through a supplemental payment as per the Supplemental Pay Schedule.
- 301.05 The Superintendent may provide release time at the Superintendent's sole discretion for Brooklyn High School Department Chairpersons and Brooklyn School Team Leaders.
- 301.06 The Association President shall be provided up to three (3) days per year of paid release time for Association business. The Association President may take one (1) additional paid release day provided that the Association reimburses the Board for all cost associated with the substitute teacher.

ARTICLE 302: BUILDING COUNCIL

- 302.01 The intent of Article 302 is to keep open the communication lines between each building principal and teachers. The purpose of the Building Council is to provide a forum through which the teachers in each building may discuss building concerns and exchange suggestions for building improvement. These concerns for discussion may include, but are not limited to, the following areas: student attendance, student conduct/discipline, and student welfare issues. Teacher members of the Building Council shall be selected by the teachers at the building. The Building Council shall have no less than three (3) teachers and no more than five (5) teachers as members. The Building Council shall establish the dates on

which the meetings shall be held and the Association shall notify the bargaining unit members of the same. The Association reserves the right to hold pre-meetings with a larger representation of teachers to vet building concerns prior to a formal Building Council meeting.

302.02 Board policies governing student behavior regulations and disciplinary procedures shall be available online. The Association President shall be provided with notices pursuant to R.C. 121.22(F).

ARTICLE 303: GRIEVANCE PROCEDURE

303.01 Definitions

- A. A “grievance” is defined as:
 - 1. A claim initiated by either a teacher or the Association alleging that there has been a violation, misinterpretation, and/or misapplication of a specific provision of this Agreement; and/or Board policy as it applies to terms and conditions of employment.
 - 2. A claim initiated by a teacher alleging that there has been a violation, misinterpretation, and/or misapplication of a specific provision of an individual employment contract between a teacher and the Board.
- B. For the purposes of Article 303, a “day” shall mean Board assigned teacher workday unless otherwise stated herein.

303.02 Rights of the Grievant and Association

- A. A grievant may be represented at all steps of the Grievance Procedure by the Association’s labor relations consultant or legal counsel.
- B. The Association Professional Rights & Responsibilities Committee Chairperson and Association President shall receive notice of each meeting held to resolve a formal grievance. Decisions rendered at each formal level shall be made in writing on the standard form, setting forth the decision and the reasons therefore, and shall be transmitted promptly to all Parties in interest (including the administrator involved), the Association Professional Rights & Responsibilities Committee Chairperson, and the Association President. The grievance form is attached hereto and incorporated herein at Appendix L.
- C. The fact that a teacher filed a grievance shall not be recorded in either the teacher’s personnel file or any other file used in the transfer, assignment, and/or promotion process. Nor shall such fact be used in any recommendation for reemployment and/or recommendation for other employment. Nor shall the grievant, Association members, Board members, and/or Board employees be placed in jeopardy and/or subject of

reprisal and/or discrimination for having followed and/or participated in the Grievance Procedure.

- D. A grievance that affects more than one (1) teacher may be filed by the Association on behalf of all affected teachers.
- E. All grievances shall be filed at the lowest possible level unless mutually agreed to in writing by the Association President and Superintendent or designee(s).
- F. All formal hearings held under Article 303 shall be so structured that due process under the circumstances is accorded both sides.

303.03 Timelines

- A. The number of days indicated at each step is considered a maximum. The time limits specified, however, may be extended by written agreement of the Parties in interest.
- B. If a formal grievance (Level II) is not filed within fifteen (15) teacher workdays after the alleged grievance occurred, the grievance shall be considered waived.
- C. If the decision on a Level II or Level III grievance is not appealed within ten (10) teacher work days after a decision has been rendered, the grievance shall be deemed settled based upon the disposition at that step and further appeal through the Grievance Procedure shall be barred.
- D. Failure of an administrator to communicate a decision at any level within the specified time limit shall permit the grievance to proceed to the next level of the formal grievance procedure.
- E. In the event a grievance is filed at such time that it cannot be resolved by the close of a calendar school term or the commencement of the winter or spring recess, further attempts at resolution shall be postponed until the beginning of the new school term or the return to school following the recess unless the Parties in interest otherwise agree. The Parties in interest shall always so agree where irreparable injury shall result from a postponement until the next term.
- F. The temporary absence of the grievant or a principal, immediate supervisor, or Superintendent shall toll the running of the days during the absence of such grievant, principal, immediate supervisor, or Superintendent, but in no case for more than five (5) additional teacher work days except by mutual written consent by the Association President and Superintendent.

- G. Hearings held under Article 303 shall be conducted at a time and place which shall afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend.

303.04 Grievance Procedure

- A. Level I: (Informal): If a teacher believes that there is a basis for a grievance, the teacher must first discuss the matter with the building principal or designee(s) in an effort to resolve the problem informally and shall announce this meeting as “Level I of the Grievance Procedure” to the building principal or designee(s) and shall hand the building principal or designee(s) the Grievance Report Form. The grievance form is attached hereto and incorporated herein at Appendix L.
- B. Level II: (Formal – Immediate Supervisor): If the grievant is not satisfied with the results of the Level I informal grievance, or is unable for cause beyond the grievant’s control to discuss the matter with the grievant’s principal or immediate supervisor within the time limit prescribed in Article 303.03(B), the grievant may begin a Level II formal grievance by filing the Grievance Report Form with the building principal or designee(s) within fifteen (15) teacher work days after the alleged grievance occurred. Within ten (10) teacher workdays of receipt of the Grievance Report Form, the building principal or designee(s) shall conduct a Level II hearing and make a written decision on the Grievance Report Form. The grievance form is attached hereto and incorporated herein at Appendix L.
- C. Level III: (Formal – Superintendent): If the grievant is not satisfied with the results of the Level II formal grievance, the grievant may begin a Level III formal grievance by filing the Grievance Report Form with the Superintendent within ten (10) teacher work days of the Level II written decision. Within ten (10) teacher workdays of receipt of the Grievance Report Form, the Superintendent or designee(s) shall conduct a Level III hearing and make a written decision on the Grievance Report Form. The grievance form is attached hereto and incorporated herein at Appendix L.
- D. Level IV: (Formal – FMCS Mediation): If the grievant is not satisfied with the results of the Level III formal grievance, the grievant may begin a Level IV formal grievance by requesting that the grievance be mediated through the Federal Mediation and Conciliation Service (“FMCS”) within ten (10) teacher work days of the Level III written decision. FMCS shall schedule a mediation as soon as possible at a time that is mutually agreed to by the Parties in interest. The Board may designate a board member to attend FMCS mediation upon the Board’s sole discretion. The purpose of the mediation is to discuss the grievance and attempt to resolve the matter in an amicable manner, if possible, through impasse.
- E. Level V: (Formal – FMCS Arbitration)

1. If the grievance is not resolved at Level IV, the Association may submit the grievance to arbitration within thirty (30) working days of the decision in Level IV.
2. Selection of an arbitrator and the conduct of any hearing shall be in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association (“AAA”). If mutual selection of an arbitrator is not achieved from a first list of fifteen (15) names submitted to the Parties by the AAA, either party shall request a second list of seven (7) names and shall alternately strike to select an arbitrator. The party to strike the first name shall be determined by a flip of the coin.
3. The arbitrator shall not have the authority to add to, subtract from, modify, change, or alter any of the provisions of this Agreement, nor add to, detract from, or modify the language therein in arriving at a determination of any issue presented that is proper within the limitations expressed herein.
4. The arbitrator shall expressly confine the arbitrator to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue(s) not so submitted to the arbitrator or to submit observations or declarations of opinion which are not directly essential in reaching the determination.
5. In the event a grievance is submitted to the arbitrator for which the arbitrator lacks authority to decide, the grievance shall be referred back to the Board with a notification to the Association without decision or recommendation on its merits.
6. The arbitrator shall hold hearings to obtain facts and information necessary to make the arbitrator’s findings. The arbitrator’s authority shall be limited to deciding only one (1) grievance per hearing unless otherwise agreed to in writing by the Association and Board. The arbitrator shall be without authority to add to, amend, modify, delete, and/or abridge any term of this Agreement. The arbitrator’s award shall be binding unless otherwise prohibited by the law and/or contrary to this Agreement.
7. In cases where arbitrability of an issue is questioned, the matter of arbitrability shall be ruled upon by the arbitrator prior to the hearing on the merits of the issue by the arbitrator unless otherwise agreed by the Parties.
8. The arbitrator shall in no way interfere with management prerogatives involving the Board’s discretion, nor limit or interfere in any way with the powers, duties and responsibilities of the Board under its policies, applicable law, and rules and regulations having the effect of law. The cost of the arbitrator and the hearing

room shall be divided between the Parties in the following manner, loser pays eighty percent (80%) of the cost and the winner pays twenty percent (20%) of the cost. The arbitrator's award, if within the arbitrator's authority, shall be final and binding upon the Parties.

9. Termination matters shall be governed by R.C. 3319.16.

303.05 No teacher may be represented by any teacher organization other than the Association in any grievance initiated pursuant to Article 303.

303.06. Decisions rendered at all formal levels of this procedure shall be in writing setting forth the disposition and the reason therefore and will be transmitted promptly to all Parties involved in the grievance including the Association.

ARTICLE 304: VACANCIES AND ASSIGNMENTS

304.01 A vacancy only occurs when the Board determines to fill the position of a teacher who leaves the teacher's position for any of the following reasons and the Superintendent or designee(s) has not assigned or transferred another teacher to that position:

- A. Death;
- B. Retirement;
- C. Resignation;
- D. Termination; or
- E. Non-renewal.

304.02 Whenever a vacancy occurs during the school year, the Superintendent shall cause notice of the same to be emailed to all teachers. No vacancy shall be filled, except in the case of emergency and on a temporary basis, until such vacancy has been posted for at least seven (7) calendar days. If any vacancy should occur during the summer months, a list of such vacancies shall be made available to the Association President. The posting requirements of this article shall not apply between August 1 and the first teacher duty day of the next school year.

304.03 When a vacancy occurs, any applicant from the bargaining unit who is certified/licensed for the vacant position shall be offered an interview for the vacant position. If a non-bargaining unit applicant is selected over a bargaining unit applicant, written reasons shall be provided to the bargaining unit applicant upon request of the bargaining unit applicant.

304.04 Any vacancy which occurs between August 1 and September 30 should be filled by a qualified limited contract teacher as determined by the Superintendent and to the extent deemed practicable by the Superintendent.

304.05 Any vacancy which occurs between October 1 and June 30 may be filled by a substitute.

304.06 When a teacher is involuntarily assigned to another position in the upcoming school year, the Superintendent shall provide the teacher with written reasons for such assignment if requested by the teacher. The Superintendent shall provide the affected bargaining unit member the right to meet with the Superintendent or designee(s) to discuss the reasons for the involuntary assignment. A teacher being involuntarily assigned shall be placed in a position that involves no reduction in total compensation and no impairment of tenure. A teacher being involuntarily assigned shall also be placed in a position for which the teacher is appropriately certificated/licensed. In the event an involuntary assignment occurs due solely to a change in student enrollment and said student enrollment change does not involve a reduction in staff, the bargaining unit member in the subject area or grade level in the affected building with the least system seniority shall be involuntarily assigned.

ARTICLE 305: PARENT CONFERENCES AND OPEN HOUSE

305.01 Parent Conferences

- A. As part of the one hundred eighty (180) school days with students in session as set forth in Article 310, there shall be two (2) parent conferences after the school day. The Superintendent shall schedule these parent conferences during the first and third marking periods after progress reports have been distributed.
- B. Parent conferences shall be from 3:30 p.m. to 5:30 p.m., and from 6:30 p.m. to 9:00 p.m. The Superintendent and Association President may mutually adjust the specific hours of the parent conferences as long as the parent conferences last at least four and a half (4.50) hours at the conclusion of the student day and that the teachers receive a one (1) hour break for dinner in addition to this four and a half (4.50) hour period. For part-time teachers only, this four and a half (4.50) hour period shall be pro-rated and any additional time necessary for a part-time teacher to complete these conferences, as pre-approved by the Superintendent or designee(s), shall be compensated at the period substitution rate. In the event of emergency absence the teacher shall arrange the hours so as to schedule the required conferences. Administrative input will be encouraged as it relates to scheduling parent conferences. The day following, the schools shall be closed.
- C. In the event of emergency absence the teacher shall arrange the hours so as to schedule the required conferences. Administrative input will be encouraged as it relates to scheduling parent conferences. The day following, the schools shall be closed.

305.02 Open Houses: Teachers shall attend one (1) open house per assigned building for two (2) hours per assigned building. Any teacher assigned to more than one (1) building shall be compensated at the per diem rate.

ARTICLE 306: PERSONNEL FILE

306.01 There shall be, in the Office of the Board Treasurer, the official personnel file for each teacher in which shall be deposited only the following items:

- A. Application for employment.
- B. Copy of employment contracts.
- C. Copy of salary notices.
- D. Ohio teaching certificate/license(s).
- E. College/university transcripts and credentials.
- F. Record of tuberculosis and other health tests.
- G. Written statements regarding conferences together with any written teacher replies thereto.
- H. Performance evaluations. Where evaluations have not been performed in accordance with the timelines and procedures as set forth in Article 308-Evaluation, such evaluation shall not be placed in the teacher's file. Any related documents may be included in the teacher's file only after the teacher has timely received copies of such documents.
- I. Official letters of commendation and professional certificates of award.
- J. Record of military service.
- K. Official letters of reprimand and any other disciplinary records.
- L. Any other such records as required by law.

306.02 A teacher shall have the opportunity to read any material before it is placed in the teacher's personnel file. The teacher shall acknowledge that the teacher has read the material by affixing the teacher's signature to the copy to be filed and a copy shall be given to the teacher. The teacher's signature shall not indicate agreement with the content of the material but indicates only that the material has been inspected by the teacher. If a teacher disagrees with the content of a document, the teacher may only write: "I have read this document but do not agree with the content. (Signature)"

306.03 Members shall have the opportunity to reply to derogatory material in written statement to be attached to the filed copy. No inaccurate material shall be placed in

a member's file nor be made a matter of record. Anonymous letters or materials shall not be placed in a member's file nor shall they be made a matter of record.

- 306.04 All materials placed in a teacher's personnel file after initial employment shall be open to that teacher at any time. Any teacher who elects to review the teacher's own file may be accompanied by a representative of the Association. The Association President shall have the right to examine the complete file pertaining to that teacher. Upon the request of the teacher, one (1) copy of any document in the teacher's file shall be provided to the teacher in an electronic format (unless the teacher requests a hard copy) at no cost in any school year. The Board and Association strongly recommend that each teacher review the teacher's own personnel file annually.
- 306.05 A teacher shall be notified when a request to review the teacher's personnel file is made by a person other than an administrator and the teacher shall be given a reasonable amount of time to review the teacher's file before the file is provided to the non-administrator making the request within the parameters set forth in the Ohio Public Record Laws and applicable laws.
- 306.06 Any verbal and/or written reprimand to a teacher shall be removed from the personnel file after a period of thirty-six (36) calendar months – i.e., one thousand ninety-five (1,095) calendar days – if no action of a similar nature occurs within that time frame.
- 306.07 Principal's Records: Records kept by the principal must be forwarded annually to the master personnel file in the Department of Human Resources; however, principals may keep copies of said records.

ARTICLE 307: PROFESSIONAL EMPLOYMENT

- 307.01 Teachers who meet minimum statutory qualifications for teaching positions in the district shall be employed under limited teaching contracts not to exceed five years as recommended by the Superintendent and approved by the Board of Education at its regular Board meeting in the month of May.
- 307.02 Procedure For Consideration Of Continuing Contract Status
- A. Any teacher anticipating becoming eligible for a continuing contract must notify the Building Principal in writing, with a copy to the Superintendent, by October 15th of the school year in which the teacher becomes eligible. The teacher must have on file by April 1 of the school year of tenure eligibility any necessary licensure and/or degrees/coursework in accordance with applicable state law and/or regulation.
- B. The teacher must have taught for at least three of the last five years in the Brooklyn City School District. If the teacher attained continuing contract status in another school district, the teacher must have served at least two years in the Brooklyn City School District in order to be eligible for

tenure.

- C. Teachers who complete the requirements and submit the appropriate documentation to the Board for continuing contracts by April 1 of each year as set forth above, shall be considered for continuing contract by the Board prior to action regarding any reduction in force, but no later than June 1. The Board shall act upon all teachers eligible for continuing contracts prior to taking action to suspend the contracts of teachers due to a reduction in force. See 308.02(H) for application date.

307.03 The District shall provide to the Association President, in the Association President's mailbox, upon receipt of and/or in a timely manner, a copy of notices of, agendas, and minutes of each Board meeting and any commission established affecting the operation of the Brooklyn City Schools.

307.04 The provisions of this section shall supersede any and all conflicting provisions of the Ohio Revised Code with respect to teacher contracts.

307.05 If a bargaining unit member is eligible for a continuing contract, and has not previously attained continuing contract status elsewhere, the Superintendent may recommend that the Board reemploy the member pursuant to an extended limited contract for a term not to exceed two years. If the Superintendent intends to make such a recommendation to the Board, the Superintendent will notify the member and the Association President in writing of same at least ten (10) days prior to the Board meeting at which the recommendation will be considered. If the Board accepts the Superintendent's recommendation, the bargaining unit member will be notified of same by June 1. In addition, prior to the end of the school year, the Superintendent will provide the member with a plan of improvement that sets forth the reasons why the Superintendent recommended an extended limited contract and suggestions directed at the member's professional improvement. If the Board rejects the Superintendent's recommendation for an extended limited contract, the member will be considered non-renewed at the expiration of his/her current contract, provided the member receives notice of the Board's action by June 1. This provision expressly supersedes and replaces the procedures contained in R.C. 3319.11 concerning the issuance of an extended limited contract.

307.06 Filing and Maintenance of Certificates/Licenses

The Board is under no legal obligation to continue the employment of any bargaining unit member who fails to maintain appropriate licensure/certification.

ARTICLE 308: EVALUATION

308.01 Purpose

The major goals of staff evaluation are to ensure effective teacher performance, to assess teacher performance, and to provide for ongoing growth and development of the individual teacher in order to ultimately improve teaching performance. The Parties agree that during the 2015-2016, 2016-17 and 2017-18 school years, the

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

BEA and administration will meet quarterly in order to review, assess, and, if necessary, refine the OTES evaluation procedure as mutually agreed by the evaluation committee. The new procedure shall remain in effect until any changes are recommended to the superintendent and adopted by the Board of Education and ratified by the Association.

308.02 Procedure for Ohio Teacher Evaluation System (OTES)

- A. All teacher evaluations will follow the law set forth in Ohio Revised Code.
 - 1. All OTES teachers shall be evaluated pursuant to R.C. 3319.111, R.C. 3319.112, R.C. 3319.113, Ohio Department of Education rules and regulations, and applicable laws.
 - 2. No later than September 1, 2020 the Board shall adopt a policy to conform to the Ohio Teacher Evaluation System 2.0. Pursuant to Article 202.05 and Article 210 of this Agreement, as well as R.C. 3319.111 and applicable laws, the Parties shall meet no later than September 1, 2020, to begin the process of updating the teacher evaluation procedures set forth in this Agreement to conform to the Ohio Teacher Evaluation System 2.0.
 - 3. For the 2021-2022 and 2022-2023 school years, OTES teachers shall be evaluated pursuant to Ohio Teacher Evaluation System 2.0.
 - 4. For the 2018-2019, 2019-2020, and 2020-2021 school years only, OTES teachers shall be evaluated pursuant to Ohio Teacher Evaluation System 1.0, which includes the procedures set forth in Article 308.02(B)-(R) and 308.03.
- B. Each summative evaluation of a teacher shall be based on the following:
 - 1. For off-cycle continuing contract teachers a minimum of one (1) classroom observation that shall be at least thirty (30) minutes in duration, as well as up to two (2) walk-throughs per observation.
 - 2. For on-cycle continuing contract teachers a minimum of two (2) classroom observations that shall be at least thirty (30) minutes in duration, as well as up to two (2) walk-throughs per observation.
 - 3. For teachers on a limited contract there will be three (3) observations that shall be at least thirty (30) minutes in duration, and two (2) walk-throughs per observation.
 - 4. For all continuing contract and limited contract teachers additional walk-through observations shall be used to gather

information on district technology use and teacher resource needs. However, additional walk-throughs will not be part of the employment evaluation.

- C. The evaluator will hold a conference with the teacher before the first announced observation. In place of the preconference meeting, and if agreed by both Parties, preconference information may be submitted to the evaluator in writing.
- D. Within ten (10) work days after each observation, the evaluator shall provide a written observation report to the teacher.
- E. The evaluator shall meet with the teacher within five (5) workdays after each written observation report has been submitted to the teacher. This meeting will be to discuss the observation and to make suggestions, to correct any deficiencies and/or to create a professional growth or professional improvement plan.
- F. If there are areas set forth in the observation report which are noted as “Developing” or “Ineffective”, the evaluator shall make specific written suggestions as to how the teacher can improve in those areas.
- G. Within 10 work days of completion of the final observation post conference, the evaluator will meet with the teacher to discuss the summative evaluation.
- H. The first observation and conference must be completed by November 30th.
- I. The second and possible third observation and conference shall be completed by May 1st.
- J. There shall be at least three (3) weeks between each observation.
- K. A teacher’s final evaluation report must be completed, according to ORC, by May 10.
- L. Teachers traveling between buildings will be observed once at each building, with three (3) possible observations.
- M. A teacher on a continuing contract who receives an overall rating of “Accomplished” on his/her most recent evaluation shall be evaluated every three other school years. A teacher on a continuing contract who receives an overall rating of “Skilled” on his/her most recent evaluation shall be evaluated every two years.
- N. A teacher with above expected levels of student growth will develop a professional growth plan (Appendix H) and may choose their credentialed evaluator for the evaluation cycle.

- O. A teacher with expected levels of student growth will develop a professional growth plan (Appendix H) collaboratively with the credentialed evaluator and will have input on their credentialed evaluator for the evaluation cycle.
- P. A teacher with below expected levels of student growth will develop an improvement plan (Appendix H) with their credentialed evaluator. The administration will assign the credentialed evaluator for the evaluation cycle and approve the improvement plan.
- Q. If professional development is required or recommended, the BOE will provide for the allocation of financial resources to support professional development.
- R. Teachers employed as long-term substitutes who are recognized under Article 201.01 of the agreement shall have the evaluation and non-renewal rights as set forth in Article 317.

308.03 Criteria for OTES

- A. The evaluation form(s) shall be those required by the State of Ohio, Ohio Revised Code. (Appendix H)
- B. For the 2018-2019, 2019-2020, and 2020-2021 school years only, 50% of the evaluation shall be Teacher Performance, based on the Seven (7) Standards for Teacher Performance (Appendix H):
 - 1) Students – Teachers understand student learning and development and respect the diversity of the students they teach
 - 2) Content – teachers know and understand the content are for which they have instructional responsibility
 - 3) Assessment – teachers understand and use varied assessments to inform, evaluate and ensure student learning
 - 4) Instruction – teachers plan and deliver effective instruction that advances the learning of each individual student
 - 5) Learning Environment – teachers create learning environments that promote high levels of learning achievement for all students
 - 6) Collaboration and Communication – teachers collaborate and communicate with students, parents, other educators, administrators and the community to support learning
 - 7) Professional Growth and Responsibility – teachers assume responsibility for professional growth, performance and

involvement as individuals and members of a learning community.

- C. For the 2018-2019, 2019-2020, and 2020-2021 school years only, 50% of the evaluation shall be Student Growth Measures. (Appendix I & J) Teachers will determine student growth based on the following teacher categories:
- 1) **A1** teachers teach only courses which provide a value added score from the state of Ohio, and said value added will count as 50% of the teacher's evaluation
 - 2) **A2** teachers teach some courses that provide a value added score from the state of Ohio and some courses which do not. Student growth measures for these teachers will be a combination of value added scores and growth determined by local measures. The final percentage will be proportionate to the teacher's schedule.
 - 3) **B** teachers are those who administer a vendor assessment that is approved by the state of Ohio. Student growth will be determined using the formula deemed acceptable by the vendor assessment, and will count as 50% of the teacher's evaluation.
 - 4) **C** teachers teach courses that have neither value added nor a state approved vendor assessment. These teachers will use an assessment that is approved by the evaluation committee, and will count the data as 50% of the teacher's evaluation.
- D. For the 2018-2019, 2019-2020, and 2020-2021 school years only, each teacher's performance rating will be combined with the assessment of student growth measures to produce the summative evaluation rating, based on the evaluation matrix of the State of Ohio (Appendix H)
- E. For the 2019-2020 school year only, all on-cycle and off-cycle evaluations that were completed in full on or before March 14, 2020, shall be used in the evaluation process so long as the student growth measure for the completed evaluation was based upon 100% Value Added Data only. No other student growth measure, inclusive of partial Value Added Data, may be used to complete an evaluation in full. Each such teacher's performance rating will be combined with the assessment of student growth measures to produce the summative evaluation rating, based on the evaluation matrix of the State of Ohio, Ohio Department of Education and applicable laws.
- F. For the 2019-2020 school year only, all on-cycle and off-cycle evaluations that were not completed in full on or before March 14, 2020, shall be designated with the "COVID-19" option in eTPES, which means that such teachers shall maintain the rating and evaluation cycle that

were in place at the start of the 2019-2020 school year when school begins in the fall of 2020-2021 school year. For example, an accomplished teacher in year two of a less frequent evaluation cycle during 2019-2020 would again be accomplished in year two of a less frequent evaluation cycle in the fall of 2020 If the COVID-19 option was used to close the evaluation. Such evaluation cycles will be completely new from the beginning and no information from the incomplete 2019-2020 evaluation cycle will be included in the 2020-2021 evaluation cycle, except as may be used to inform the development of the member's 2020-2021 growth or improvement plan.

308.04 Evaluators

Each evaluation shall be made by properly certificated/licensed administrators employed by the Brooklyn City Board of Education designated by the Superintendent.

308.05 Teacher Responses

If the teacher disagrees with the content of a written evaluation, he/she shall have the right to submit a written rebuttal within ten (10) workdays after he/she receives the written Teacher Evaluation. The rebuttal shall be attached to the Teacher Evaluation. Such rebuttal will contain specific reasons why the teacher disagrees with the report. Nothing in Article 308.05 of this Agreement shall either conflict with the timelines set forth in Article 308.02 of this Agreement or prevent the Board from nonrenewing any teacher.

308.06 General

Nothing included herein shall prohibit administrators from observing the overall performance of a member of the teaching staff during the workday and from making written and oral comments on such observations of overall performance.

308.07 Grievances

Any grievance filed pertaining to this evaluation procedure shall concern compliance with the procedural aspects of evaluation only. No grievance may be filed regarding the content of observation or appraisal reports or recommendations and/or criticisms contained in such reports or made in an evaluation conference. However, if an evaluation is offered to support a discharge challenged in a grievance under Article 303, then the grievant may challenge any alleged factual inaccuracy in the evaluation. However, the opinion or judgment of the evaluator will not be subject to challenge.

308.08 If the Superintendent intends to recommend nonrenewal of an employee's teaching contract (except for purposes of reduction in force under Article 309), then the Superintendent shall so advise the employee in writing at least one (1) week prior to the meeting at which Board of Education action on the recommendation is anticipated. The parties agree that the minimum one (1) week notice requirement

shall be waived if the Ohio Department of Education (ODE) extends the evaluation timelines due to the impact of COVID-19. The Board of Education shall act on the recommendation for contract non-renewal no later than June 1 of the school year. The employee and his/her representative shall be offered the opportunity to meet with the Superintendent to discuss the reasons, (which shall be provided in writing if the employee requests), for the recommendation in advance of the Board meeting. If the Superintendent is not reasonably available for a meeting with the employee during the week preceding the Board meeting, then more than one week's notice shall be given so as to permit a meeting. This provision, and employee rights under Article 303, supersedes statutory rights for hearings and appeals to the Board and to Court, including those provided in H.B. 330, R.C. §3319.11 - §3319.111. Teachers who are employed as substitutes and who are recognized under Article 201.01 shall have those rights as set forth in Article 317.

308.09 Evaluation for non OTES certified employees

- A. The major goals of staff evaluation are to insure effective employee performance, to assess employee performance, and to provide for ongoing growth and development of the individual employee in order to ultimately improve employee performance. The Parties agree that the BEA and administration will meet quarterly in order to review, assess, and, if necessary, refine the Non-OTES evaluation procedure as mutually agreed by the evaluation committee. The new procedure shall remain in effect until any changes are recommended to the superintendent and adopted by the Board of Education and ratified by the Association.
1. All non-OTES teachers shall be evaluated pursuant to R.C. 3319.111, R.C. 3319.112, R.C. 3319.113, Ohio Department of Education rules and regulations, and applicable laws.
 2. No later than September 1, 2020 the Board shall adopt a policy to conform to the Ohio Teacher Evaluation System 2.0. Pursuant to Article 202.05 and Article 210 of this Agreement, as well as R.C. 3319.111 and applicable laws, the Parties shall meet no later than September 1, 2020 to begin the process of updating the teacher evaluation procedures set forth in this Agreement to conform to the Ohio Teacher Evaluation System 2.0.
- B. Within ten (10) work days after each observation, the evaluator shall provide a written observation report to the employee.
- C. The evaluator shall meet with the employee within five (5) workdays after each written report has been submitted to the employee. This meeting will be to discuss the observation and to make suggestions, to correct any deficiencies and/or to create a professional growth or professional improvement plan.
- D. If there are areas set forth in the written report which are noted as “Developing” or “Ineffective”, the evaluator shall make specific written

suggestions as to how the employee can improve in those areas.

- E. Within 10 work days of completion of the second observation post conference, the evaluator will meet with the employee to discuss the formal evaluation.
- F. The first observation and conference must be completed by the end of the first semester.
- G. The second and possible third observation and conference shall be completed by May 1st.
- H. There shall be at least three (3) weeks between each observation.
- I. An employee's final evaluation report must be completed by May 10.

308.10 Comparable Evaluations

The provisions of Article 309 shall serve as the procedure followed by the Superintendent and Board when making staff reduction decisions involving the suspension of contracts. For the purposes of this Agreement, comparable evaluations shall be defined as follows:

- A. Accomplished
- B. Skilled
- C. Developing
- D. Ineffective

308.11 eTPES Reporting Guidelines

The Parties shall not report any information on teacher performance on standards beyond the teacher's Final Summative Rating into the eTPES system or any other system required by the State. However, data related to student growth measures shall be uploaded/input into the eTPES system or any other system required by the State.

ARTICLE 309: REDUCTION IN FORCE (R.I.F.)

The Board recognizes that reduction in force can result in the loss of experienced, well-trained faculty. However, enrollment declines, and financial constraints, among other factors, may require a reduction. If, after the effective date of this contract, the Board determines that it is necessary to effect a reduction in the number of certificated/licensed teaching staff positions for reasons set forth in law, then the reduction will be achieved in the following manner:

309.01 Attrition:

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- A. The number of persons affected by a reduction in force will be kept to a minimum by not employing replacements insofar as practicable for members of the bargaining unit who retire or resign or whose limited contracts are not renewed for reasons unrelated to a planned reduction in force. The employment of replacements for some positions may be necessary in the event that teachers in the district do not possess the necessary certification/license and/or qualifications for the position to be filled.
- B. Certificated/licensed Education Assistants shall acquire and retain seniority rights only for the certificated/licensed position of education assistant. A RIF affecting the position of certificated/licensed Education Assistant shall accord layoff, bumping, and recall rights to the position of Education Assistant. Certificated/Licensed Education Assistants shall have no rights affecting layoffs and recalls among the other bargaining unit positions.

309.02 Suspension of Contract:

- A. Criteria: Within each area of certification/license to be reduced, reductions not achieved by attrition shall be accomplished first by suspending the contracts of teachers who do not have continuing contracts and secondly by suspending continuing contracts. Among teachers within each of these groups (i.e., the group holding continuing contracts and the group holding limited contracts in each area of certification to be affected by the reduction), preference shall be given to members of the bargaining unit with longer continuous service in the Brooklyn City Schools. Effective for the 2018-2019 school year, seniority shall not be the basis for a decision to retain a teacher, except when making a decision between teachers who have comparable evaluations.
- B. Retention: The names of all teaching personnel shall appear in order of seniority on a list in each of his/her areas of certification/license.
- C. Notice: The Board shall send written notice of suspension by certified mail, return receipt requested, to the affected teachers. Alternatively, the Board may have suspension notices personally delivered to affected teachers. The BEA President shall be provided with a list of the suspended teachers and the reason(s) for each suspension.
- D. If a teacher is to be reassigned because he/she would otherwise have been suspended, in accordance with this Article, such teacher shall have the express right to opt for suspension status.

309.03 Recall:

- A. Any teacher whose name appears on the Reduction in Force List shall be offered reemployment when a position becomes available for which he or she is certificated/licensed and qualified as per Article 309.02(B) above.
- B. The Superintendent's office will give written notice of an offer of reemployment by sending a registered or certified letter to said teacher at the teacher's last known address. It shall be the responsibility of each teacher to notify the Superintendent's office of any change in address.
- C. A teacher on the Reduction in Force List shall, upon acceptance of an offer of reemployment, return to the system with the same seniority, accumulations of sick leave days, and salary schedule placement as the teacher would have received in the year following suspension. A teacher, whose contract is suspended, who is offered a part-time position may choose to accept or reject the position yet shall remain on the recall list for the next available position for which the teacher is certified/licensed that would provide a full-time position.
- D. Teachers who hold a limited contract will remain on the Reduction in Force List for a period up to August 31, in the third calendar year following their suspension, thereby granting to limited contract teachers a period of 36 months on the recall list. Teachers who hold a continuing contract shall remain on the Reduction in Force List for a period up to August 31, in the sixth calendar year following their suspension, thereby granting to continuing contract teachers a period of 72 months on the recall list. If a teacher on the Reduction in Force List has accepted employment with another district, at the time the teacher would be recalled, then the Board will offer the recall to the teacher. Such teacher shall have ten (10) days after the date of the offer of recall to accept such position in writing and shall provide the Brooklyn Superintendent with a letter from the teacher's present employer stating that such employee will be released from the teacher's contract so as to report to work in Brooklyn within fifteen (15) days of the offer of recall. If the teacher does not provide such a letter from the present employer and/or does not accept recall within ten (10) days of the offer of recall and/or does not report to work within fifteen (15) days, such teacher shall be removed from the recall list. If a teacher is offered reemployment and fails to accept the offer within ten (10) days, the teacher will be immediately removed from the Reduction in Force List. After being removed from the Reduction in Force List, a teacher must make application for employment in accordance with established procedures if the teacher desires to be considered for employment by the Brooklyn City School District.

- E. Effective for the 2018-2019 school year, seniority shall not be the basis for a decision to recall a teacher, except when making a decision between teachers who have comparable evaluations.

309.04 Continuous Service:

As used in this Article, "continuous service" shall mean the time period of the teacher's continuous employment in the Brooklyn City School District since the most recent date of hire by the Board of the teacher. Time spent on unpaid leave of absence and reduction in force shall be deducted when computing continuous service but shall not be considered a break in continuous service.

309.05 Reduction in Force List:

Within fifteen (15) days after the Board sends out suspension notices, it shall prepare, post and send to the Association President a Reduction in Force List. The Reduction in Force List shall state:

- A. All positions in each area of certification/licensure affected by the reduction in force:
- B. The names and length of continuous service of all teachers within each affected area of certification/licensure; and
- C. Whether or not the teacher was suspended.

Copies of this list shall also be sent to each teacher on suspension. The list shall be kept current and updated copies shall be sent to the Association President and to each teacher on suspension.

309.06 Job Placement

Upon a written request from the employee, the Board agrees to reasonably aid any teacher removed through reduction in force to find a comparable position in an area school.

ARTICLE 310: SCHOOL YEAR

310.01 The school year for teachers shall be one hundred eighty-four (184) days. This includes one hundred eighty (180) days with students in session, two (2) record days, and two (2) in-service days. The student day will be scheduled in a manner to allow the teachers time for grading and record completion at the end of the first three (3) marking periods. On the last day of the first, second and third marking periods, students will be dismissed after they have met the state minimum student day. The remainder of such day shall be for teacher grading and record completion.

310.02 The two (2) required in-service days shall be defined as days to be utilized for training purposes, curriculum improvement, and improvement of teaching. The in-service programs will be mutually planned by the administration and a committee

of five (5) teachers appointed by the Association President. The first in-service day of each year shall be the first day that teachers are scheduled to report to work. The second in-service day shall be scheduled on a day mutually agreeable to the Board and Association. Schools will not be in session on NEOEA Day and it will be an unpaid day.

310.03 Every effort will be made by the Board to provide in the school calendar for a ten (10) calendar day break at the time of the winter holiday period.

310.04 In the event that the district elects to make up calamity days/hours, the makeup days/hours shall be scheduled by the Board following consultation with the Association. Teachers are not required to make up calamity days/hours except on days when students are in attendance. On such make up days, teachers will not receive additional compensation.

ARTICLE 311: STAFF REIMBURSEMENT FOR CLASS TRIPS

311.01 Day and overnight trips for the benefit of an entire grade of students may be approved by the Board. Each teacher coordinator/director of such a Board approved class trip shall be responsible for the planning, directing, and coordinating of the respective trips and shall be compensated as provided in the Supplemental Pay Schedule.

311.02 Since each of the trips requires extensive time and responsibility beyond the regular teaching days, the following method of reimbursement shall apply:

- A. For each day of overnight trips, all teachers who serve as chaperones shall be paid in accordance with the Supplemental Pay Schedule.
- B. For each day of overnight trips, one (1) teacher coordinator/director shall be paid in accordance with the Supplemental Pay Schedule.

ARTICLE 312: TEACHER WORKDAY

312.01 The workday for teachers will be seven hours and forty-five minutes. The workday for teachers may begin as early as 7:20 a.m. and end no later than 3:50 p.m. unless otherwise agreed upon by the Superintendent, Association President and the affected employee. Within these time frames, each teacher shall have a minimum 30-minute duty free lunch. Teachers in grades K-5 shall receive specialist instruction time (art, music, physical education) of at least 200 minutes per week. Each teacher shall be guaranteed at least 80 minutes of individual planning time each day (in increments of at least 40 minutes) during the teacher workday. Twice per month teachers will utilize a 40-minute block of individual planning time as collaborative planning time to work within the Five-Step Process of the OIP with their Teacher-Based Teams. Each teacher shall be guaranteed collaborative planning time. Time when students are in the classroom cannot be considered individual or collaborative planning time. Some reasonable flexibility will be allowed on days with scheduled faculty meetings, mandated testing weeks, professional development, and other special events, delayed start days, etc.

- 312.02 Teachers are required to be in their assigned buildings during the teacher’s day. If it becomes necessary for a teacher to leave the building during a conference/planning period, prior approval must have been obtained from the building principal or the building principal’s designee. If a teacher plans to leave the building during lunch, the teacher must inform the building principal or the building principal’s designee.
- 312.03 Elementary teachers shall not be assigned to supervise playground or cafeteria duty.
- 312.04 During the secondary teaching day, no teacher will have more than six (6) assignments. Each teacher shall receive conference/planning as set forth in 312.01. In addition, each teacher will have one (1) uninterrupted thirty (30) minute lunch period.

ARTICLE 313: TEACHERS WHO TRAVELING

- 313.01 Travel time for teachers who are required to travel between buildings as part of the teacher’s assigned daily schedule shall be reasonable, as determined by Superintendent or designee(s), given the circumstances of the teacher’s assignment. Teachers shall not be responsible for unsupervised students during assigned travel time between buildings. Traveling between buildings shall not be an excuse for teacher tardiness.

ARTICLE 314: LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

- 314.01 Name, Scope, and Number of Committees: The Brooklyn City School District Local Professional Development Committee (“LPDC”) shall be the official licensing body for the District as provided for in R.C. 3319.22(F) and applicable laws. The LPDC shall operate district-wide in its scope and shall review course work and other professional development activities completed by educators within the District and used for the renewal of certificates and licenses. The approval of the LPDC is required and noted by an e-signer approving the application in the online system. Decisions of the LPDC are not subject to any of the grievance procedures set forth in this Agreement.
- 314.02 Committee Membership and Qualifications
- A. The LPDC membership shall be comprised of three (3) certified representatives appointed by the Association, two (2) administrators appointed by the Superintendent, and one (1) alternate administrator appointed by the Superintendent. Terms of appointment shall be based on a fiscal calendar (i.e., July 1 to June 30). An LPDC member shall serve a three-year term in a staggered format. An LPDC member may repeat service on the LPDC without interruption if so duly appointed.
 - B. Whenever an administrator’s course work plan is being discussed or voted upon, the LPDC shall, at the request of one (1) of the LPDC’s administrative representatives, cause a majority of the LPDC

membership to consist of administrative representatives by reducing the number of certified representatives voting on the plan.

- C. Each LPDC member must have a minimum of three (3) years of prior professional experience.
- D. In the case of a vacancy for a certified representative, a certified representative shall be appointed by the Association President. In the case of a vacancy for an administrative representative, an administrative representative shall be appointed by the Superintendent. Any representative appointed to fill a vacancy occurring prior to the expiration date of the term for which that representative was appointed shall hold office as an LPDC member for the remainder of that term.

314.03 Meetings and Compensation of Members

- A. The LPDC shall meet as deemed necessary by the LPDC members working in collaboration with the Superintendent to review proposed plans and proposals for coursework, continuing education units (“CEUs”)/professional development units (“PDUs”) (i.e., contact hours), and equivalent activity points (“EAPs”). The time and location of LPDC meetings shall be determined by the LPDC members. As stipulated by the Ohio Department of Education (“ODE”), the provisions of the Ohio Open Meetings Act shall apply to the deliberations and activities of the LPDC as the LPDC serves as the subcommittee of the Board.
- B. Three of five (3/5) LPDC members must be present to conduct an LPDC meeting, a majority of whom must be Association members. All rendered decisions of approval by the LPDC shall be based on at least three (3) affirmative votes.
- C. Minutes of each LPDC meeting shall be available to each building, the Superintendent, Association President, LPDC members, and the Board Treasurer through a mutually agreeable method. The Board Treasurer shall maintain a copy of each LPDC meeting minutes as a public record.

314.04 Roles and Terms of Office

- A. The LPDC shall elect a chairperson who shall serve for a one-year term. The LPDC Chairperson may repeat service on the committee without interruption if so duly elected. The duties of the LPDC Chairperson shall include, but are not limited to:
 - 1. Presiding over all LPDC meetings;
 - 2. Establishing a meeting calendar, call all meetings, and set all agendas;

3. Ensuring that LPDC and Individual Professional Development Plan (“IPDP”) processes and procedures are followed;
4. Serving as a liaison to other District professional development committees;
5. Serving as the appeals process contact and liaison;
6. Serving as one of the LPDC reviewers of District educator professional development plans used for certificate/license renewals;
7. Suggesting training needs of LPDC members;
8. Registering to be an e-signer for ODE’s online license renewal; and
9. Overseeing the training for all new committee members.

B. The LPDC shall elect a secretary/recorder who shall serve for a one-year term. The LPDC Secretary/Recorder may repeat service on the committee without interruption if so duly elected. The LPDC Secretary/Recorder shall work with the LPDC, at the direction of the LPDC Chairperson, to ensure that the LPDC processes and communications are effective and efficient. The duties of the LPDC Secretary/Recorder shall include, but are not limited to:

1. Keeping accurate minutes of the LPDC meetings;
2. Keeping LPDC membership records up to date;
3. Maintaining a notebook or easily accessible electronic record of all committee activities; and
4. Serving as one of the LPDC reviewers of District educator professional development plans used for certificate/license renewals.

C. The LPDC shall adopt guidelines, forms, and procedures for the renewal of certificates and licenses. All decisions of the LPDC regarding guidelines, forms, and procedures shall be by a majority vote of the LPDC members.

314.05 Training: When needed, the Board shall schedule training for LPDC members related to the performance of their duties as LPDC members. When the training occurs during the school day, the Board shall provide substitutes at no cost to the Association and attendance at such scheduled trainings shall not constitute professional leave.

- A. Training for all new LPDC members may occur between July 1 and August 30.
- B. Such training may constitute an appropriate “equivalent” activity for LPDC members.

ARTICLE 315: BUREAU OF CRIMINAL IDENTIFICATION AND INVESTIGATION

315.01 Any person who is a candidate and is recommended for employment with the Board shall have a criminal background check conducted with respect to the teacher’s application as required under R.C. 3319.39. A candidate may be conditionally employed until the Board receives the results of the criminal record check from the Bureau of Criminal Identification and Investigation (“BCII”) and the Federal Bureau of Investigation (“FBI”). If such a candidate has been convicted of and/or plead guilty to any of the offenses as set forth in R.C. 3319.39(B)(1), R.C. 3319.31, or applicable laws, such candidate shall immediately be released from employment. The candidate shall be informed that the reason for such release was the BCII/FBI report. Upon release, neither the candidate nor the Association shall have any claim and/or grievance under this Agreement and/or under applicable laws. However, if within five (5) calendar days after the candidate’s release, the candidate elects to challenge the BCII/FBI report as inaccurate, the candidate, at the candidate’s request, shall be placed on an unpaid leave of absence pending the outcome of the candidate’s challenge against the accuracy of the BCII/FBI report. Should the candidate subsequently (1) obtain from the BCII/FBI and (2) present the Board with a BCII/FBI report which clearly demonstrates that the original report was inaccurate and that the candidate is qualified for employment (e.g., has not been convicted or pleaded guilty to any of the offenses set forth in the above stated statutes); then such candidate shall be (1) recalled from the unpaid leave of absence and (2) be placed in the conditional position or a similar position. If ODE adopts rules setting forth circumstances under which the Board may hire a person who (1) has been convicted of any of the offenses as set forth in R.C. 3319.39(B)(1), R.C. 3319.31, or applicable laws and (2) meets standards in regard to rehabilitation as determined by ODE; then the Board may consider the employment of such a candidate.

ARTICLE 316: SUBSTITUTES

316.01 Pursuant to R.C. 3319.10, long-term substitutes are defined as substitute teachers placed in the same assignment for more than sixty (60) days. By the sixty-first (61st) day of employment, all long-term substitutes shall receive a written contract of employment. Long-term substitutes may be utilized to fill positions that are open due to approved leaves of absence. In addition, long-term substitutes may be placed in positions that become vacant after October 1.

316.02 The duration of employment of long-term substitutes shall be for the period specified in their contract of employment and shall automatically expire at the end of that term without either (1) action by the Board or (2) further notice to the long-term substitute. However, long-term substitutes hired on or before October 1 shall be provided with no less than two (2) evaluations in accordance with Article 308. Those long-term substitutes hired after October 1 shall be provided

with no less than one (1) full evaluation. The provision of evaluations shall not create an expectancy of continued employment with the Board.

316.03 The provisions of Article 309 and R.C. 3319.17 shall not apply to long-term substitutes. As a result, long-term substitute contracts may be suspended at any time without recourse as the needs of the Board so dictate. As Article 316 does not conflict with the applicable provisions of R.C. 3319.17 and applicable laws, this Article is permissible pursuant to R.C. 3319.17(D) and applicable laws.

316.04 Long-term substitutes shall be informed of their status upon employment.

316.05 Long-term substitutes who are (1) employed before October 1 and (2) placed into positions for a period of time anticipated to be in excess of sixty (60) days, shall be placed on the BA-0 step immediately. Long-term substitutes hired after October 1, beginning with the sixty-first (61st) day of employment, shall be placed on the BA-0 step of the salary schedule.

316.06 If the employment of a long-term substitute extends beyond one (1) year, the long-term substitute shall be advanced to the next step of the pay scale, assuming that such a long-term substitute worked a minimum of one hundred twenty (120) days of at least three and one-half (3.5) hours per day in the prior calendar year – i.e., three hundred sixty five (365) calendar days.

ARTICLE 317: SELECTION OF SUBSTITUTES

317.01 Pursuant to R.C. 3319.10 and applicable laws, it shall be the responsibility of the District to secure properly licensed and certificated substitutes for classroom teachers who are absent.

317.02 Teachers shall have the right to request that the Superintendent remove from eligibility any substitute whom the classroom teacher feels is unqualified to substitute in the teacher's building. The Superintendent shall make all reasonable efforts to comply with the classroom teacher's request to the extent the Superintendent agrees with the teacher's request.

ARTICLE 318: THIRD GRADE GUARANTEE

318.01 No teacher shall be required to take any state assessment(s) related to the implementation of the Third Grade Guarantee or related to credentialing of teacher in order to comply with the requirements of the Third Grade Guarantee.

ARTICLE 400
AUTHORIZED ABSENCES

ARTICLE 401: UNPAID LEAVE OF ABSENCE

- 401.01 Pursuant to R.C. 3319.13 and upon the recommendation of the Superintendent only, the Board may consider a request for unpaid leave. The decision as to whether to grant such leave rests solely with the Board.
- 401.02 When a teacher returns to work after using unpaid leave, the teacher shall be placed in a position for which the teacher is qualified.

ARTICLE 402: PARENTAL LEAVE OF ABSENCE

- 402.01 A certificated/licensed employee who becomes a parent, stepparent, or legal guardian or custodian of a child, shall be eligible for a parental leave of absence without pay providing such employee has completed a minimum of one (1) year of successful employment in the District. Such leave must commence within thirty (30) days of the date of birth or obtaining custody in an adoption/guardianship of a child less than six (6) years of age, or at the conclusion of any authorized leave to which the bargaining unit member is otherwise entitled. A teacher may take up to six (6) weeks unpaid leave for purposes of qualifying for adoption of a child and may then commence an unpaid parental leave of absence under this Article later in the same school year. Employees on any authorized parental leave shall fulfill their leaves as originally approved.
- 402.02 A written request for a parental leave of absence shall be submitted to the Superintendent or the Superintendent's designee no later than three (3) weeks prior to the effective date of such leave.
- 402.03 Parental leave may be for the remainder of the present school year, if the birth or adoption placement occurs after the start of classes in the fall, and an additional one school year as requested by the certificated/licensed employee. For parental leave events (birth, adoption, custody) occurring after May 1 through the summer months, teachers are entitled to two consecutive school years of parental leave. Such request for the additional parental leave shall be submitted no later than April 1, preceding the school year for which such leave is requested. If such request is not submitted by April 1, then the teacher's parental leave is deemed not to extend into the next school year. In the event the parental leave commences after April 1, the request for the extension of the leave for the following school year must be submitted at the earliest possible date but in no event later than June 15 preceding the school year for which such leave is requested.
- 402.04 At the conclusion of the parental leave, the employee shall be reinstated in a comparable position at the beginning of the succeeding school year unless such employee has been properly laid off in accordance with the Reduction in Force Policy. However, if the employee submits a request to return at a time other than the beginning of a school year and a vacancy is available, the Superintendent may then assign that employee to the vacancy for which the teacher is certified/licensed.

- 402.05 A certificated/licensed employee who takes a parental leave of absence shall retain the teacher's seniority acquired at the time of taking the leave, and shall begin with the same seniority upon returning to work.
- 402.06 Any certificated/licensed employee returning from parental leave shall not be entitled to advancement on the salary schedule for the period of absence nor shall any sick leave accrue during such parental leave.
- 402.07 Any certificated/licensed employee on parental leave shall have the right to continue any or all group insurance coverages upon reimbursing the Board the group premium rate for that insurance coverage taken while on such leave. The teacher shall reimburse the Board the total monthly premium within the first ten (10) days of each month of such coverage.
- 402.08 A parental leave of absence for adoption purposes shall consist of all the rights, obligations, and benefits granted to those certificated/licensed employees under the aforementioned parental leave provisions.

ARTICLE 403: PERSONAL LEAVE

- 403.01 Pay for personal leave of absence due to situations of a personal nature over which the employee has no control shall be allowed to a maximum of three (3) unexplained personal leave days per year. Unused personal days at the end of each year shall be converted to sick leave and accumulate as such.
- 403.02 Limitations and Exceptions: Personal leave, except for funerals, or situations deemed to be extreme emergencies and/or significant unavoidable commitments, shall not be granted on days immediately preceding or following a vacation holiday (first report day of the school year, Labor Day, Thanksgiving, Winter break, Martin Luther King Jr. Day, Presidents' Day, Spring break, Memorial Day, and the last work week of the school year). Examples of "unavoidable commitments" include, but are not limited to, weddings, graduations, religious ceremonies, and other similar events over which the teacher has no control. The following are examples of reasons which are not valid uses of paid personal leave of absence:
- A. Gainful employment. (except if a teacher is employed under a supplemental contract in another school district and is required to attend an event due to the fact that one of the teacher's students is participating in the event, such leave shall not be deemed to be gainful employment).
 - B. Vacation.
- 403.03 No more than ten percent (10%) of the staff in any building may be on personal leave on any one day. In emergency situations this percentage may be exceeded with approval of the Superintendent. The ten percent (10%) limitation shall be met on a first come first served basis.
- 403.04 Personal leave must be used in a minimum of one-quarter (0.25) day increments.

403.05 Personal Leave shall not be taken on Professional In-service or Parent/Teacher Conference days, except in cases of emergency.

403.06 Personal Leave Request Forms/Electronic Absence Management System Submissions: Teachers shall submit personal leave requests to the Superintendent or designee(s) using the Personal Leave Form or electronic absence management system – as determined by the Superintendent or designee(s) – at least twenty-four (24) hours in advance of the day for which personal leave is being sought unless there is an extreme emergency in which case the Personal Leave Form or electronic absence management system submission must be submitted as soon as practicable before the day in which personal leave is being sought. The Personal Leave Form or electronic absence management system submission shall be returned to the Superintendent or designee(s), who shall either (1) initial the form and return one (1) copy to the teacher before the date of the leave or (2) complete the electronic absence management system submission process. Failure to submit a request twenty-four (24) hours in advance shall not be a basis for denial of leave but shall be treated as an emergency situation. A copy of the Personal Leave Form is attached as Appendix A.

A. Falsification of a personal leave request form or use of personal leave for an invalid reason as set forth above, may result in suspension or termination of employment in accordance with R.C. 3319.16.

B. Upon approval of the Superintendent and the Board, unpaid personal leave may be granted in unusual circumstances. Written requests for such unpaid leave must be submitted to the Superintendent at least thirty (30) days before the leave is to commence. If circumstances prohibit submission of a request for unpaid leave thirty (30) days in advance, the request will be submitted at the earliest possible time.

403.07 Packing Day Personal Leave: Any teacher who is required to move to a different classroom or remove the teacher's classroom materials due to involuntary transfer and/or building renovations or construction shall be eligible for an One Hundred Dollar and Zero Cent (\$100.00) stipend. The stipend shall be paid during the following school year.

ARTICLE 404: SICK LEAVE

404.01 Sick leave shall be earned and accrued in accordance with the applicable provisions of R.C. 124.38 and R.C. 3319.141.

404.02 Sick leave shall accumulate for teachers at the rate of one and one-quarter (1.25) days per month not to exceed fifteen (15) total days per year. The accumulation of unused sick leave shall be unlimited.

404.03 Sick leave must be used in a minimum of one-quarter (0.25) day increments.

- 404.04 To assist in the determination of staff employment needs, any employee who can anticipate a need to use sick leave, as is the case with employees who become pregnant or who schedule surgery, shall notify the Superintendent of the need for the sick leave in writing within a reasonable time after the employee learned of the need, and of the anticipated date(s) of absence when the doctor informs the employee of that date.
- 404.05 A teacher who is new to the District or has exhausted all sick leave shall be advanced up to five (5) days of sick leave annually to be charged against sick leave subsequently earned. In the event a teacher who has been advanced sick leave under this section leaves paid employment status with the Board prior to having earned the sick leave previously advanced, such teacher shall reimburse the Board for the unearned sick leave advanced under this section through deduction from the final paycheck. If the final paycheck is insufficient, the teacher shall reimburse the Board. The advanced sick leave shall be charged against future accumulated sick leave at the rate of one and one-quarter (1.25) days per month. Nothing in this Agreement shall be considered to create an expectation that unpaid leave shall be granted to any teacher who is new to the District or has exhausted all sick leave and advancements. Nor shall anything in this Agreement preclude the Board from docking any such teacher's pay and/or in taking appropriate disciplinary action for any unauthorized leaves of absence.
- 404.06 Sick leave shall be granted as requested for the death of a spouse or child. Sick leave up to a maximum of five (5) days shall be granted for other deaths in the immediate family. Immediate family refers to mother, father, brother, sister, niece, nephew, aunt, uncle, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchild and grandparent (in-law) or any member of the family or household who clearly stands in the same relationship with the teacher as any of these.
- 404.07 Medical verification shall be required if the sick leave extends beyond the normal period of confinement. Normal period of confinement is that period of time determined by the medical community as necessary for the recovery from a specific medical problem.
- 404.08 Sick Leave Bank
- A. Each teacher may, on a voluntary basis, contribute one (1) day per year to a Sick Leave Bank. Each teacher wishing to do so shall notify the Board Treasurer by October 1 of the teacher's notice to contribute and shall authorize the Board Treasurer to reduce by one (1) day that teacher's accumulated unused sick leave total. The Treasurer shall then deduct that day from the teacher's total accumulation and credit that day to the Sick Leave Bank. By November 1, the Treasurer shall notify the Association President of the number of days available in the Sick Leave Bank. The Association President shall notify the Board Treasurer when days are to be credited to teachers in need of sick leave days. This notice shall identify to whom the days are to be credited and the number of days to be so credited. The Executive Committee of the Association shall establish a policy

regarding the utilization of days drawn from the Sick Leave Bank. The Policy and Forms are included as Appendix F and Appendix G.

- B. Total sick leave bank accumulation shall be “capped” at three hundred (300) days. Thereafter, no additional donations shall be accepted until the overall bank accumulation falls below two hundred (200) days.

404.09 Any pregnant certificated/licensed employee who prefers not to use accumulated paid sick leave, or who exhausts her accumulated sick leave credit, may apply for a parental leave of absence without pay or benefits.

404.10 Teachers shall receive a stipend of One Hundred Dollars and Zero Cents (\$100.00) for not using any sick days during each semester. Teachers who have not used a sick day the entire year shall receive an extra stipend of One Hundred Dollars and Zero Cents (\$100.00) at the end of the school year. The death of an immediate family member shall not count against a teacher using sick time for the purposes of receiving a stipend under this section.

ARTICLE 405: FALSIFICATION OF SICK LEAVE

405.01 Falsification of sick leave or any communication from a licensed medical professional is grounds for termination under R.C. 3319.16.

ARTICLE 406: LEAVES OF ABSENCE FOR PROFESSIONAL GROWTH

406.01 Pursuant to R.C. 3319.131, the Board may consider requests for professional growth leave. The decision as to whether to grant such leave rests solely with the Board.

406.02 When a teacher returns to work after using professional growth leave, the teacher shall be placed in a position for which the teacher is qualified.

406.03 A teacher who has completed five (5) years of service in the Brooklyn City Schools may, with the permission of the Board and the superintendent, be entitled to take a leave of absence for one or two semesters, subject to the following conditions:

- A. The teacher shall present the superintendent with a plan for professional growth.
- B. At the conclusion of the leave the teacher shall provide evidence that the plan was followed.
- C. The teacher shall enter into a contract agreeing to return to the district at the end of the leave for a period of at least three (3) full school years.
- D. The teacher shall receive a salary during the leave which will be the difference between the substitute’s pay and the teacher’s expected salary.

- E. No more than five percent (5%) of the professional staff may take such leave at any one time.
- F. No teacher shall be entitled to such leave more than once for each five (5) years of service in the Brooklyn City Schools.
- G. A second leave shall not be granted to a teacher when other members of the staff have filed a request for such a leave which would exceed the five percent (5%) limit.
- H. There must be available a satisfactory substitute to take the teacher's place while on leave.
- I. The teacher may maintain the teacher's insurance coverage by paying ninety-five percent (95%) of the monthly premium, to be received by the Treasurer prior to the first day of each month.
- J. Upon return from such leave and submission of proof of satisfactory documentation that the teacher successfully completed the sabbatical program, the Board will grant the teacher one half (½) or one (1) year of teaching experience on the district's salary schedule commensurate with the length of leave.

ARTICLE 407: ASSAULT LEAVE

407.01 The Board will provide assault leave to a teacher who is absent due to a physical or serious emotional disability resulting from an assault by a student, by a parent or guardian, by a trespasser or due to an injury while mediating a dispute which occurs in the scope of an employee's Board employment. The Board will maintain the teacher on full-pay status up to a maximum of twenty (20) school days under the following provisions:

- A. The teacher who has been assaulted must furnish a written, signed statement on forms provided by the Board to justify the use of assault leave. In addition, any teacher seeking assault leave shall, upon request of the administration, file juvenile or criminal charges against the person(s) making the assault, and to testify as a witness in connection with any juvenile, criminal and/or school disciplinary action taken against the offender.
- B. If medical attention is required, a certificate stating the nature of the disability and its duration from a licensed physician shall be provided before assault leave can be approved for payment.
- C. Falsification of either a written, signed statement or a physician's certificate shall be grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.

- D. Assault leave granted under these regulations shall not be charged under sick leave earned or earnable under Section 3319.141 of the Ohio Revised Code or leave granted under regulations adopted by the Board pursuant to Section 3319.08 of the Ohio Revised Code.
- E. If a certified/licensed employee's absence resulting from assault is covered by Workers' Compensation, the Board shall provide only such additional compensation as will provide said teacher with the same gross income the teacher was receiving at the time of the teacher's assault. In the event a delayed award by Workers' Compensation results in a total combined payment to the teacher which results in an amount equal to, or more than the teacher's normal per diem rate, the excess payment, from the effective date of the initial award of Workers' Compensation, will be returned to the Board. The employee shall be encouraged to pursue litigation against the person(s) perpetrating the assault.
- F. Any amounts received through disability insurance coverage will be deducted from assault leave payment. Failure to notify the Board of all amounts received from disability insurance coverage will result in cancellation of assault leave and recovery of all assault leave payments and may be grounds for suspension or termination of employment pursuant to Revised Code §3319.16.
- G. Assault leave payment will terminate if and when the teacher becomes eligible for disability retirement.
- H. Any exception beyond the above may be recommended by the Superintendent and approved by the Board.

ARTICLE 408: NON-COMPENSATED LEAVE

- 408.01 Up to ten (10) days of uncompensated leave may be granted to a teacher at the discretion of the Superintendent. Since such uncompensated leave is discretionary, nothing herein shall create an expectancy that such leave will be granted. Disciplinary action may be taken for any unauthorized leave.

ARTICLE 409: JURY/WITNESS LEAVE

- 409.01 Any teacher who is absent from the teacher's work assignment for jury duty or as a subpoenaed court witness shall be granted pay not to exceed the difference between the jury pay and the teacher's pay by the Board. Such teacher shall turn over the total amount of such fees after expenses to the Board Treasurer in return for the teacher's regular paycheck.

ARTICLE 410: FAMILY MEDICAL LEAVE ACT

- 410.01 The Parties agree to be bound by the provisions of the Family and Medical Leave Act of 1993, and as set forth herein below.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- 410.02 Any leave taken by an employee, whether paid or unpaid, for the following reasons, shall be applied against the employee's entitlement to twelve (12) work weeks of leave (up to twenty-six work weeks in the case of leave to care for a covered service member as set forth in F, below) during the twelve (12) month period commencing with the first use of the leave.
- A. The birth of a son or daughter, and to care for the newborn child within one year of the birth;
 - B. The placement with the employee of a son or daughter for adoption or foster care within one year of the adoption or placement;
 - C. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - D. Because of a serious health condition that makes the employee unable to perform the functions of his or her job;
 - E. Because of any "qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on (or has been notified of an impending call to) "covered active duty" status in the Armed Forces; and
 - F. An eligible employee who is the spouse, son, daughter, parent or next of kin (nearest blood relative) of a "covered service member" is entitled to leave to care for that service member.
- 410.03 The annual twelve (12) month period shall commence and be measured forward from the date the employee first uses the leave set forth above.
- 410.04 No employee shall lose seniority during the period of paid time off which is attributable to the Family and Medical Leave Act.
- 410.05 Eligible employees will be required to certify their request for FMLA thirty (30) days in advance by use of the appropriate Department of Labor (DOL) Form when possible.
- 410.06 Sick leave events which continue two (2) weeks or more will require completion of an appropriate DOL Form.
- 410.07 Eligible employees will be required to recertify their request for FMLA leave every thirty (30) days.
- 410.08 Leave for the birth or adoption of a child or for the placement of a child in foster care may be taken on intermittent or reduced schedule upon approval of the Superintendent, which approval shall not be unreasonably withheld.

410.09 Employees will be obligated to pay the employee share of health care premiums on the regular pay day. The District will cease to pay the District's share of the premium if the employee's payment is more than thirty (30) days late.

ARTICLE 500
SALARY ITEMS

ARTICLE 501: INSURANCE PROGRAM

501.01 The Board shall provide all certificated employees covered by this contract with a hospitalization program, medical, dental, life insurance and all previously negotiated riders to the basic coverage. The Board shall comply with all applicable provisions of the Affordable Care Act and shall undertake all reasonable efforts to promptly notify employees of changes to the plan design that may occur as a result of such compliance.

501.02 Effective January 1, 2017:

- A. The insurance plan shall be the Medical Mutual of Ohio Super Med Classic or a similar Comprehensive Major Medical Plan. Network - \$250/\$500 Deductible. 80% Coinsurance. Coinsurance Maximum \$500/\$1,000. Non-Network - \$500/\$1,000 Deductible. 60% Co-insurance. Coinsurance Maximum \$1,000/\$2,000. \$10 Primary Care Office Visit, \$20 Specialist Visit, \$30 Urgent Care, \$50 E.R. (waived if admitted). Prescription drug coverage shall be \$15 Generic/\$30 Formulary/\$45 (Non-Formulary) Copay (Retail). \$30 Generic/\$60 Formulary/\$90 Non-Formulary Copay (Mail Order). Dental and Vision care as was or similar to coverage provided during the 2002/2003 school year; and Term Life Insurance in the amount of \$50,000.
- B. The Board will pay ninety-five percent (95%) of premium costs with the employee paying five percent during the life of this contract.
- C. For employees hired after April 30, 2003, the Board will pay eighty-five percent (85%) of premium costs in effect during the life of this contract with the employee paying fifteen percent.
- D. The Board may offer alternate single and family coverage for all eligible employees (i.e., defined as full-time under the Affordable Care Act) for hospitalization insurance and major medical. The cost to the employee will not exceed \$90 per month. The specifications of this plan will be determined solely by the Board to meet the requirements specified in the Affordable Care Act.

501.03 Effective until December 31, 2016: Employees can only receive the first filling of a prescription and two (2) refills at the retail level. Additional refills at the retail level will be charged \$30 Generic/\$60 Brand Copay. Employees are encouraged to refill maintenance drugs through the mail order program providing a three month supply of medication with \$30 generic/\$60 brand name deductible.

501.04 Before the Board determines to change carriers from any of the insurance programs described above, a joint committee of administrators and teachers will examine

insurance programs available to the Board with particular emphasis on coverage levels and cost efficiency. The committee will then make a written recommendation to the Board and Association concerning carriers if it is recommended a change be made in the future.

- A. During the 2017-2018 school year, the Board and the Association agree to form a Joint Insurance Committee to explore available options to reduce costs and improve insurance coverages.
- B. The committee shall be charged with examining the current insurance plans, the utilization of insurance by district employees, possible modifications to the current insurance plans and other mutually beneficial alternatives to the current plan.
- C. The Joint Insurance Committee shall consist of the Superintendent, up to three administrators appointed by the Superintendent, the Association President and up to three teachers appointed by the Association President. The OEA Labor Relations Consultant and the Board's Insurance Consultant may also attend committee meetings.
- D. All meetings of the committee shall be scheduled by mutual agreement of the Superintendent and the BEA President.
- E. The committee shall present its findings to the Association and Board Negotiations Teams no later than April 30, 2018. Any recommendation made by the Joint Insurance Committee shall be non-binding on the Association and Board Negotiations Teams.

501.05 Medicare premium payments for teachers who are sixty-five (65) years of age or older and are enrolled in the Medicare Plan will be paid by the Board in lieu of payment for insurance listed in 501.01.

501.06 Flu shots will be provided by the Board at a Board facility, once a year between October 1 and November 30. Employees' participation shall be on a voluntary basis.

501.07 If a wife and husband are both bargaining unit members, the Board will pay the full family premium costs for one (1) insurance plan if the couple takes one coverage. These individuals are not eligible for the health incentive plan.

501.08 For employees new to the district after April 30, 2003, the Board will pay eighty-five percent of the pro rata share of premium costs for a single insurance plan for a part-time employee, i.e., if a bargaining unit member works half (1/2) time, then the Board would pay -eighty-five (85%) of half (1/2) of the single premium cost. These part-time employees are not eligible to purchase family coverage.

501.09 Part-time employees as of April 30, 2003 will be able to continue their health participation per Article 201.01.

501.10 Health Insurance Incentive Plan: The Board agrees to implement the following Health Insurance Incentive Plan (Appendix E):

- A. Eligible Participants - Bargaining unit members who are insured under a health insurance plan other than that provided in this agreement and who elect to drop their health insurance coverage status and bargaining unit member new to the district during the duration of this negotiated agreement.
- B. Plan Benefits - Each eligible plan participant will receive an incentive payment equal to thirty (30%) percent of the amount which the Board would have been required to contribute to that member's health insurance premium payment had the member subscribed to that coverage. The incentive payment will be made monthly beginning with the first month following acceptance of the application and that such payments will be subject to all applicable withholding including, but not limited to STRS contributions, and federal, state and local income tax.
- C. To participate in the Health Insurance Incentive Plan, the employee must complete an Election Agreement for this plan. The employee will be able to elect to exchange coverage for cash compensation on the later of the employee's date of employment or the date the employee becomes eligible for medical benefits.
- D. Generally, the employee will not be permitted to change the employee's election to participate in the Plan or to vary the level of benefits the employee has selected during the Plan Year. Plan Years begin each October 1 and end on September 30.
- E. However, the employee may change the employee's previous election if the employee has a "change in family status." A change in family status is defined in Internal Revenue Service regulations as follows:
 - 1. The employee becomes divorced or legally separated from the employee's legal spouse.
 - 2. The employee's spouse, dependent, or beneficiary dies.
 - 3. The employee become permanently disabled.
 - 4. The employee marries.
 - 5. The birth or legal adoption of a person who qualifies as the employee's dependent.
 - 6. Termination or commencement of the employee's spouse's employment.
 - 7. The employee switches from part-time to full-time, or vice versa.
 - 8. The employee or the employee's spouse takes an unpaid leave of absence.
 - 9. There is a significant change in health coverage for the employee or the employee's spouse due to the employee's spouse's employment.

- F. Unless the employee has a change in family status, the employee will only be permitted to change the employee's election in September, which becomes effective on October 1 of the following Plan Year.
- G. If the employee's employment is terminated during the Plan Year, the employee's active participation in this plan will cease and the employee will not be able to receive benefits elected under this Plan.
- H. The Employer bears the entire cost of administering this Plan. Benefits under this Plan are paid from the general funds of the Employer and are self-administered by the Employer.
- I. The Superintendent is empowered and authorized to make rules and regulations and establish procedures with respect to this plan and to determine or resolve all questions that may arise as to eligibility, benefits, status and rights of any person claiming benefits under this Plan. The Superintendent has the power and authority to construe and interpret the Plan to correct any defect, supply any omissions or reconcile any inconsistencies in the Plan. These actions by the Superintendent must be consistent with the terms and conditions of any applicable collective bargaining agreement.
- J. While it is anticipated that the Summary Plan Description adequately describes the material provisions of the Plan, it is the plan document which ultimately governs the Plan along with rules and regulations and other procedures developed by the Superintendent.
- K. If any benefit provided under this Plan is denied, the employee or the employee's beneficiaries may request a full review by writing to the Plan Administrator within 60 days of the denial. Be sure to state in the employee's letter why the employee believes the benefit should not have been denied and submit any relevant data, questions, or comments. Ordinarily, a decision will be returned to the employee in writing not later than 60 days after the employee requests the review. However, if additional information is required, the review may take longer but in no circumstances will this decision be rendered later than 120 days after the employee's request.
- L. Nothing in this Plan or this Summary Plan description in any way creates an expressed or implied contract of employment.
- M. The Employer intends to continue this Plan indefinitely. However, certain circumstances may require that this Plan be amended or terminated. The Employer reserves the right to amend, modify, or terminate this Plan, consistent with the terms and conditions of any applicable collective bargaining agreement.
- N. As a participant in the Brooklyn City School District Health Insurance Incentive Plan, the employee is entitled to certain rights and protections.

- O. Examine without charge at the Plan Administrator's office all plan documents, including collective bargaining agreements and copies of all plan documents.
- P. Obtain copies of all plan documents and other plan information upon written request to the Plan Administrator. The Plan Administrator may make a reasonable charge for the copies.
- Q. If the employee's claim for a benefit is denied in whole or in part, the employee must receive a written explanation of the reason for the denial. The employee has the right to have the plan review and reconsider the employee's claim.
- R. The Health Insurance Incentive Plan/Application is attached hereto and incorporated herein at Appendix E.

501.11 Suburban Health Consortium Working Spouse Coverage – **Effective July 1, 2021**

- A. If an employee's spouse is eligible to participate, as a current employee or retiree in group health insurance and/or prescription drug insurance sponsored by his/her employer or any public retirement plan, the spouse must enroll in such employer (or public retirement plan) sponsored group insurance coverage(s).
- B. This requirement does not apply to any spouse who works less than thirty (30) hours per week AND is required to pay more than fifty percent (50%) of the single premium to participate in his/her employer's group health insurance coverage and/or prescription drug insurance coverage. This requirement also does not apply to any spouse who is a retiree under a public retirement plan and enrolled in Medicare coverage.
- C. Upon the spouse's enrollment in any such employer (or public retirement plan) sponsored group insurance coverage, that coverage will become the primary payor of benefits and the coverage sponsored by the Board of Education will become the secondary payor of benefits.
- D. Any spouse who fails to enroll in any group insurance coverage sponsored by his/her employer or any public retirement plan, as required by this Section, shall be ineligible for benefits under such group insurance coverage sponsored by the Board of Education.
- E. Every employee whose spouse participates in the Board of Education's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Board of Education, upon request, a written certification verifying whether his/her spouse is eligible to participate in group health insurance coverage and/or prescription drug insurance coverage sponsored by the spouse's employer

or any public retirement plan. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all health and prescription drug insurance coverages sponsored by the Board of Education. Additional documentation may be required.

- F. If you submit false information or fail to timely advise the Plan of a change in your spouse's eligibility for employer (or public retirement plan) sponsored group health insurance and/or prescription drug insurance, and such false information or such failure by you results in the Plan providing benefits to which your spouse is not entitled, you will be personally liable to the Plan for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the Plan. Any amount to be reimbursed by you may be deducted from the benefits to which you would otherwise be entitled. In addition, your spouse will be terminated immediately from group health insurance and/or prescription drug insurance coverage under the Plan. **If you submit false information, you may be subject to disciplinary action by your school district, up to and including termination of employment.**

ARTICLE 502: PROFESSIONAL MEETINGS

502.01 Teachers wishing to attend a professional meeting or pursue professional growth opportunities shall submit their request to both the building principal and Superintendent for approval.

502.02 If a teacher's request is approved, the building principal shall notify the teacher of the maximum expenditure for such approval. These days shall be charged as Professional Development.

502.03 Upon return from an approved professional development leave, the teacher shall provide the Board Treasurer with receipts displaying expenditures so as to receive proper reimbursement.

502.04 Expenses

A. Travel: The Board shall pay transportation costs not to exceed the amounts shown below, dependent on whichever is more expedient and/or economical:

- 1. Per Mile: IRS rate in effect at the time of the travel.
- 2. Air Coach Fare: \$500.00

B. Lodging and Meals for Overnight Trips: The Board shall pay the per diem costs for lodging and meals not to exceed the amounts shown below:

- 1. Lodging for Overnight Trips
 - a. If one (1) teacher attends, \$100.00.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- b. If two (2) or more teachers attend, \$65.00 per teacher.
- 2. Meals for Overnight Trips: \$40.00 maximum per day.
- 3. Registration Fee: Registration fees shall be paid by the Board. Any part of the registration fee that includes membership dues shall not be paid by the Board.
- 4. All statements of expenses shall be accompanied by the original receipts for transportation, lodging, and meals. The final summary statement shall be on form provided by the Board Treasurer. If receipts and statements of expenses are not presented, expenses shall not be paid by the Board.

502.05 When a teacher is requested by the Superintendent or designee(s) to attend professional meetings during the school year, such teacher shall receive a stipend of Fifty Dollars and Zero Cents (\$50.00) for any meeting outside of Cuyahoga County that requires attendance or travel outside of the scheduled teacher workday.

502.06 When a teacher is requested by the Superintendent or designee(s) to attend professional meetings that are held inside the State of Ohio but outside the school calendar, teachers shall receive the supplemental curriculum writing rate for time spent at the meeting. When requested by the Superintendent or designee(s) to attend professional meetings that are held outside the State of Ohio and outside of the school calendar, such teacher shall receive a stipend of One Hundred Dollars and Zero Cents (\$100.00) for each day spent at the meeting.

ARTICLE 503: SEVERANCE PAY

- 503.01 A. Any employee who works regularly each week on a permanent part-time basis or on a full-time basis and who has five (5) or more years of service under the Ohio State Teachers Retirement System (STRS) may elect at the time of the teacher's retirement from active service to receive severance pay in the amount equal to thirty-two percent (32%) of the teacher's accrued but unused sick leave days to a maximum of three hundred ten (310) days times the per diem rate of said employee's yearly contractual salary in effect at the time of retirement. Computation shall be carried out to the nearest one-fourth (.25) of a day.
- B. Any full-time teacher who becomes a part time teacher at any time during their five years prior to retirement shall have their severance calculated as if they are a full time teacher.
- C. Any employee who elects the Lump Sum Retirement Buyout shall receive the teacher's severance pay in one payment within sixty (60) days following the retirement.

- 503.02 Supplemental contracts, overtime or any other compensation will not be included in the calculation.
- 503.03 As used herein, the word “retirement” means “full permanent retirement” with regard to age and years of service as defined by the Ohio State Teachers Retirement System.
- 503.04 Any employee who dies prior to severing employment who would otherwise have been entitled to such payment, shall be deemed to have “retired” the day preceding the teacher’s death. Said payment for such accrued sick leave shall then be paid to the teacher’s surviving spouse and/or to the teacher’s estate in the manner provided by law.

ARTICLE 504: SALARY DISTRIBUTION

- 504.01 The annual salary will be divided into twenty-six (26) payments as appropriate and will be made every other Friday as per pay schedule listed in Appendix D. On occasional years, when the 27 pay cycle would occur, a form shall be sent by the Treasurer with the first paycheck in June notifying the bargaining unit of the 27 pay situation for the next school year.
- 504.02 All teachers shall be paid through direct (electronic) deposit. On each pay date, teachers shall have the ability to access their payroll data via a secured web account that shall be provided by the Board.

ARTICLE 505: PAYMENT FOR PERIOD SUBSTITUTION

- 505.01 Teachers shall be asked to substitute only when a qualified full-day substitute cannot be found.
- 505.02 If a teacher is called upon to substitute during a period normally unassigned, that teacher shall be paid the schedule amount per period or major fraction thereof. Less than one half (0.50) period substitution and any voluntary substitutions arranged between equally qualified teachers shall not be compensated.
- 505.03 If a normal rotation assignment does not fill the needed substitution, the Superintendent or designee(s) can assign the teacher next on the rotation list to substitute with compensation.

ARTICLE 506: SUPPLEMENTAL PAY SCHEDULE

- 506.01 The Supplemental Pay Schedule for the duration of this Agreement is set forth as follows:
- A. 2018-2019 School Year = \$36,443 Base. See Appendix B-1.
 - B. 2019-2020 School Year = \$36,443 Base. See Appendix B-2.
 - C. 2020-2021 School Year = \$36,807 Base. See Appendix B-3.
 - D. 2021-2022 School Year = \$37,176 Base. See Appendix B-4.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- E. 2022-2023 School Year and Frozen = \$37,547 Base and Frozen. See Appendix B-5.

The Board and Administration reserve the right to create new supplemental positions, and to restructure positions (provided duties are not increased during the term of an individual's supplemental contract). If a new position is created, or if the duties and time commitments of a present position are materially changed, then either party may request negotiations as to the appropriate rate for the position. Upon such a request, negotiations shall be commenced within ten (10) days. If the Parties cannot agree within fifteen (15) days, the dispute will be submitted to expedited arbitration.

506.02 Supplemental Salary Committee

- A. A Supplemental Salary Committee shall be established by October 31, 2006, to address any necessary modifications to all supplemental contracts. This Committee shall consist of three (3) members appointed by the Association President and three (3) members appointed by the Superintendent. The functions of this Committee shall include:
 - 1. The determination of the appropriate compensation for any newly added or restructured supplemental positions;
 - 2. Changes in the present supplemental salary schedules;
 - 3. Increasing/decreasing the number of coaches and/or advisors; and
 - 4. Create new supplemental positions.
- B. This Committee shall meet once each year or more often upon agreement of a majority of the Committee.
- C. Any action of the Committee shall be in writing, signed by a three-fourths ($\frac{3}{4}$) majority of the full membership of the Committee.
- D. The work of the Committee shall continue on an annual basis. Once a majority is achieved on any and all modifications to supplemental contracts, each teacher will be issued a copy of an updated schedule of the revised version of this Article by May 1, complete with salary grid information. The updated schedule, complete with salary grid information, shall be considered part of the Agreement for the following contract year.

506.03 Extended Days

- A. Due to job responsibilities, extended days beyond the normal teacher's school year will be granted to librarians and school counselors. Pay will be at the per diem rate of pay of that person's base salary.

- B. Unless otherwise mutually agreed, High School and Elementary librarians shall receive a minimum of four (4) days prior to and four (4) days at the end of each school year.
- C. Unless otherwise mutually agreed, each school counselor and each School Psychologist shall receive a minimum of five (5) days prior to and five (5) days at the end of each school year.
- D. Additional days may be granted at the request of either the individual or the building principal with the approval of the superintendent.
- E. Schedules for school counselors may be adjusted upon agreement of the administration to take into account hours spent for evening responsibilities.

ARTICLE 507: SALARY SCHEDULE

507.01 Base Salary

- A. 2018-2019 School Year: Commencing July 1, 2018, and ending June 30, 2019, the BA base salary on the 2018-2019 school year index shall increase by zero percent (0.00%). See Appendix C-1.
- B. 2019-2020 School Year: Commencing July 1, 2019, and ending June 30, 2020, the BA base salary on the 2019-2020 school year index shall increase by one percent (1.00%). See Appendix C-2. Any and all retroactive payments for services actually rendered during the time period between and including July 1, 2019, and June 30, 2020, shall be paid by the Board over the final three (3) remaining pays of the 2019-2020 school year with the final pay occurring on August 7, 2020.
- C. 2020-2021 School Year: Commencing July 1, 2020, and ending June 30, 2021, the BA base salary on the 2020-2021 school year index shall increase by one and one-half percent (1.50%). See Appendix C-3.
- D. 2021-2022 School Year: Commencing July 1, 2021, and ending June 30, 2022, the BA base salary on the 2021-2022 school year index shall increase by three percent (3.00%). See Appendix C-4.
- E. 2022-2023 School Year: Commencing July 1, 2022, and ending June 30, 2023, the BA base salary on the 2022-2023 school year index shall increase by two percent (2.00%). See Appendix C-5.

507.02 Longevity Step

A longevity step which is equal to three percent (3%) of the BA base salary shall be paid to all teachers who are at the 27th step of the salary schedule or above.

507.03 Salary Schedule Placement

- A. Bargaining unit members shall be placed on the salary schedule according to the highest degree they have attained. The masters column and beyond must be graduate hours.
- B. Teachers new to the District shall receive a maximum of five years credit for their prior service with the following exceptions.
 - 1. S.T.R.S. retirees may be rehired and granted from a minimum of 5 years to a maximum of 10 years credit for their prior service.
 - 2. Teachers in the following areas may be granted up to ten years credit for their prior service: (Psychologist, School Counselor, Speech and Hearing Therapist).
- C. All credit for additional training must be presented to the Superintendent for consideration within three (3) weeks after the first teacher day at the beginning of the school year. The Superintendent may extend this period by four (4) weeks due to unusual circumstances.
- D. A minimum of 120 days of service in one school year shall be required to advance one year on the salary schedule. Teachers earning a minimum of 90 days through 119 days of service in one school year shall advance ½ year on the salary schedule.

507.04 During the 2016-2017 and the 2017-2018 school years only, and exclusive of any educational column movement or salary increase in 507.01, any teacher who does not receive a salary increase due to a step increase on the Salary Schedule shall receive a one-time only stipend of three hundred dollars (\$300.00) payable no later than September 30 of the applicable year. This provision shall automatically sunset at the expiration of this Agreement.

ARTICLE 508: TUTORS AND EDUCATIONAL ASSISTANTS

- 508.01 Tutors and Educational Assistants shall conduct parent conferences in the same manner and at the same schedule as do regular classroom teachers. During such time, the tutors will be paid at their hourly rate.
- 508.02 Tutors and Educational Assistants shall attend scheduled open house and will be paid their hourly rate for such attendance.
- 508.03 Tutors and Educational Assistants will be evaluated in accordance with the provisions of Article 308 and shall have all rights thereunder.
- 508.04 Certificated/Licensed Education Assistants shall acquire and retain seniority rights only for the certificated/Licensed position of Education Assistant. A RIF affecting the position of certificated/Licensed Education Assistant shall accord layoff, bumping, and recall rights to the position of Education Assistant.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

Certificated/Licensed Education Assistants shall have no rights affecting layoffs and recalls among the other bargaining unit positions.

508.05 Tutors and Education Assistants shall be entitled to all other rights and benefits set forth in the Agreement for bargaining unit members.

508.06 Tutors and Education Assistants Salary Schedule (same % increase as base) is provided on Appendices C-1 to C-5.

ARTICLE 509: RETIREMENT INCENTIVE PLAN AND EMPLOYMENT OF RETIRED TEACHERS

509.01 EMPLOYMENT OF RETIRED TEACHERS: The Parties agree to abide by the following terms and conditions relating to the employment or re-employment of teachers following such teachers' service (STRS) retirement. Specifically, the Parties agree that:

- A. The Board is under no obligation to employ any retired teacher and the Parties hereto explicitly agree that there is no expectation of continued employment or re-employment when a teacher retires from the Brooklyn City Schools. Reemployed retired teachers who previously worked in the District do not need to be interviewed by the Board for any vacant positions for which they apply. Such teachers are not guaranteed a particular assignment upon reemployment. Teachers employed after retirement will be assigned to positions that are within their certification/licensure area(s). Except as otherwise set forth herein, retired teachers employed or re-employed by the Board are considered bargaining unit members and subject to the terms of the current collective bargaining agreement.
- B. Retired teachers who are rehired are eligible to participate in the Board's health insurance coverage on par with any other teacher as specifically provided for in this Agreement.
- C. Salary placement for years of service granted for newly hired retired teachers not previously employed by the Board shall be in accordance with Article 507.03. Likewise, notwithstanding R.C. 3317.13, salary placement for years of service granted for retired teachers previously employed by the Brooklyn City School District Board of Education shall be in accordance with Article 507.03. Salary placement for the appropriate education column shall be fully recognized. The Parties expressly agree and fully intend this provision to supersede and take precedence over and any and all other inconsistent or contrary state or federal statutes, laws and/or regulations, including, but not limited to R.C. 3317.13
- D. Seniority for retired teachers newly hired by the Board as well as for Brooklyn teachers returning to employment with the Board after retirement will be zero (0) upon such employment and any subsequent re-employment.

- E. Teachers employed by the Board after retirement are restricted to one-year limited contracts of employment and are not eligible for continuing contract status.
- F. For purposes of reduction in force (Article 309) teachers employed by the Board after retirement shall be considered in a similar fashion as any other limited contract teacher with zero (0) seniority except that such teachers will not have any of the bumping rights set forth in the negotiated agreement.
- G. There will be no severance pay available for teachers employed by the Board after service retirement, nor may such teachers participate in any retirement incentive of any kind; however, such teachers will accrue sick leave at a rate of 1¼ days per month and be provided an advancement of up to 5 days of sick leave, if necessary. Sick leave may accumulate from year to year for retired teachers in accordance with Ohio R.C. 3319.141.
- H. Teachers employed by the Board after retirement will be given one-year limited contracts. Further, such contracts will expire automatically at the end of the one-year term and the expiration of the contract shall not be subject to challenge through the grievance procedure or otherwise. If renewed, the re-employment of such retired teachers shall likewise expire automatically at the end of any one-year term. For purposes of these teachers, the Parties specifically agree that this provision differs from the rights of other teachers contained within the terms of the collective bargaining agreement.
- I. Reemployed retired teachers may not accrue additional STRS credit as a result of their service following reemployment. Instead, the Board and the reemployed teacher shall make contributions to STRS that will fund a single life annuity with a reserve based on the reemployed teacher's accumulated contributions during the teacher's period of service as a regular teacher following reemployment. For additional information concerning the annuity see R.C. 3307.35.
- J. The Parties expressly agree and fully intend this provision will supersede and take precedent over the provisions of R.C. 3317.13 and any and all other inconsistent or contrary state or federal statutes, laws and/or regulations.

ARTICLE 510: RESIDENT EDUCATOR PROGRAM

- 510.01 The Parties agree to establish a Resident Educator Program in accordance with all applicable laws including the Ohio Department of Education Resident Educator Program Standards.
- 510.02 Purpose of the Resident Educator Program: The Resident Educator Program is a four academic year entry-level program for classroom teachers that includes a

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

performance-based assessment of the Resident Educator as prescribed by ODE, and a formal program of support, which shall include mentoring to foster professional growth of the Resident Educator that is congruent with the required performance-based assessment and counseling to ensure that the Resident Educator receives needed professional development. Successful completion of the Resident Educator Program is required to qualify for a five-year professional educator license.

510.03 Required Participation in the Resident Educator Program: All teachers who meet the following requirements must participate in the Resident Educator Program in accordance with Article 510, the law, and the Ohio Department of Education Resident Educator Program Standards:

- A. Hold a valid resident educator license, an alternative resident educator license of any type, or a one-year out-of-state educator license;
- B. Teach at least two (2) classes or one quarter (0.25) Full Time Equivalent (“FTE”) in their area of licensure;
- C. Are responsible for planning and delivering standards-based, pre K-12 curriculum to students and evaluating their progress;
- D. Work at least one hundred twenty (120) days, as defined by the Ohio Revised Code, in each year of the Resident Educator Program; and
- E. Are assigned an ODE-certified, trained mentor by the administration.

510.04 Teachers shall apply for a valid resident educator license or alternative resident educator license as soon as they are eligible.

510.05 Resident Educators are not required to complete an Individual Professional Development Plan (“IPDP”) nor utilize the Local Professional Development Committee (“LPDC”) process.

510.06 Mentor Qualifications:

Mentors are selected by the administration based on demonstrated knowledge, experience and qualities that are consistent with responsibilities of mentoring in accordance with the Ohio Department of Education Resident Educator Program Standards. Teachers are eligible to apply to serve as mentors in the Resident Educator Program so long as they satisfy the following qualifications:

- A. A current permanent license, five-year professional license or two-year provisional license that has been renewed two or more times;
- B. At least five (5) years of teaching experience;
- C. Recent classroom experience within the last five (5) years;

- D. Successful completion of the mentor application process;
- E. Selection by the administration to attend the state-sponsored mentor training;
- F. Successful completion of all state-sponsored mentor training including, but not limited to, Instructional Mentoring and Resident Educator-1; and
- G. Commitment to adhere to the Ohio Department of Education Resident Educator Program Standards for mentors.

510.07 Assignment of Mentors: Mentors shall be assigned to work with individual teachers in the Resident Educator Program by the administration. Individual assignments shall be made at the sole discretion of the administration and for a term of one school year. Mentor participation shall be voluntary. The cost of the required training shall be paid by the Board.

510.08 Teachers who successfully serve as mentors for the entire school year shall be paid according to the supplemental contract schedule. Teachers who do not complete their commitment shall be paid a portion of the stipend proportionate to the amount of time served as a mentor.

510.09 The Board has the right to contract out for mentors if no teachers volunteer to serve as mentor(s) and/or if no teachers meet the requirements laid out in Article 510, the law, and/or the Ohio Department of Education Resident Educator Program Standards.

510.10 If the mentor or resident educator is unable to resolve differences with the other, they may request a reassignment from the administration. Reassignment requests shall be evaluated by the administration and may be granted at the sole discretion of the administration. Approval for reassignment shall not be unreasonably withheld.

510.11 The Resident Educator Program shall not replace the negotiated teacher evaluation system and shall not be used to evaluate a Resident Educator.

ARTICLE 511: SECTION 125 PLAN

511.01 The Board shall offer a Section 125 Plan to teachers. Teachers shall be offered the opportunity to receive information about this option. It is understood that each teacher's unique circumstances may make this Section 125 Plan more or less attractive as an option. However, each benefit must have a minimum of five (5) teachers to be included. The enrollment period shall be between December 1 and December 31 of each calendar year. Enrollment information shall be provided to teachers during the first week of the enrollment period.

511.02 The Parties agree that the Board shall have the sole authority to select and contract with a third-party administrator to manage and administer the Section 125 Plan, to the extent that there are no additional costs to the Association.

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

- 511.03 The Parties agree that all administrative charges shall be shared by each teacher who wishes to participate in the Section 125 Plan. Those teachers who enroll in the Section 125 Plan shall be charged for administrative fees through payroll deduction.
- 511.04 A copy of the Plan Document shall be provided to the Association President within thirty (30) days of ratification of the agreement by the Parties.
- 511.05 A teacher shall no longer participate in the Section 125 Plan upon the occurrence of the termination of employment, the teacher's death, or the termination of the Section 125 Plan.
- A. If a teacher terminates employment with the Board for any reason other than death, the teacher's participation in the Section 125 Plan shall be governed in accordance with the following:
1. With regard to a dependent care assistant program, the teacher's participation in the Section 125 Plan shall cease and no further salary redirection contributions shall be made. However, such teacher may submit claims for employment related dependent care expense reimbursements for the remainder of the Plan Year in which such termination occurs based on the level of the teacher's dependent care assistance account as of the teacher's date of termination.
 2. With regard to a health care reimbursement plan, the teacher's participation in the Section 125 Plan shall continue for the remainder of the Plan Year in which such termination occurs. The participant may continue to seek reimbursement from the health care reimbursement fund and shall be required to make contributions to the fund based on the elections made prior to the beginning of the Plan Year. However, such contributions after termination of employment shall be payroll deducted in a lump sum from the teacher's final pay. If termination from the Section 125 Plan is due to non-renewal of the teacher's contract, death, or involuntary termination, the Board shall fund the teacher's account based on the elections made prior to the beginning of the Plan Year.
- B. If a teacher dies during the Plan Year, participation in the Section 125 Plan shall cease. However, such teacher's beneficiaries or a representative of the teacher's estate, may submit claims for expenses or benefits for the remainder of the Plan Year or until the Section 125 Plan benefit dollars allocated to each specific benefit are exhausted. A teacher may designate a specific beneficiary for this purpose. If no such beneficiary is specified, the Section 125 Plan Administrator may designate the teacher's spouse, one of the teacher's dependents, or a representative of the estate.

511.06 Benefits under the Section 125 Plan shall be financed by salary redirection sufficient to support benefits that a teacher has elected hereunder and to pay the teacher's premium expenses. The salary administration program of the Board shall be revised to allow each teacher to agree to reduce the teacher's pay during the Plan Year by an amount determined necessary to purchase the elected benefit. The amount of such salary redirection shall be specified in a Salary Redirection Agreement and shall be applicable for a Plan Year. Notwithstanding the above, for new participants, the Salary Redirection Agreement shall only be applicable from the first day of the pay period following the teacher's entry date up to and including the last day of the Plan Year. These contributions shall be converted to Section 125 Plan benefit dollars and allocated to the funds or accounts established under the Section 125 Plan pursuant to the teacher's elections made.

ARTICLE 512: NATIONAL BOARD CERTIFICATION

512.01 After July 31, 2006, for bargaining unit members who achieve National Board Certification in a content area in which the member teaches, the Board will pay, upon verification of same, a one-time stipend of \$750.00, to be paid through regular payroll in a lump sum payment.

ARTICLE 600
PROGRESSIVE DISCIPLINE

600.01 No Bargaining Unit Member shall be disciplined without just cause. Disciplinary action shall be reasonable in view of the offense. Bargaining unit members shall be notified if a report is submitted to the Ohio Department of Education and provided a copy of such report. Progressive discipline does not preclude bypassing lesser disciplinary actions in cases of flagrant violations.

600.02 First offense situations and any subsequent offenses where such action is deemed appropriate by the administrator involved, an oral warning may be issued at a conference for that purpose. Subsequent offenses may subject a member to letters of reprimand or further disciplinary action. Each party shall have the right to a representative of the teacher's choice at any disciplinary conference.

A. Progressive Discipline Steps: The following steps of progressive discipline will be used by the administration:

Step 1 – Verbal Reprimand

Step 2 – Written Reprimand

Step 3 – Suspension with or without pay, not to exceed five (5) days

Step 4 – Termination in accordance with R.C 3319.16

Steps may be bypassed for flagrant violations.

B. During an investigation the bargaining unit member may be assigned to home without loss of pay or benefits.

C. Before a bargaining unit member is issued a written reprimand or is suspended without pay for not more than five (5) days, the bargaining unit member shall receive a written notice of a hearing on the possible discipline. The notice shall specify that the bargaining unit member is entitled to bring a Association or OEA representative to the meeting, provided the meeting will not be delayed beyond the end of the following school day to accommodate the attendance of a representative.

D. Following the hearing the bargaining unit member and representative will be advised in writing of the discipline to be imposed.

E. Bargaining unit members have the right to appeal any discipline issued for steps 1, 2, and 3 through the grievance procedure of this Agreement. Step 4, termination shall be through the R.C. 3319.16 statutory procedure.

ARTICLE 700
COMMUNICATIONS FORUM

700.01 The Parties recognize the importance of collaboration through a Communications Forum and its value to the District.

- A. The value of the Communications Forum is for collaborating, communicating, and problem-solving District issues.
- B. The Communications Forum shall operate under the adopted guidelines. Additional guidelines may be added upon mutual agreement of the Association President and Superintendent.
 - 1. There shall be an agenda for each meeting of the Communications Forum.
 - 2. Decision-making shall be by consensus. Decisions/projects that come out of the Communications Forum belong to the Communications Forum – not to the Association or Board.
 - 3. Open and honest communication by all Communications Forum participants is necessary.
 - 4. Minutes of the Communications Forum are taken by a secretary/administrative assistant, reviewed, and edited by the Association President/designee and the Superintendent/designee; and the corrected minutes shall be distributed to every teacher and administrator.
 - 5. Active grievances are not proper topics for the Communications Forum. However, topics that could lead to a grievance may be discussed in the Communications Forum.
 - 6. Contract negotiations shall not occur at any Communications Forum meeting.
 - 7. Neither the Board nor Association shall use anything stated at the Communications Forum or in the minutes of the Communications Forum at any grievance hearing, arbitration, civil matter, or in any other legal procedure.
 - 8. The Communications Forum shall review and summarize resolved issues and actions at the end of each school year.
- C. The Superintendent and Association President shall set the yearly schedule of Communications Forum meetings, meeting agendas, and meeting locations by mutual agreement.
- D. Members of the Communications Forum shall include the Superintendent and two (2) administrators appointed by the Superintendent, the Association President, and two (2) Association representatives appointed by the Association President.
- E. The Communications Forum shall meet once every other month for approximately two

Brooklyn Education Association Collective Bargaining Agreement
(July 1, 2020 to June 30, 2023)

and one half (2.50) hours during the regular school day.

- F. Communications Forum meetings may be canceled, changed, or modified by mutual agreement of the Association President and Superintendent.

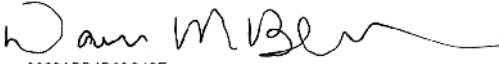
ARTICLE 800
SCOPE, DURATION, AND EFFECT

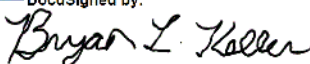
801.01 It is mutually agreed that this agreement constitutes the entire scope of the contract between the Brooklyn City School District Board of Education and the Brooklyn Education Association.

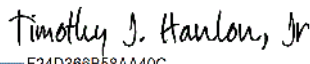
801.02 All items in this Agreement shall remain in full force and effect through and including June 30, 2023, unless mutually amended through the collective bargaining process or other mutually agreed manner. Should a court of final jurisdiction rule that a provision of this contract is in violation of R.C. Chapter 4117, and is not a prohibited area of negotiations or violation of federal law, then the Parties agree to renegotiate using the procedure in Article 200 within thirty (30) days of the court's ruling. Only the provision ruled on by the court shall be null and void while the remainder of the contract remains in full force and effect.

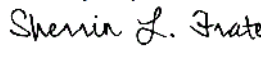
801.03 The Parties have caused this Agreement to be executed on June 12, 2020, as ratified by the Association on June 15, 2020, and by the Board on June 24, 2020.

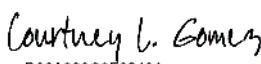
FOR THE ASSOCIATION:

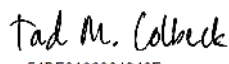
DocuSigned by:

3229ABB4D88C48F...
Dawn M. Bloam

DocuSigned by:

9A1E4ACA1E554F8...
Bryan L. Keller

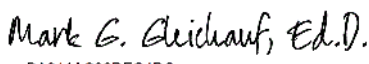
DocuSigned by:

F24D366B58AA40C...
Timothy J. Hanlon, Jr.


DocuSigned by:

C9599E0DA244488...
Sherrin L. Frate

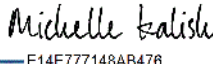
DocuSigned by:

D80A339C9F8248A...
Courtney L. Gomez

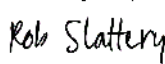
DocuSigned by:

54BE8186804348F...
Tad M. Colbeck


FOR THE BOARD:

DocuSigned by:

BA211AC08DEC4DC...
Mark G. Gleichauf, Ed.D.

DocuSigned by:

380AA9BDF7454AA...
DAVID M. HOSKIN

DocuSigned by:

E14E777148AB476...
Michelle Kalish

DocuSigned by:

A94F27BC96C4435...
Rob Slattery

DocuSigned by:

6AA097087B8B411...
Matthew John Markling


ARTICLE 900
R.C. 5705.41 AND R.C. 5705.412 CERTIFICATES

We certify that the Brooklyn City School District Board of Education has in effect for the remainder of the fiscal year and succeeding fiscal years the authorization to levy taxes including the renewal or replacement of existing levies, which when combined with the estimated revenues from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the Brooklyn City School District Board of Education to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year. We additionally certify that the amount required to meet the obligation of the fiscal years in which the attached contract is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances.

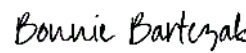
DocuSigned by:

380AA9BDF7454AA...

David M. Hoskin

DocuSigned by:

BA211AC06DEC4DC...

Mark G. Gleichauf, Ed.D.

DocuSigned by:

8A1D759CAD884AC...

Bonnie Bartczak
Board President (In Official Capacity Only)

APPENDIX A

BROOKLYN BOARD OF EDUCATION

SUBMIT IN DUPLICATE

REQUEST FOR PERSONAL LEAVE

NAME _____ SCHOOL _____

Date Requested Submitted _____

Dates of Requested Personal Leave _____

Total Days Previously Approved This School Year _____

Signature of Employee _____ Principal's Initials _____

Personnel Office Approval _____

Appendix B-1
2018-2019 School Year

Base Salary for Supplementals	\$ 36,443.00	
<u>FALL ATHLETICS</u>		
Faculty Manager	0.14550	\$ 5,302.46
Football		\$ -
Head Varsity Coach	0.17500	\$ 6,377.53
Asst. Varsity Coach	0.13120	\$ 4,781.32
9th Grade Coach	0.10500	\$ 3,826.52
Head Middle School Coach	0.09630	\$ 3,509.46
Asst. Middle School Coach	0.08750	\$ 3,188.76
Volleyball		\$ -
Head Varsity Coach	0.16000	\$ 5,830.88
JV Coach	0.12000	\$ 4,373.16
9th Grade Coach	0.09600	\$ 3,498.53
8th Grade Coach	0.08000	\$ 2,915.44
7th Grade Coach	0.08000	\$ 2,915.44
Cross Country		\$ -
Head Varsity Coach	0.08700	\$ 3,170.54
Golf		\$ -
Head Varsity Coach	0.08700	\$ 3,170.54
Soccer		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
JV Boys Soccer Coach	0.11630	\$ 4,238.32
Cheerleading - Fall		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,134.10
Varsity Cheerleading Coach only	0.06250	\$ 2,277.69
Middle School Cheerleading Coach	0.02350	\$ 856.41
		\$ -
<u>WINTER ATHLETICS</u>		\$ -
Boys Basketball		\$ -
Head Varsity Coach	0.17500	\$ 6,377.53
JV Basketball Coach	0.13120	\$ 4,781.32
9th Grade Coach	0.10500	\$ 3,826.52
8th Grade Coach	0.08750	\$ 3,188.76
7th Grade Coach	0.08750	\$ 3,188.76
Girls Basketball Coach		\$ -
Head Varsity Coach	0.17500	\$ 6,377.53
JV Basketball Coach	0.13120	\$ 4,781.32
9th Grade Coach	0.10500	\$ 3,826.52
8th Grade Coach	0.08750	\$ 3,188.76
7th Grade Coach	0.08750	\$ 3,188.76
Wrestling		\$ -
Head Varsity Coach	0.17500	\$ 6,377.53
Varsity Asst. Coach	0.13120	\$ 4,781.32
Head Middle School Coach	0.09350	\$ 3,407.42
Ice Hockey		\$ -
Head Varsity Coach	0.16000	\$ 5,830.88
Varsity Asst. Coach	0.12000	\$ 4,373.16

Appendix B-1
2018-2019 School Year

Cheerleading - Winter		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,134.10
Head Varsity Coach	0.06250	\$ 2,277.69
Middle School Cheerleading Coach	0.03440	\$ 1,253.64
Swimming		\$ -
Head Varsity Coach	0.08600	\$ 3,134.10
Varsity Asst. Coach	0.05600	\$ 2,040.81
		\$ -
<u>Spring Athletics</u>		\$ -
Track		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
Middle School Head Coach	0.08530	\$ 3,108.59
Middle School Asst.Coach	0.07750	\$ 2,824.33
Baseball		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
JV Coach	0.11630	\$ 4,238.32
Softball		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
JV Coach	0.11630	\$ 4,238.32
		\$ -
<u>CLUB SUPPLEMENTALS</u>		\$ -
Dramatics Club Advisor	0.01640	\$ 597.67
English Honorary Advisor	0.01640	\$ 597.67
Foreign Language Honorary Advisor	0.01640	\$ 597.67
German Club Advisor	0.01640	\$ 597.67
Key Club Advisor	0.02180	\$ 794.46
MU Alpha Theta Advisor	0.01640	\$ 597.67
National Honor Society Advisor - H.S.	0.02940	\$ 1,071.42
National Honor Society Advisor - M.S.	0.01960	\$ 714.28
National Arts Honor Society - H.S.	0.01400	\$ 510.20
PANDA (M.S.T.I's)	0.01640	\$ 597.67
Pep Club Advisor - H.S.	0.01640	\$ 597.67
Pep Club Advisor - M.S.	0.01640	\$ 597.67
Prom Advisor	0.02100	\$ 765.30
Safety Patrol Advisor	0.02940	\$ 1,071.42
Snowsports Club Advisor (5-12)	0.01640	\$ 597.67
Spanish Club Advisor	0.01640	\$ 597.67
Student Council - Elementary	0.02500	\$ 911.08
Student Council - Middle School	0.02800	\$ 1,020.40
Student Council - High School	0.05500	\$ 2,004.37
		\$ -
<u>MISCELLANEOUS SUPPLEMENTALS</u>		\$ -
Audio- Technical Director	0.10690	\$ 3,895.76
Public Relations/School Community		\$ -

Appendix B-1
2018-2019 School Year

(for summer hours only)		\$ -
Entry Level Teacher Mentor	0.05000	\$ 1,822.15
Resident Educator Facilitator (Year 3)	0.01960	\$ 714.28
Resident Educator Colleague (Year 4 and beyond)	0.00980	\$ 357.14
		\$ -
		\$ -
		\$ -
<u>PERFORMING SUPPLEMENTALS</u>		\$ -
Choral Director	0.07000	\$ 2,551.01
Choreographer Show Choir	0.02940	\$ 1,071.42
Concert Band Director	0.07000	\$ 2,551.01
Asst. Concert Band Director	0.04200	\$ 1,530.61
Drama Director (per performance)		\$ -
Musical	0.06240	\$ 2,274.04
3 - Act Drama	0.04160	\$ 1,516.03
Middle School Play	0.03740	\$ 1,362.97
Hurricette/Majorette Advisor	0.05600	\$ 2,040.81
Marching Band Director	0.09860	\$ 3,593.28
Asst. Marching Band Director	0.07000	\$ 2,551.01
Musical - Choral Director	0.03500	\$ 1,275.51
Musical - Instrumental Director	0.03500	\$ 1,275.51
Musical - Pianist	0.02940	\$ 1,071.42
Show Choir Director	0.04200	\$ 1,530.61
Stage Set Director (per performance)	0.03500	\$ 1,275.51
Elementary Music Director	0.01400	\$ 510.20
		\$ -
		\$ -
<u>SUPERVISION SUPPLEMENTALS</u>		\$ -
Class Trip Chaperone/day	0.00260	\$ 94.75
(4 hours or more beyond school day)		\$ -
Class Trip Chaperone - Overnight/day	0.00300	\$ 109.33
Class Trip Coordinator -	0.00370	\$ 134.84
in conjunction with chaperone pay/day		\$ -
Curriculum Writing/hour	0.00054	\$ 19.68
Detention Supervisor/session	0.00059	\$ 21.50
DPPF/hour	0.00068	\$ 24.78
Home Instruction/hour	0.00068	\$ 24.78
Intramural Supervision/hour	0.00059	\$ 21.50
Night Supervision - HS - MS - Elem/hour	0.00059	\$ 21.50
Period Substitution/period	0.00065	\$ 23.69
Proficiency Remediation/hour	0.00068	\$ 24.78
Saturday School Monitor/hour	0.00068	\$ 24.78
State Approved Tutor/hour	0.00068	\$ 24.78
Summer School/hour	0.00068	\$ 24.78
		\$ -
		\$ -
<u>CURRICULAR SUPPLEMENTALS</u>		\$ -
IAT/504 Coordinator – Grades K-2	0.09350	\$ 3,407.42
IAT/504 Coordinator – Grades 3-5	0.09350	\$ 3,407.42
IAT/504 Coordinator – Grades MS/HS	0.09350	\$ 3,407.42

Appendix B-1
2018-2019 School Year

Building Coordinator Computer	0.05140	\$ 1,873.17
Web Services		\$ -
Department Chairperson (9-12)	0.09350	\$ 3,407.42
Business/Ind.Tech./Home Ec. 9-12	0.09350	\$ 3,407.42
Cultural Arts (Music, Art) PK -12	0.09350	\$ 3,407.42
Foreign Language PK-12	0.09350	\$ 3,407.42
Guidance/Special Education PK -12	0.09350	\$ 3,407.42
Health/PE PK -12	0.09350	\$ 3,407.42
Language Arts, Drama 9-12	0.09350	\$ 3,407.42
Library/Media PK-12	0.09350	\$ 3,407.42
Mathematics 9-12	0.09350	\$ 3,407.42
Science 9-12	0.09350	\$ 3,407.42
Social Studies 9-12	0.09350	\$ 3,407.42
Middle School Team Leaders	0.09350	\$ 3,407.42
Sixth Grade	0.09350	\$ 3,407.42
Seventh Grade	0.09350	\$ 3,407.42
Eighth Grade	0.09350	\$ 3,407.42
Intervention 6-8	0.09350	\$ 3,407.42
Elementary Team Leaders PK-2 or 3-5	0.09350	\$ 3,407.42
PK-Kindergarten	0.09350	\$ 3,407.42
First Grade	0.09350	\$ 3,407.42
Second Grade	0.09350	\$ 3,407.42
Third Grade	0.09350	\$ 3,407.42
Fourth Grade	0.09350	\$ 3,407.42
Fifth Grade	0.09350	\$ 3,407.42
Fine/Practical Arts K-8	0.09350	\$ 3,407.42
Fine/Practical Arts 9-12	0.09350	\$ 3,407.42
Intervention PK-2	0.09350	\$ 3,407.42
Intervention 43895	0.09350	\$ 3,407.42
Independent Study/hour	0.00068	\$ 24.78
LPDC Member	0.01640	\$ 597.67
Memory Book (Elementary)	0.02800	\$ 1,020.40
Memory Book (Middle School)	0.02800	\$ 1,020.40
HS Yearbook	0.07000	\$ 2,551.01
Newspaper Advisor - HS (with release period)	0.08000	\$ 2,915.44
Newspaper Advisor - HS (without release period)	0.12000	\$ -
Newspaper Advisor - MS	0.04920	\$ 1,793.00

Appendix B-2
2019-2020 School Year

Base Salary for Supplementals	\$ 36,443.00		
<u>FALL ATHLETICS</u>			
Faculty Manager	0.14550	\$	5,302.46
Football		\$	-
Head Varsity Coach	0.17500	\$	6,377.53
Asst. Varsity Coach	0.13120	\$	4,781.32
9th Grade Coach	0.10500	\$	3,826.52
Head Middle School Coach	0.09630	\$	3,509.46
Asst. Middle School Coach	0.08750	\$	3,188.76
Volleyball		\$	-
Head Varsity Coach	0.16000	\$	5,830.88
JV Coach	0.12000	\$	4,373.16
9th Grade Coach	0.09600	\$	3,498.53
8th Grade Coach	0.08000	\$	2,915.44
7th Grade Coach	0.08000	\$	2,915.44
Cross Country		\$	-
Head Varsity Coach	0.08700	\$	3,170.54
Golf		\$	-
Head Varsity Coach	0.08700	\$	3,170.54
Soccer		\$	-
Head Varsity Coach	0.15500	\$	5,648.67
JV Boys Soccer Coach	0.11630	\$	4,238.32
Cheerleading - Fall		\$	-
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$	3,134.10
Varsity Cheerleading Coach only	0.06250	\$	2,277.69
Middle School Cheerleading Coach	0.02350	\$	856.41
		\$	-
<u>WINTER ATHLETICS</u>			
Boys Basketball		\$	-
Head Varsity Coach	0.17500	\$	6,377.53
JV Basketball Coach	0.13120	\$	4,781.32
9th Grade Coach	0.10500	\$	3,826.52
8th Grade Coach	0.08750	\$	3,188.76
7th Grade Coach	0.08750	\$	3,188.76
Girls Basketball Coach		\$	-
Head Varsity Coach	0.17500	\$	6,377.53
JV Basketball Coach	0.13120	\$	4,781.32
9th Grade Coach	0.10500	\$	3,826.52
8th Grade Coach	0.08750	\$	3,188.76
7th Grade Coach	0.08750	\$	3,188.76
Wrestling		\$	-
Head Varsity Coach	0.17500	\$	6,377.53
Varsity Asst. Coach	0.13120	\$	4,781.32
Head Middle School Coach	0.09350	\$	3,407.42
Ice Hockey		\$	-
Head Varsity Coach	0.16000	\$	5,830.88

Appendix B-2
2019-2020 School Year

Varsity Asst. Coach	0.12000	\$ 4,373.16
Cheerleading - Winter		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,134.10
Head Varsity Coach	0.06250	\$ 2,277.69
Middle School Cheerleading Coach	0.03440	\$ 1,253.64
Swimming		\$ -
Head Varsity Coach	0.08600	\$ 3,134.10
Varsity Asst. Coach	0.05600	\$ 2,040.81
		\$ -
<u>Spring Athletics</u>		\$ -
Track		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
Middle School Head Coach	0.08530	\$ 3,108.59
Middle School Asst.Coach	0.07750	\$ 2,824.33
Baseball		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
JV Coach	0.11630	\$ 4,238.32
Softball		\$ -
Head Varsity Coach	0.15500	\$ 5,648.67
Varsity Asst. Coach	0.11630	\$ 4,238.32
JV Coach	0.11630	\$ 4,238.32
		\$ -
<u>CLUB SUPPLEMENTALS</u>		\$ -
Dramatics Club Advisor	0.01640	\$ 597.67
English Honorary Advisor	0.01640	\$ 597.67
Foreign Language Honorary Advisor	0.01640	\$ 597.67
German Club Advisor	0.01640	\$ 597.67
Key Club Advisor	0.02180	\$ 794.46
MU Alpha Theta Advisor	0.01640	\$ 597.67
National Honor Society Advisor - H.S.	0.02940	\$ 1,071.42
National Honor Society Advisor - M.S.	0.01960	\$ 714.28
National Arts Honor Society - H.S.	0.01400	\$ 510.20
PANDA (M.S.T.I's)	0.01640	\$ 597.67
Pep Club Advisor - H.S.	0.01640	\$ 597.67
Pep Club Advisor - M.S.	0.01640	\$ 597.67
Prom Advisor	0.02100	\$ 765.30
Safety Patrol Advisor	0.02940	\$ 1,071.42
Snowsports Club Advisor (5-12)	0.01640	\$ 597.67
Spanish Club Advisor	0.01640	\$ 597.67
Student Council - Elementary	0.02500	\$ 911.08
Student Council - Middle School	0.02800	\$ 1,020.40
Student Council - High School	0.05500	\$ 2,004.37
		\$ -
<u>MISCELLANEOUS SUPPLEMENTALS</u>		\$ -
Audio- Technical Director	0.10690	\$ 3,895.76

Appendix B-2
2019-2020 School Year

Public Relations/School Community		\$	-
(for summer hours only)		\$	-
Entry Level Teacher Mentor	0.05000	\$	1,822.15
Resident Educator Facilitator (Year 3)	0.01960	\$	714.28
Resident Educator Colleague (Year 4 and beyond)	0.00980	\$	357.14
		\$	-
		\$	-
<u>PERFORMING SUPPLEMENTALS</u>		\$	-
Choral Director	0.07000	\$	2,551.01
Choreographer Show Choir	0.02940	\$	1,071.42
Concert Band Director	0.07000	\$	2,551.01
Asst. Concert Band Director	0.04200	\$	1,530.61
Drama Director (per performance)		\$	-
Musical	0.06240	\$	2,274.04
3 - Act Drama	0.04160	\$	1,516.03
Middle School Play	0.03740	\$	1,362.97
Hurricette/Majorette Advisor	0.05600	\$	2,040.81
Marching Band Director	0.09860	\$	3,593.28
Asst. Marching Band Director	0.07000	\$	2,551.01
Musical - Choral Director	0.03500	\$	1,275.51
Musical - Instrumental Director	0.03500	\$	1,275.51
Musical - Pianist	0.02940	\$	1,071.42
Show Choir Director	0.04200	\$	1,530.61
Stage Set Director (per performance)	0.03500	\$	1,275.51
Elementary Music Director	0.01400	\$	510.20
		\$	-
<u>SUPERVISION SUPPLEMENTALS</u>		\$	-
Class Trip Chaperone/day	0.00260	\$	94.75
(4 hours or more beyond school day)		\$	-
Class Trip Chaperone - Overnight/day	0.00300	\$	109.33
Class Trip Coordinator -	0.00370	\$	134.84
in conjunction with chaperone pay/day		\$	-
Curriculum Writing/hour	0.00054	\$	19.68
Detention Supervisor/session	0.00059	\$	21.50
DPPF/hour	0.00068	\$	24.78
Home Instruction/hour	0.00068	\$	24.78
Intramural Supervision/hour	0.00059	\$	21.50
Night Supervision - HS - MS - Elem/hour	0.00059	\$	21.50
Period Substitution/period	0.00065	\$	23.69
Proficiency Remediation/hour	0.00068	\$	24.78
Saturday School Monitor/hour	0.00068	\$	24.78
State Approved Tutor/hour	0.00068	\$	24.78
Summer School/hour	0.00068	\$	24.78
		\$	-
<u>CURRICULAR SUPPLEMENTALS</u>		\$	-
IAT/504 Coordinator – Grades K-2	0.09350	\$	3,407.42
IAT/504 Coordinator – Grades 3-5	0.09350	\$	3,407.42

Appendix B-2
2019-2020 School Year

IAT/504 Coordinator – Grades MS/HS	0.09350	\$ 3,407.42
Building Coordinator Computer	0.05140	\$ 1,873.17
Web Services		\$ -
Department Chairperson (9-12)	0.09350	\$ 3,407.42
Business/Ind.Tech./Home Ec. 9-12	0.09350	\$ 3,407.42
Cultural Arts (Music, Art) PK -12	0.09350	\$ 3,407.42
Foreign Language PK-12	0.09350	\$ 3,407.42
Guidance/Special Education PK -12	0.09350	\$ 3,407.42
Health/PE PK -12	0.09350	\$ 3,407.42
Language Arts, Drama 9-12	0.09350	\$ 3,407.42
Library/Media PK-12	0.09350	\$ 3,407.42
Mathematics 9-12	0.09350	\$ 3,407.42
Science 9-12	0.09350	\$ 3,407.42
Social Studies 9-12	0.09350	\$ 3,407.42
Middle School Team Leaders	0.09350	\$ 3,407.42
Sixth Grade	0.09350	\$ 3,407.42
Seventh Grade	0.09350	\$ 3,407.42
Eighth Grade	0.09350	\$ 3,407.42
Intervention 6-8	0.09350	\$ 3,407.42
Elementary Team Leaders PK-2 or 3-5	0.09350	\$ 3,407.42
PK-Kindergarten	0.09350	\$ 3,407.42
First Grade	0.09350	\$ 3,407.42
Second Grade	0.09350	\$ 3,407.42
Third Grade	0.09350	\$ 3,407.42
Fourth Grade	0.09350	\$ 3,407.42
Fifth Grade	0.09350	\$ 3,407.42
Fine/Practical Arts K-8	0.09350	\$ 3,407.42
Fine/Practical Arts 9-12	0.09350	\$ 3,407.42
Intervention PK-2	0.09350	\$ 3,407.42
Intervention 43895	0.09350	\$ 3,407.42
Independent Study/hour	0.00068	\$ 24.78
LPDC Member	0.01640	\$ 597.67
Memory Book (Elementary)	0.02800	\$ 1,020.40
Memory Book (Middle School)	0.02800	\$ 1,020.40
HS Yearbook	0.07000	\$ 2,551.01
Newspaper Advisor - HS (with release period)	0.08000	\$ 2,915.44
Newspaper Advisor - HS (without release period)		\$ -
Newspaper Advisor - MS	0.12000	\$ 4,373.16
		\$ -
	0.04920	\$ 1,793.00

Appendix B-3
2020-2021 School Year

Base Salary for Supplementals	\$ 36,807.00		
<u>FALL ATHLETICS</u>			
Faculty Manager	0.14550	\$	5,355.42
Football		\$	-
Head Varsity Coach	0.17500	\$	6,441.23
Asst. Varsity Coach	0.13120	\$	4,829.08
9th Grade Coach	0.10500	\$	3,864.74
Head Middle School Coach	0.09630	\$	3,544.51
Asst. Middle School Coach	0.08750	\$	3,220.61
Volleyball		\$	-
Head Varsity Coach	0.16000	\$	5,889.12
JV Coach	0.12000	\$	4,416.84
9th Grade Coach	0.09600	\$	3,533.47
8th Grade Coach	0.08000	\$	2,944.56
7th Grade Coach	0.08000	\$	2,944.56
Cross Country		\$	-
Head Varsity Coach	0.08700	\$	3,202.21
Golf		\$	-
Head Varsity Coach	0.08700	\$	3,202.21
Soccer		\$	-
Head Varsity Coach	0.15500	\$	5,705.09
JV Boys Soccer Coach	0.11630	\$	4,280.65
Cheerleading - Fall		\$	-
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$	3,165.40
Varsity Cheerleading Coach only	0.06250	\$	2,300.44
Middle School Cheerleading Coach	0.02350	\$	864.96
		\$	-
<u>WINTER ATHLETICS</u>			
Boys Basketball		\$	-
Head Varsity Coach	0.17500	\$	6,441.23
JV Basketball Coach	0.13120	\$	4,829.08
9th Grade Coach	0.10500	\$	3,864.74
8th Grade Coach	0.08750	\$	3,220.61
7th Grade Coach	0.08750	\$	3,220.61
Girls Basketball Coach		\$	-
Head Varsity Coach	0.17500	\$	6,441.23
JV Basketball Coach	0.13120	\$	4,829.08
9th Grade Coach	0.10500	\$	3,864.74
8th Grade Coach	0.08750	\$	3,220.61
7th Grade Coach	0.08750	\$	3,220.61
Wrestling		\$	-
Head Varsity Coach	0.17500	\$	6,441.23
Varsity Asst. Coach	0.13120	\$	4,829.08
Head Middle School Coach	0.09350	\$	3,441.45
Ice Hockey		\$	-
Head Varsity Coach	0.16000	\$	5,889.12

Appendix B-3
2020-2021 School Year

Varsity Asst. Coach	0.12000	\$ 4,416.84
Cheerleading - Winter		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,165.40
Head Varsity Coach	0.06250	\$ 2,300.44
Middle School Cheerleading Coach	0.03440	\$ 1,266.16
Swimming		\$ -
Head Varsity Coach	0.08600	\$ 3,165.40
Varsity Asst. Coach	0.05600	\$ 2,061.19
		\$ -
<u>Spring Athletics</u>		\$ -
Track		\$ -
Head Varsity Coach	0.15500	\$ 5,705.09
Varsity Asst. Coach	0.11630	\$ 4,280.65
Middle School Head Coach	0.08530	\$ 3,139.64
Middle School Asst.Coach	0.07750	\$ 2,852.54
Baseball		\$ -
Head Varsity Coach	0.15500	\$ 5,705.09
Varsity Asst. Coach	0.11630	\$ 4,280.65
JV Coach	0.11630	\$ 4,280.65
Softball		\$ -
Head Varsity Coach	0.15500	\$ 5,705.09
Varsity Asst. Coach	0.11630	\$ 4,280.65
JV Coach	0.11630	\$ 4,280.65
		\$ -
<u>CLUB SUPPLEMENTALS</u>		\$ -
Dramatics Club Advisor	0.01640	\$ 603.63
English Honorary Advisor	0.01640	\$ 603.63
Foreign Language Honorary Advisor	0.01640	\$ 603.63
German Club Advisor	0.01640	\$ 603.63
Key Club Advisor	0.02180	\$ 802.39
MU Alpha Theta Advisor	0.01640	\$ 603.63
National Honor Society Advisor - H.S.	0.02940	\$ 1,082.13
National Honor Society Advisor - M.S.	0.01960	\$ 721.42
National Arts Honor Society - H.S.	0.01400	\$ 515.30
PANDA (M.S.T.I's)	0.01640	\$ 603.63
Pep Club Advisor - H.S.	0.01640	\$ 603.63
Pep Club Advisor - M.S.	0.01640	\$ 603.63
Prom Advisor	0.02100	\$ 772.95
Safety Patrol Advisor	0.02940	\$ 1,082.13
Snowsports Club Advisor (5-12)	0.01640	\$ 603.63
Spanish Club Advisor	0.01640	\$ 603.63
Student Council - Elementary	0.02500	\$ 920.18
Student Council - Middle School	0.02800	\$ 1,030.60
Student Council - High School	0.05500	\$ 2,024.39
		\$ -
<u>MISCELLANEOUS SUPPLEMENTALS</u>		\$ -
Audio- Technical Director	0.10690	\$ 3,934.67

Appendix B-3
2020-2021 School Year

Public Relations/School Community		\$	-
(for summer hours only)		\$	-
Entry Level Teacher Mentor	0.05000	\$	1,840.35
Resident Educator Facilitator (Year 3)	0.01960	\$	721.42
Resident Educator Colleague (Year 4 and beyond)	0.00980	\$	360.71
		\$	-
		\$	-
<u>PERFORMING SUPPLEMENTALS</u>		\$	-
Choral Director	0.07000	\$	2,576.49
Choreographer Show Choir	0.02940	\$	1,082.13
Concert Band Director	0.07000	\$	2,576.49
Asst. Concert Band Director	0.04200	\$	1,545.89
Drama Director (per performance)		\$	-
Musical	0.06240	\$	2,296.76
3 - Act Drama	0.04160	\$	1,531.17
Middle School Play	0.03740	\$	1,376.58
Hurricette/Majorette Advisor	0.05600	\$	2,061.19
Marching Band Director	0.09860	\$	3,629.17
Asst. Marching Band Director	0.07000	\$	2,576.49
Musical - Choral Director	0.03500	\$	1,288.25
Musical - Instrumental Director	0.03500	\$	1,288.25
Musical - Pianist	0.02940	\$	1,082.13
Show Choir Director	0.04200	\$	1,545.89
Stage Set Director (per performance)	0.03500	\$	1,288.25
Elementary Music Director	0.01400	\$	515.30
		\$	-
<u>SUPERVISION SUPPLEMENTALS</u>		\$	-
Class Trip Chaperone/day	0.00260	\$	95.70
(4 hours or more beyond school day)		\$	-
Class Trip Chaperone - Overnight/day	0.00300	\$	110.42
Class Trip Coordinator -	0.00370	\$	136.19
in conjunction with chaperone pay/day		\$	-
Curriculum Writing/hour	0.00054	\$	19.88
Detention Supervisor/session	0.00059	\$	21.72
DPPF/hour	0.00068	\$	25.03
Home Instruction/hour	0.00068	\$	25.03
Intramural Supervision/hour	0.00059	\$	21.72
Night Supervision - HS - MS - Elem/hour	0.00059	\$	21.72
Period Substitution/period	0.00065	\$	23.92
Proficiency Remediation/hour	0.00068	\$	25.03
Saturday School Monitor/hour	0.00068	\$	25.03
State Approved Tutor/hour	0.00068	\$	25.03
Summer School/hour	0.00068	\$	25.03
		\$	-
<u>CURRICULAR SUPPLEMENTALS</u>		\$	-
IAT/504 Coordinator – Grades K-2	0.09350	\$	3,441.45
IAT/504 Coordinator – Grades 3-5	0.09350	\$	3,441.45

Appendix B-3
2020-2021 School Year

IAT/504 Coordinator – Grades MS/HS	0.09350	\$ 3,441.45
Building Coordinator Computer	0.05140	\$ 1,891.88
Web Services		\$ -
Department Chairperson (9-12)	0.09350	\$ 3,441.45
Business/Ind.Tech./Home Ec. 9-12	0.09350	\$ 3,441.45
Cultural Arts (Music, Art) PK -12	0.09350	\$ 3,441.45
Foreign Language PK-12	0.09350	\$ 3,441.45
Guidance/Special Education PK -12	0.09350	\$ 3,441.45
Health/PE PK -12	0.09350	\$ 3,441.45
Language Arts, Drama 9-12	0.09350	\$ 3,441.45
Library/Media PK-12	0.09350	\$ 3,441.45
Mathematics 9-12	0.09350	\$ 3,441.45
Science 9-12	0.09350	\$ 3,441.45
Social Studies 9-12	0.09350	\$ 3,441.45
Middle School Team Leaders	0.09350	\$ 3,441.45
Sixth Grade	0.09350	\$ 3,441.45
Seventh Grade	0.09350	\$ 3,441.45
Eighth Grade	0.09350	\$ 3,441.45
Intervention 6-8	0.09350	\$ 3,441.45
Elementary Team Leaders PK-2 or 3-5	0.09350	\$ 3,441.45
PK-Kindergarten	0.09350	\$ 3,441.45
First Grade	0.09350	\$ 3,441.45
Second Grade	0.09350	\$ 3,441.45
Third Grade	0.09350	\$ 3,441.45
Fourth Grade	0.09350	\$ 3,441.45
Fifth Grade	0.09350	\$ 3,441.45
Fine/Practical Arts K-8	0.09350	\$ 3,441.45
Fine/Practical Arts 9-12	0.09350	\$ 3,441.45
Intervention PK-2	0.09350	\$ 3,441.45
Intervention 43895	0.09350	\$ 3,441.45
Independent Study/hour	0.00068	\$ 25.03
LPDC Member	0.01640	\$ 603.63
Memory Book (Elementary)	0.02800	\$ 1,030.60
Memory Book (Middle School)	0.02800	\$ 1,030.60
HS Yearbook	0.07000	\$ 2,576.49
Newspaper Advisor - HS (with release period)	0.08000	\$ 2,944.56
Newspaper Advisor - HS (without release period)		\$ -
Newspaper Advisor - MS	0.12000	\$ 4,416.84
		\$ -
	0.04920	\$ 1,810.90

Appendix B-4
2021-2022 School Year

Base Salary for Supplementals	\$ 37,176.00		
<u>FALL ATHLETICS</u>			
Faculty Manager	0.14550	\$	5,409.11
Football		\$	-
Head Varsity Coach	0.17500	\$	6,505.80
Asst. Varsity Coach	0.13120	\$	4,877.49
9th Grade Coach	0.10500	\$	3,903.48
Head Middle School Coach	0.09630	\$	3,580.05
Asst. Middle School Coach	0.08750	\$	3,252.90
Volleyball		\$	-
Head Varsity Coach	0.16000	\$	5,948.16
JV Coach	0.12000	\$	4,461.12
9th Grade Coach	0.09600	\$	3,568.90
8th Grade Coach	0.08000	\$	2,974.08
7th Grade Coach	0.08000	\$	2,974.08
Cross Country		\$	-
Head Varsity Coach	0.08700	\$	3,234.31
Golf		\$	-
Head Varsity Coach	0.08700	\$	3,234.31
Soccer		\$	-
Head Varsity Coach	0.15500	\$	5,762.28
JV Boys Soccer Coach	0.11630	\$	4,323.57
Cheerleading - Fall		\$	-
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$	3,197.14
Varsity Cheerleading Coach only	0.06250	\$	2,323.50
Middle School Cheerleading Coach	0.02350	\$	873.64
		\$	-
<u>WINTER ATHLETICS</u>			
Boys Basketball		\$	-
Head Varsity Coach	0.17500	\$	6,505.80
JV Basketball Coach	0.13120	\$	4,877.49
9th Grade Coach	0.10500	\$	3,903.48
8th Grade Coach	0.08750	\$	3,252.90
7th Grade Coach	0.08750	\$	3,252.90
Girls Basketball Coach		\$	-
Head Varsity Coach	0.17500	\$	6,505.80
JV Basketball Coach	0.13120	\$	4,877.49
9th Grade Coach	0.10500	\$	3,903.48
8th Grade Coach	0.08750	\$	3,252.90
7th Grade Coach	0.08750	\$	3,252.90
Wrestling		\$	-
Head Varsity Coach	0.17500	\$	6,505.80
Varsity Asst. Coach	0.13120	\$	4,877.49
Head Middle School Coach	0.09350	\$	3,475.96
Ice Hockey		\$	-
Head Varsity Coach	0.16000	\$	5,948.16

Appendix B-4
2021-2022 School Year

Varsity Asst. Coach	0.12000	\$ 4,461.12
Cheerleading - Winter		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,197.14
Head Varsity Coach	0.06250	\$ 2,323.50
Middle School Cheerleading Coach	0.03440	\$ 1,278.85
Swimming		\$ -
Head Varsity Coach	0.08600	\$ 3,197.14
Varsity Asst. Coach	0.05600	\$ 2,081.86
		\$ -
<u>Spring Athletics</u>		\$ -
Track		\$ -
Head Varsity Coach	0.15500	\$ 5,762.28
Varsity Asst. Coach	0.11630	\$ 4,323.57
Middle School Head Coach	0.08530	\$ 3,171.11
Middle School Asst.Coach	0.07750	\$ 2,881.14
Baseball		\$ -
Head Varsity Coach	0.15500	\$ 5,762.28
Varsity Asst. Coach	0.11630	\$ 4,323.57
JV Coach	0.11630	\$ 4,323.57
Softball		\$ -
Head Varsity Coach	0.15500	\$ 5,762.28
Varsity Asst. Coach	0.11630	\$ 4,323.57
JV Coach	0.11630	\$ 4,323.57
		\$ -
<u>CLUB SUPPLEMENTALS</u>		\$ -
Dramatics Club Advisor	0.01640	\$ 609.69
English Honorary Advisor	0.01640	\$ 609.69
Foreign Language Honorary Advisor	0.01640	\$ 609.69
German Club Advisor	0.01640	\$ 609.69
Key Club Advisor	0.02180	\$ 810.44
MU Alpha Theta Advisor	0.01640	\$ 609.69
National Honor Society Advisor - H.S.	0.02940	\$ 1,092.97
National Honor Society Advisor - M.S.	0.01960	\$ 728.65
National Arts Honor Society - H.S.	0.01400	\$ 520.46
PANDA (M.S.T.I's)	0.01640	\$ 609.69
Pep Club Advisor - H.S.	0.01640	\$ 609.69
Pep Club Advisor - M.S.	0.01640	\$ 609.69
Prom Advisor	0.02100	\$ 780.70
Safety Patrol Advisor	0.02940	\$ 1,092.97
Snowsports Club Advisor (5-12)	0.01640	\$ 609.69
Spanish Club Advisor	0.01640	\$ 609.69
Student Council - Elementary	0.02500	\$ 929.40
Student Council - Middle School	0.02800	\$ 1,040.93
Student Council - High School	0.05500	\$ 2,044.68
		\$ -
<u>MISCELLANEOUS SUPPLEMENTALS</u>		\$ -
Audio- Technical Director	0.10690	\$ 3,974.11

Appendix B-4
2021-2022 School Year

Public Relations/School Community		\$	-
(for summer hours only)		\$	-
Entry Level Teacher Mentor	0.05000	\$	1,858.80
Resident Educator Facilitator (Year 3)	0.01960	\$	728.65
Resident Educator Colleague (Year 4 and beyond)	0.00980	\$	364.32
		\$	-
		\$	-
<u>PERFORMING SUPPLEMENTALS</u>		\$	-
Choral Director	0.07000	\$	2,602.32
Choreographer Show Choir	0.02940	\$	1,092.97
Concert Band Director	0.07000	\$	2,602.32
Asst. Concert Band Director	0.04200	\$	1,561.39
Drama Director (per performance)		\$	-
Musical	0.06240	\$	2,319.78
3 - Act Drama	0.04160	\$	1,546.52
Middle School Play	0.03740	\$	1,390.38
Hurricette/Majorette Advisor	0.05600	\$	2,081.86
Marching Band Director	0.09860	\$	3,665.55
Asst. Marching Band Director	0.07000	\$	2,602.32
Musical - Choral Director	0.03500	\$	1,301.16
Musical - Instrumental Director	0.03500	\$	1,301.16
Musical - Pianist	0.02940	\$	1,092.97
Show Choir Director	0.04200	\$	1,561.39
Stage Set Director (per performance)	0.03500	\$	1,301.16
Elementary Music Director	0.01400	\$	520.46
		\$	-
<u>SUPERVISION SUPPLEMENTALS</u>		\$	-
Class Trip Chaperone/day	0.00260	\$	96.66
(4 hours or more beyond school day)		\$	-
Class Trip Chaperone - Overnight/day	0.00300	\$	111.53
Class Trip Coordinator -	0.00370	\$	137.55
in conjunction with chaperone pay/day		\$	-
Curriculum Writing/hour	0.00054	\$	20.08
Detention Supervisor/session	0.00059	\$	21.93
DPPF/hour	0.00068	\$	25.28
Home Instruction/hour	0.00068	\$	25.28
Intramural Supervision/hour	0.00059	\$	21.93
Night Supervision - HS - MS - Elem/hour	0.00059	\$	21.93
Period Substitution/period	0.00065	\$	24.16
Proficiency Remediation/hour	0.00068	\$	25.28
Saturday School Monitor/hour	0.00068	\$	25.28
State Approved Tutor/hour	0.00068	\$	25.28
Summer School/hour	0.00068	\$	25.28
		\$	-
<u>CURRICULAR SUPPLEMENTALS</u>		\$	-
IAT/504 Coordinator – Grades K-2	0.09350	\$	3,475.96
IAT/504 Coordinator – Grades 3-5	0.09350	\$	3,475.96

Appendix B-4
2021-2022 School Year

IAT/504 Coordinator – Grades MS/HS	0.09350	\$ 3,475.96
Building Coordinator Computer	0.05140	\$ 1,910.85
Web Services		\$ -
Department Chairperson (9-12)	0.09350	\$ 3,475.96
Business/Ind.Tech./Home Ec. 9-12	0.09350	\$ 3,475.96
Cultural Arts (Music, Art) PK -12	0.09350	\$ 3,475.96
Foreign Language PK-12	0.09350	\$ 3,475.96
Guidance/Special Education PK -12	0.09350	\$ 3,475.96
Health/PE PK -12	0.09350	\$ 3,475.96
Language Arts, Drama 9-12	0.09350	\$ 3,475.96
Library/Media PK-12	0.09350	\$ 3,475.96
Mathematics 9-12	0.09350	\$ 3,475.96
Science 9-12	0.09350	\$ 3,475.96
Social Studies 9-12	0.09350	\$ 3,475.96
Middle School Team Leaders	0.09350	\$ 3,475.96
Sixth Grade	0.09350	\$ 3,475.96
Seventh Grade	0.09350	\$ 3,475.96
Eighth Grade	0.09350	\$ 3,475.96
Intervention 6-8	0.09350	\$ 3,475.96
Elementary Team Leaders PK-2 or 3-5	0.09350	\$ 3,475.96
PK-Kindergarten	0.09350	\$ 3,475.96
First Grade	0.09350	\$ 3,475.96
Second Grade	0.09350	\$ 3,475.96
Third Grade	0.09350	\$ 3,475.96
Fourth Grade	0.09350	\$ 3,475.96
Fifth Grade	0.09350	\$ 3,475.96
Fine/Practical Arts K-8	0.09350	\$ 3,475.96
Fine/Practical Arts 9-12	0.09350	\$ 3,475.96
Intervention PK-2	0.09350	\$ 3,475.96
Intervention 43895	0.09350	\$ 3,475.96
Independent Study/hour	0.00068	\$ 25.28
LPDC Member	0.01640	\$ 609.69
Memory Book (Elementary)	0.02800	\$ 1,040.93
Memory Book (Middle School)	0.02800	\$ 1,040.93
HS Yearbook	0.07000	\$ 2,602.32
Newspaper Advisor - HS (with release period)	0.08000	\$ 2,974.08
Newspaper Advisor - HS (without release period)		\$ -
Newspaper Advisor - MS	0.12000	\$ 4,461.12
		\$ -
	0.04920	\$ 1,829.06

Appendix B-5

2022-2023 School Year and Frozen

Base Salary for Supplementals	\$ 37,547.00		
<u>FALL ATHLETICS</u>			
Faculty Manager	0.14550	\$	5,463.09
Football		\$	-
Head Varsity Coach	0.17500	\$	6,570.73
Asst. Varsity Coach	0.13120	\$	4,926.17
9th Grade Coach	0.10500	\$	3,942.44
Head Middle School Coach	0.09630	\$	3,615.78
Asst. Middle School Coach	0.08750	\$	3,285.36
Volleyball		\$	-
Head Varsity Coach	0.16000	\$	6,007.52
JV Coach	0.12000	\$	4,505.64
9th Grade Coach	0.09600	\$	3,604.51
8th Grade Coach	0.08000	\$	3,003.76
7th Grade Coach	0.08000	\$	3,003.76
Cross Country		\$	-
Head Varsity Coach	0.08700	\$	3,266.59
Golf		\$	-
Head Varsity Coach	0.08700	\$	3,266.59
Soccer		\$	-
Head Varsity Coach	0.15500	\$	5,819.79
JV Boys Soccer Coach	0.11630	\$	4,366.72
Cheerleading - Fall		\$	-
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$	3,229.04
Varsity Cheerleading Coach only	0.06250	\$	2,346.69
Middle School Cheerleading Coach	0.02350	\$	882.35
		\$	-
<u>WINTER ATHLETICS</u>			
Boys Basketball		\$	-
Head Varsity Coach	0.17500	\$	6,570.73
JV Basketball Coach	0.13120	\$	4,926.17
9th Grade Coach	0.10500	\$	3,942.44
8th Grade Coach	0.08750	\$	3,285.36
7th Grade Coach	0.08750	\$	3,285.36
Girls Basketball Coach		\$	-
Head Varsity Coach	0.17500	\$	6,570.73
JV Basketball Coach	0.13120	\$	4,926.17
9th Grade Coach	0.10500	\$	3,942.44
8th Grade Coach	0.08750	\$	3,285.36
7th Grade Coach	0.08750	\$	3,285.36
Wrestling		\$	-
Head Varsity Coach	0.17500	\$	6,570.73
Varsity Asst. Coach	0.13120	\$	4,926.17
Head Middle School Coach	0.09350	\$	3,510.64
Ice Hockey		\$	-
Head Varsity Coach	0.16000	\$	6,007.52

Appendix B-5

2022-2023 School Year and Frozen

Varsity Asst. Coach	0.12000	\$ 4,505.64
Cheerleading - Winter		\$ -
Head JV/Varsity Cheerleading (if 2 teams)	0.08600	\$ 3,229.04
Head Varsity Coach	0.06250	\$ 2,346.69
Middle School Cheerleading Coach	0.03440	\$ 1,291.62
Swimming		\$ -
Head Varsity Coach	0.08600	\$ 3,229.04
Varsity Asst. Coach	0.05600	\$ 2,102.63
		\$ -
Spring Athletics		\$ -
Track		\$ -
Head Varsity Coach	0.15500	\$ 5,819.79
Varsity Asst. Coach	0.11630	\$ 4,366.72
Middle School Head Coach	0.08530	\$ 3,202.76
Middle School Asst.Coach	0.07750	\$ 2,909.89
Baseball		\$ -
Head Varsity Coach	0.15500	\$ 5,819.79
Varsity Asst. Coach	0.11630	\$ 4,366.72
JV Coach	0.11630	\$ 4,366.72
Softball		\$ -
Head Varsity Coach	0.15500	\$ 5,819.79
Varsity Asst. Coach	0.11630	\$ 4,366.72
JV Coach	0.11630	\$ 4,366.72
		\$ -
CLUB SUPPLEMENTALS		\$ -
Dramatics Club Advisor	0.01640	\$ 615.77
English Honorary Advisor	0.01640	\$ 615.77
Foreign Language Honorary Advisor	0.01640	\$ 615.77
German Club Advisor	0.01640	\$ 615.77
Key Club Advisor	0.02180	\$ 818.52
MU Alpha Theta Advisor	0.01640	\$ 615.77
National Honor Society Advisor - H.S.	0.02940	\$ 1,103.88
National Honor Society Advisor - M.S.	0.01960	\$ 735.92
National Arts Honor Society - H.S.	0.01400	\$ 525.66
PANDA (M.S.T.I's)	0.01640	\$ 615.77
Pep Club Advisor - H.S.	0.01640	\$ 615.77
Pep Club Advisor - M.S.	0.01640	\$ 615.77
Prom Advisor	0.02100	\$ 788.49
Safety Patrol Advisor	0.02940	\$ 1,103.88
Snowsports Club Advisor (5-12)	0.01640	\$ 615.77
Spanish Club Advisor	0.01640	\$ 615.77
Student Council - Elementary	0.02500	\$ 938.68
Student Council - Middle School	0.02800	\$ 1,051.32
Student Council - High School	0.05500	\$ 2,065.09
		\$ -
MISCELLANEOUS SUPPLEMENTALS		\$ -
Audio- Technical Director	0.10690	\$ 4,013.77

Appendix B-5

2022-2023 School Year and Frozen

Public Relations/School Community		\$	-
(for summer hours only)		\$	-
Entry Level Teacher Mentor	0.05000	\$	1,877.35
Resident Educator Facilitator (Year 3)	0.01960	\$	735.92
Resident Educator Colleague (Year 4 and beyond)	0.00980	\$	367.96
		\$	-
		\$	-
<u>PERFORMING SUPPLEMENTALS</u>		\$	-
Choral Director	0.07000	\$	2,628.29
Choreographer Show Choir	0.02940	\$	1,103.88
Concert Band Director	0.07000	\$	2,628.29
Asst. Concert Band Director	0.04200	\$	1,576.97
Drama Director (per performance)		\$	-
Musical	0.06240	\$	2,342.93
3 - Act Drama	0.04160	\$	1,561.96
Middle School Play	0.03740	\$	1,404.26
Hurricette/Majorette Advisor	0.05600	\$	2,102.63
Marching Band Director	0.09860	\$	3,702.13
Asst. Marching Band Director	0.07000	\$	2,628.29
Musical - Choral Director	0.03500	\$	1,314.15
Musical - Instrumental Director	0.03500	\$	1,314.15
Musical - Pianist	0.02940	\$	1,103.88
Show Choir Director	0.04200	\$	1,576.97
Stage Set Director (per performance)	0.03500	\$	1,314.15
Elementary Music Director	0.01400	\$	525.66
		\$	-
<u>SUPERVISION SUPPLEMENTALS</u>		\$	-
Class Trip Chaperone/day	0.00260	\$	97.62
(4 hours or more beyond school day)		\$	-
Class Trip Chaperone - Overnight/day	0.00300	\$	112.64
Class Trip Coordinator -	0.00370	\$	138.92
in conjunction with chaperone pay/day		\$	-
Curriculum Writing/hour	0.00054	\$	20.28
Detention Supervisor/session	0.00059	\$	22.15
DPPF/hour	0.00068	\$	25.53
Home Instruction/hour	0.00068	\$	25.53
Intramural Supervision/hour	0.00059	\$	22.15
Night Supervision - HS - MS - Elem/hour	0.00059	\$	22.15
Period Substitution/period	0.00065	\$	24.41
Proficiency Remediation/hour	0.00068	\$	25.53
Saturday School Monitor/hour	0.00068	\$	25.53
State Approved Tutor/hour	0.00068	\$	25.53
Summer School/hour	0.00068	\$	25.53
		\$	-
<u>CURRICULAR SUPPLEMENTALS</u>		\$	-
IAT/504 Coordinator – Grades K-2	0.09350	\$	3,510.64
IAT/504 Coordinator – Grades 3-5	0.09350	\$	3,510.64

Appendix B-5

2022-2023 School Year and Frozen

IAT/504 Coordinator – Grades MS/HS	0.09350	\$ 3,510.64
Building Coordinator Computer	0.05140	\$ 1,929.92
Web Services		\$ -
Department Chairperson (9-12)	0.09350	\$ 3,510.64
Business/Ind.Tech./Home Ec. 9-12	0.09350	\$ 3,510.64
Cultural Arts (Music, Art) PK -12	0.09350	\$ 3,510.64
Foreign Language PK-12	0.09350	\$ 3,510.64
Guidance/Special Education PK -12	0.09350	\$ 3,510.64
Health/PE PK -12	0.09350	\$ 3,510.64
Language Arts, Drama 9-12	0.09350	\$ 3,510.64
Library/Media PK-12	0.09350	\$ 3,510.64
Mathematics 9-12	0.09350	\$ 3,510.64
Science 9-12	0.09350	\$ 3,510.64
Social Studies 9-12	0.09350	\$ 3,510.64
Middle School Team Leaders	0.09350	\$ 3,510.64
Sixth Grade	0.09350	\$ 3,510.64
Seventh Grade	0.09350	\$ 3,510.64
Eighth Grade	0.09350	\$ 3,510.64
Intervention 6-8	0.09350	\$ 3,510.64
Elementary Team Leaders PK-2 or 3-5	0.09350	\$ 3,510.64
PK-Kindergarten	0.09350	\$ 3,510.64
First Grade	0.09350	\$ 3,510.64
Second Grade	0.09350	\$ 3,510.64
Third Grade	0.09350	\$ 3,510.64
Fourth Grade	0.09350	\$ 3,510.64
Fifth Grade	0.09350	\$ 3,510.64
Fine/Practical Arts K-8	0.09350	\$ 3,510.64
Fine/Practical Arts 9-12	0.09350	\$ 3,510.64
Intervention PK-2	0.09350	\$ 3,510.64
Intervention 43895	0.09350	\$ 3,510.64
Independent Study/hour	0.00068	\$ 25.53
LPDC Member	0.01640	\$ 615.77
Memory Book (Elementary)	0.02800	\$ 1,051.32
Memory Book (Middle School)	0.02800	\$ 1,051.32
HS Yearbook	0.07000	\$ 2,628.29
Newspaper Advisor - HS (with release period)	0.08000	\$ 3,003.76
Newspaper Advisor - HS (without release period)		\$ -
Newspaper Advisor - MS	0.12000	\$ 4,505.64
		\$ -
	0.04920	\$ 1,847.31

Appendix C-1

(2018-2019 School Year)

August 1, 2018 Salary Schedule = 0% Increase

STEP	INDEX	BA CLASS II	INDEX	BA+12 CLASS III	INDEX	BA+24 CLASS IIIA	INDEX	MA/BA+3 6 CLASS IV	INDEX	MA+15 CLASS V	ED. ASST.
0	1.000	\$40,830	1.020	\$41,647	1.050	\$42,872	1.098	\$44,831	1.127	\$46,015	\$24.33
0.5	1.020	\$41,647	1.040	\$42,463	1.070	\$43,688	1.118	\$45,648	1.147	\$46,832	
1	1.039	\$42,422	1.059	\$43,239	1.089	\$44,464	1.137	\$46,424	1.166	\$47,608	\$25.50
1.5	1.059	\$43,239	1.079	\$44,056	1.109	\$45,280	1.158	\$47,281	1.186	\$48,424	
2	1.078	\$44,015	1.098	\$44,831	1.128	\$46,056	1.178	\$48,098	1.205	\$49,200	\$26.74
2.5	1.098	\$44,831	1.118	\$45,648	1.148	\$46,873	1.197	\$48,874	1.225	\$50,017	
3	1.118	\$45,648	1.137	\$46,424	1.167	\$47,649	1.216	\$49,649	1.245	\$50,833	
3.5	1.167	\$47,649	1.186	\$48,424	1.216	\$49,649	1.275	\$52,058	1.304	\$53,242	
4	1.216	\$49,649	1.235	\$50,425	1.265	\$51,650	1.333	\$54,426	1.362	\$55,610	
4.5	1.246	\$50,874	1.265	\$51,650	1.295	\$52,875	1.363	\$55,651	1.392	\$56,835	
5	1.275	\$52,058	1.294	\$52,834	1.324	\$54,059	1.392	\$56,835	1.421	\$58,019	
5.5	1.304	\$53,242	1.324	\$54,059	1.354	\$55,284	1.422	\$58,060	1.451	\$59,244	
6	1.333	\$54,426	1.353	\$55,243	1.383	\$56,468	1.451	\$59,244	1.480	\$60,428	
6.5	1.363	\$55,651	1.383	\$56,468	1.413	\$57,693	1.481	\$60,469	1.510	\$61,653	
7	1.392	\$56,835	1.412	\$57,652	1.442	\$58,877	1.510	\$61,653	1.539	\$62,837	
7.5	1.422	\$58,060	1.442	\$58,877	1.472	\$60,102	1.540	\$62,878	1.569	\$64,062	
8	1.451	\$59,244	1.471	\$60,061	1.501	\$61,286	1.569	\$64,062	1.598	\$65,246	
8.5	1.481	\$60,469	1.500	\$61,245	1.530	\$62,470	1.598	\$65,246	1.627	\$66,430	
9	1.510	\$61,653	1.529	\$62,429	1.559	\$63,654	1.627	\$66,430	1.656	\$67,615	
9.5	1.544	\$63,042	1.564	\$63,858	1.594	\$65,083	1.662	\$67,859	1.691	\$69,044	
10	1.578	\$64,430	1.598	\$65,246	1.628	\$66,471	1.696	\$69,248	1.725	\$70,432	
10.5	1.613	\$65,859	1.633	\$66,675	1.663	\$67,900	1.731	\$70,677	1.760	\$71,861	
11	1.647	\$67,247	1.667	\$68,064	1.697	\$69,289	1.765	\$72,065	1.794	\$73,249	
11.5	1.682	\$68,676	1.700	\$69,411	1.730	\$70,636	1.799	\$73,453	1.828	\$74,637	
12	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.833	\$74,841	1.862	\$76,026	
12.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.868	\$76,270	1.897	\$77,455	
13	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.902	\$77,659	1.931	\$78,843	
13.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.937	\$79,088	1.966	\$80,272	
14	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
14.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
15	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
15.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
16	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
16.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
17	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
17.5	1.716	\$70,064	1.733	\$70,758	1.763	\$71,983	1.971	\$80,476	2.000	\$81,660	
18	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
18.5	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
19	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
19.5	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
20	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
20.5	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
21	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
21.5	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
22	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
22.5	1.746	\$71,289	1.763	\$71,983	1.793	\$73,208	2.001	\$81,701	2.030	\$82,885	
23	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
23.5	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
24	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
24.5	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
25	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
25.5	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
26	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
26.5	1.776	\$72,514	1.793	\$73,208	1.823	\$74,433	2.031	\$82,926	2.060	\$84,110	
27	1.806	\$73,739	1.823	\$74,433	1.853	\$75,658	2.061	\$84,151	2.090	\$85,335	

Appendix C-2

(2019-2020 School Year)

August 1, 2019 Salary Schedule = 1% Increase

2019-2020	BASE	\$41,238				BA+24		MA/BA+3			ED.
STEP	INDEX	BA CLASS II	INDEX	BA+12 CLASS III	INDEX	CLASS IIIA	INDEX	6 CLASS IV	INDEX	MA+15 CLASS V	ASST.
0	1.000	\$41,238	1.020	\$42,063	1.050	\$43,300	1.098	\$45,280	1.127	\$46,476	\$24.57
0.5	1.020	\$42,063	1.040	\$42,888	1.070	\$44,125	1.118	\$46,104	1.147	\$47,300	
1	1.039	\$42,847	1.059	\$43,671	1.089	\$44,909	1.137	\$46,888	1.166	\$48,084	\$25.75
1.5	1.059	\$43,671	1.079	\$44,496	1.109	\$45,733	1.158	\$47,754	1.186	\$48,909	
2	1.078	\$44,455	1.098	\$45,280	1.128	\$46,517	1.178	\$48,579	1.205	\$49,692	\$27.01
2.5	1.098	\$45,280	1.118	\$46,104	1.148	\$47,342	1.197	\$49,362	1.225	\$50,517	
3	1.118	\$46,104	1.137	\$46,888	1.167	\$48,125	1.216	\$50,146	1.245	\$51,342	
3.5	1.167	\$48,125	1.186	\$48,909	1.216	\$50,146	1.275	\$52,579	1.304	\$53,775	
4	1.216	\$50,146	1.235	\$50,929	1.265	\$52,166	1.333	\$54,971	1.362	\$56,167	
4.5	1.246	\$51,383	1.265	\$52,166	1.295	\$53,404	1.363	\$56,208	1.392	\$57,404	
5	1.275	\$52,579	1.294	\$53,362	1.324	\$54,600	1.392	\$57,404	1.421	\$58,600	
5.5	1.304	\$53,775	1.324	\$54,600	1.354	\$55,837	1.422	\$58,641	1.451	\$59,837	
6	1.333	\$54,971	1.353	\$55,795	1.383	\$57,033	1.451	\$59,837	1.480	\$61,033	
6.5	1.363	\$56,208	1.383	\$57,033	1.413	\$58,270	1.481	\$61,074	1.510	\$62,270	
7	1.392	\$57,404	1.412	\$58,229	1.442	\$59,466	1.510	\$62,270	1.539	\$63,466	
7.5	1.422	\$58,641	1.442	\$59,466	1.472	\$60,703	1.540	\$63,507	1.569	\$64,703	
8	1.451	\$59,837	1.471	\$60,662	1.501	\$61,899	1.569	\$64,703	1.598	\$65,899	
8.5	1.481	\$61,074	1.500	\$61,857	1.530	\$63,095	1.598	\$65,899	1.627	\$67,095	
9	1.510	\$62,270	1.529	\$63,053	1.559	\$64,291	1.627	\$67,095	1.656	\$68,291	
9.5	1.544	\$63,672	1.564	\$64,497	1.594	\$65,734	1.662	\$68,538	1.691	\$69,734	
10	1.578	\$65,074	1.598	\$65,899	1.628	\$67,136	1.696	\$69,940	1.725	\$71,136	
10.5	1.613	\$66,517	1.633	\$67,342	1.663	\$68,579	1.731	\$71,384	1.760	\$72,579	
11	1.647	\$67,920	1.667	\$68,744	1.697	\$69,981	1.765	\$72,786	1.794	\$73,982	
11.5	1.682	\$69,363	1.700	\$70,105	1.730	\$71,342	1.799	\$74,188	1.828	\$75,384	
12	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.833	\$75,590	1.862	\$76,786	
12.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.868	\$77,033	1.897	\$78,229	
13	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.902	\$78,435	1.931	\$79,631	
13.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.937	\$79,879	1.966	\$81,075	
14	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
14.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
15	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
15.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
16	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
16.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
17	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
17.5	1.716	\$70,765	1.733	\$71,466	1.763	\$72,703	1.971	\$81,281	2.000	\$82,477	
18	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
18.5	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
19	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
19.5	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
20	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
20.5	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
21	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
21.5	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
22	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
22.5	1.746	\$72,002	1.763	\$72,703	1.793	\$73,940	2.001	\$82,518	2.030	\$83,714	
23	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
23.5	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
24	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
24.5	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
25	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
25.5	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
26	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
26.5	1.776	\$73,239	1.793	\$73,940	1.823	\$75,177	2.031	\$83,755	2.060	\$84,951	
27	1.806	\$74,476	1.823	\$75,177	1.853	\$76,415	2.061	\$84,992	2.090	\$86,188	

Appendix C-3

(2020-2021 School Year)

August 1, 2020 Salary Schedule = 1.5% Increase

2020-2021	BASE	\$41,857				BA+24		MA/BA+3			
STEP	INDEX	BA CLASS II	INDEX	BA+12 CLASS III	INDEX	CLASS IIIA	INDEX	6 CLASS IV	INDEX	MA+15 CLASS V	ED. ASST.
0	1.000	\$41,857	1.020	\$42,694	1.050	\$43,950	1.098	\$45,959	1.127	\$47,173	\$24.94
0.5	1.020	\$42,694	1.040	\$43,531	1.070	\$44,787	1.118	\$46,796	1.147	\$48,010	
1	1.039	\$43,489	1.059	\$44,326	1.089	\$45,582	1.137	\$47,591	1.166	\$48,805	\$26.14
1.5	1.059	\$44,326	1.079	\$45,164	1.109	\$46,419	1.158	\$48,470	1.186	\$49,642	
2	1.078	\$45,122	1.098	\$45,959	1.128	\$47,215	1.178	\$49,307	1.205	\$50,438	\$27.41
2.5	1.098	\$45,959	1.118	\$46,796	1.148	\$48,052	1.197	\$50,103	1.225	\$51,275	
3	1.118	\$46,796	1.137	\$47,591	1.167	\$48,847	1.216	\$50,898	1.245	\$52,112	
3.5	1.167	\$48,847	1.186	\$49,642	1.216	\$50,898	1.275	\$53,368	1.304	\$54,581	
4	1.216	\$50,898	1.235	\$51,693	1.265	\$52,949	1.333	\$55,795	1.362	\$57,009	
4.5	1.246	\$52,154	1.265	\$52,949	1.295	\$54,205	1.363	\$57,051	1.392	\$58,265	
5	1.275	\$53,368	1.294	\$54,163	1.324	\$55,419	1.392	\$58,265	1.421	\$59,479	
5.5	1.304	\$54,581	1.324	\$55,419	1.354	\$56,674	1.422	\$59,521	1.451	\$60,734	
6	1.333	\$55,795	1.353	\$56,632	1.383	\$57,888	1.451	\$60,734	1.480	\$61,948	
6.5	1.363	\$57,051	1.383	\$57,888	1.413	\$59,144	1.481	\$61,990	1.510	\$63,204	
7	1.392	\$58,265	1.412	\$59,102	1.442	\$60,358	1.510	\$63,204	1.539	\$64,418	
7.5	1.422	\$59,521	1.442	\$60,358	1.472	\$61,613	1.540	\$64,460	1.569	\$65,673	
8	1.451	\$60,734	1.471	\$61,571	1.501	\$62,827	1.569	\$65,673	1.598	\$66,887	
8.5	1.481	\$61,990	1.500	\$62,785	1.530	\$64,041	1.598	\$66,887	1.627	\$68,101	
9	1.510	\$63,204	1.529	\$63,999	1.559	\$65,255	1.627	\$68,101	1.656	\$69,315	
9.5	1.544	\$64,627	1.564	\$65,464	1.594	\$66,720	1.662	\$69,566	1.691	\$70,780	
10	1.578	\$66,050	1.598	\$66,887	1.628	\$68,143	1.696	\$70,989	1.725	\$72,203	
10.5	1.613	\$67,515	1.633	\$68,352	1.663	\$69,608	1.731	\$72,454	1.760	\$73,668	
11	1.647	\$68,938	1.667	\$69,775	1.697	\$71,031	1.765	\$73,877	1.794	\$75,091	
11.5	1.682	\$70,403	1.700	\$71,157	1.730	\$72,412	1.799	\$75,301	1.828	\$76,514	
12	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.833	\$76,724	1.862	\$77,938	
12.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.868	\$78,189	1.897	\$79,403	
13	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.902	\$79,612	1.931	\$80,826	
13.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.937	\$81,077	1.966	\$82,291	
14	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
14.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
15	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
15.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
16	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
16.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
17	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
17.5	1.716	\$71,826	1.733	\$72,538	1.763	\$73,794	1.971	\$82,500	2.000	\$83,714	
18	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
18.5	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
19	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
19.5	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
20	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
20.5	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
21	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
21.5	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
22	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
22.5	1.746	\$73,082	1.763	\$73,794	1.793	\$75,049	2.001	\$83,756	2.030	\$84,970	
23	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
23.5	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
24	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
24.5	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
25	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
25.5	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
26	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
26.5	1.776	\$74,338	1.793	\$75,049	1.823	\$76,305	2.031	\$85,011	2.060	\$86,225	
27	1.806	\$75,594	1.823	\$76,305	1.853	\$77,561	2.061	\$86,267	2.090	\$87,481	

Appendix C-4

(2021-2022 School Year)

August 1, 2021 Salary Schedule = 3% Increase

2021-2022	BASE	\$43,113				BA+24 CLASS IIIA		MA/BA+3 6 CLASS IV		MA+15 CLASS V	ED. ASST.
STEP	INDEX	BA CLASS II	INDEX	BA+12 CLASS III	INDEX		INDEX		INDEX		
0	1.000	\$43,113	1.020	\$43,975	1.050	\$45,268	1.098	\$47,338	1.127	\$48,588	\$25.69
0.5	1.020	\$43,975	1.040	\$44,837	1.070	\$46,130	1.118	\$48,200	1.147	\$49,450	
1	1.039	\$44,794	1.059	\$45,656	1.089	\$46,950	1.137	\$49,019	1.166	\$50,269	\$26.92
1.5	1.059	\$45,656	1.079	\$46,519	1.109	\$47,812	1.158	\$49,924	1.186	\$51,132	
2	1.078	\$46,475	1.098	\$47,338	1.128	\$48,631	1.178	\$50,787	1.205	\$51,951	\$28.23
2.5	1.098	\$47,338	1.118	\$48,200	1.148	\$49,493	1.197	\$51,606	1.225	\$52,813	
3	1.118	\$48,200	1.137	\$49,019	1.167	\$50,312	1.216	\$52,425	1.245	\$53,675	
3.5	1.167	\$50,312	1.186	\$51,132	1.216	\$52,425	1.275	\$54,969	1.304	\$56,219	
4	1.216	\$52,425	1.235	\$53,244	1.265	\$54,537	1.333	\$57,469	1.362	\$58,719	
4.5	1.246	\$53,718	1.265	\$54,537	1.295	\$55,831	1.363	\$58,762	1.392	\$60,013	
5	1.275	\$54,969	1.294	\$55,788	1.324	\$57,081	1.392	\$60,013	1.421	\$61,263	
5.5	1.304	\$56,219	1.324	\$57,081	1.354	\$58,374	1.422	\$61,306	1.451	\$62,556	
6	1.333	\$57,469	1.353	\$58,331	1.383	\$59,625	1.451	\$62,556	1.480	\$63,807	
6.5	1.363	\$58,762	1.383	\$59,625	1.413	\$60,918	1.481	\$63,850	1.510	\$65,100	
7	1.392	\$60,013	1.412	\$60,875	1.442	\$62,168	1.510	\$65,100	1.539	\$66,350	
7.5	1.422	\$61,306	1.442	\$62,168	1.472	\$63,462	1.540	\$66,393	1.569	\$67,644	
8	1.451	\$62,556	1.471	\$63,419	1.501	\$64,712	1.569	\$67,644	1.598	\$68,894	
8.5	1.481	\$63,850	1.500	\$64,669	1.530	\$65,962	1.598	\$68,894	1.627	\$70,144	
9	1.510	\$65,100	1.529	\$65,919	1.559	\$67,213	1.627	\$70,144	1.656	\$71,394	
9.5	1.544	\$66,566	1.564	\$67,428	1.594	\$68,721	1.662	\$71,653	1.691	\$72,903	
10	1.578	\$68,032	1.598	\$68,894	1.628	\$70,187	1.696	\$73,119	1.725	\$74,369	
10.5	1.613	\$69,541	1.633	\$70,403	1.663	\$71,696	1.731	\$74,628	1.760	\$75,878	
11	1.647	\$71,006	1.667	\$71,869	1.697	\$73,162	1.765	\$76,094	1.794	\$77,344	
11.5	1.682	\$72,515	1.700	\$73,291	1.730	\$74,585	1.799	\$77,560	1.828	\$78,810	
12	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.833	\$79,025	1.862	\$80,276	
12.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.868	\$80,534	1.897	\$81,785	
13	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.902	\$82,000	1.931	\$83,250	
13.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.937	\$83,509	1.966	\$84,759	
14	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
14.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
15	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
15.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
16	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
16.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
17	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
17.5	1.716	\$73,981	1.733	\$74,714	1.763	\$76,008	1.971	\$84,975	2.000	\$86,225	
18	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
18.5	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
19	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
19.5	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
20	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
20.5	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
21	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
21.5	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
22	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
22.5	1.746	\$75,275	1.763	\$76,008	1.793	\$77,301	2.001	\$86,268	2.030	\$87,519	
23	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
23.5	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
24	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
24.5	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
25	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
25.5	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
26	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
26.5	1.776	\$76,568	1.793	\$77,301	1.823	\$78,594	2.031	\$87,562	2.060	\$88,812	
27	1.806	\$77,861	1.823	\$78,594	1.853	\$79,888	2.061	\$88,855	2.090	\$90,105	

Appendix C-5

(2022-2023 School Year)

August 1, 2022 Salary Schedule = 2% Increase

2022-2023	BASE	\$43,975									
STEP	INDEX	BA CLASS II	INDEX	BA+12 CLASS III	INDEX	BA+24 CLASS IIIA	INDEX	MA/BA+3 6 CLASS IV	INDEX	MA+15 CLASS V	ED. ASST.
0	1.000	\$43,975	1.020	\$44,854	1.050	\$46,174	1.098	\$48,284	1.127	\$49,560	\$26.20
0.5	1.020	\$44,854	1.040	\$45,734	1.070	\$47,053	1.118	\$49,164	1.147	\$50,439	
1	1.039	\$45,690	1.059	\$46,569	1.089	\$47,889	1.137	\$49,999	1.166	\$51,275	\$27.46
1.5	1.059	\$46,569	1.079	\$47,449	1.109	\$48,768	1.158	\$50,923	1.186	\$52,154	
2	1.078	\$47,405	1.098	\$48,284	1.128	\$49,604	1.178	\$51,802	1.205	\$52,990	\$28.80
2.5	1.098	\$48,284	1.118	\$49,164	1.148	\$50,483	1.197	\$52,638	1.225	\$53,869	
3	1.118	\$49,164	1.137	\$49,999	1.167	\$51,319	1.216	\$53,473	1.245	\$54,749	
3.5	1.167	\$51,319	1.186	\$52,154	1.216	\$53,473	1.275	\$56,068	1.304	\$57,343	
4	1.216	\$53,473	1.235	\$54,309	1.265	\$55,628	1.333	\$58,618	1.362	\$59,894	
4.5	1.246	\$54,793	1.265	\$55,628	1.295	\$56,947	1.363	\$59,938	1.392	\$61,213	
5	1.275	\$56,068	1.294	\$56,903	1.324	\$58,223	1.392	\$61,213	1.421	\$62,488	
5.5	1.304	\$57,343	1.324	\$58,223	1.354	\$59,542	1.422	\$62,532	1.451	\$63,808	
6	1.333	\$58,618	1.353	\$59,498	1.383	\$60,817	1.451	\$63,808	1.480	\$65,083	
6.5	1.363	\$59,938	1.383	\$60,817	1.413	\$62,136	1.481	\$65,127	1.510	\$66,402	
7	1.392	\$61,213	1.412	\$62,092	1.442	\$63,412	1.510	\$66,402	1.539	\$67,677	
7.5	1.422	\$62,532	1.442	\$63,412	1.472	\$64,731	1.540	\$67,721	1.569	\$68,997	
8	1.451	\$63,808	1.471	\$64,687	1.501	\$66,006	1.569	\$68,997	1.598	\$70,272	
8.5	1.481	\$65,127	1.500	\$65,962	1.530	\$67,282	1.598	\$70,272	1.627	\$71,547	
9	1.510	\$66,402	1.529	\$67,238	1.559	\$68,557	1.627	\$71,547	1.656	\$72,822	
9.5	1.544	\$67,897	1.564	\$68,777	1.594	\$70,096	1.662	\$73,086	1.691	\$74,361	
10	1.578	\$69,392	1.598	\$70,272	1.628	\$71,591	1.696	\$74,581	1.725	\$75,857	
10.5	1.613	\$70,931	1.633	\$71,811	1.663	\$73,130	1.731	\$76,120	1.760	\$77,396	
11	1.647	\$72,427	1.667	\$73,306	1.697	\$74,625	1.765	\$77,616	1.794	\$78,891	
11.5	1.682	\$73,966	1.700	\$74,757	1.730	\$76,077	1.799	\$79,111	1.828	\$80,386	
12	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.833	\$80,606	1.862	\$81,881	
12.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.868	\$82,145	1.897	\$83,420	
13	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.902	\$83,640	1.931	\$84,915	
13.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.937	\$85,179	1.966	\$86,455	
14	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
14.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
15	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
15.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
16	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
16.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
17	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
17.5	1.716	\$75,461	1.733	\$76,208	1.763	\$77,528	1.971	\$86,674	2.000	\$87,950	
18	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
18.5	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
19	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
19.5	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
20	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
20.5	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
21	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
21.5	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
22	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
22.5	1.746	\$76,780	1.763	\$77,528	1.793	\$78,847	2.001	\$87,994	2.030	\$89,269	
23	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
23.5	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
24	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
24.5	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
25	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
25.5	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
26	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
26.5	1.776	\$78,099	1.793	\$78,847	1.823	\$80,166	2.031	\$89,313	2.060	\$90,588	
27	1.806	\$79,419	1.823	\$80,166	1.853	\$81,485	2.061	\$90,632	2.090	\$91,907	

APPENDIX D - PAY DATES

Pay Dates

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
August 24, 2018	August 23, 2019	August 21, 2020	August 20, 2021	August 19, 2022
September 7, 2018	September 6, 2019	September 4, 2020	September 3, 2021	September 2, 2022
September 21, 2018	September 20, 2019	September 18, 2020	September 17, 2021	September 16, 2022
October 5, 2018	October 4, 2019	October 2, 2020	October 1, 2021	September 30, 2022
October 19, 2018	October 18, 2019	October 16, 2020	October 15, 2021	October 14, 2022
November 2, 2018	November 1, 2019	October 30, 2020	October 29, 2021	October 28, 2022
November 16, 2018	November 15, 2019	November 13, 2020	November 12, 2021	November 11, 2022
November 30, 2018	November 29, 2019	November 27, 2020	November 26, 2021	November 25, 2022
December 14, 2018	December 13, 2019	December 11, 2020	December 10, 2021	December 9, 2022
December 28, 2018	December 27, 2019	December 25, 2020	December 24, 2021	December 23, 2022
January 11, 2019	January 10, 2020	January 8, 2021	January 7, 2022	January 6, 2023
January 25, 2019	January 24, 2020	January 22, 2021	January 21, 2022	January 20, 2023
February 8, 2019	February 7, 2020	February 5, 2021	February 4, 2022	February 3, 2023
February 22, 2019	February 21, 2020	February 19, 2021	February 18, 2022	February 17, 2023
March 8, 2019	March 6, 2020	March 5, 2021	March 4, 2022	March 3, 2023
March 22, 2019	March 20, 2020	March 19, 2021	March 18, 2022	March 17, 2023
April 5, 2019	April 3, 2020	April 2, 2021	April 1, 2022	March 31, 2023
April 19, 2019	April 17, 2020	April 16, 2021	April 15, 2022	April 14, 2023
May 3, 2019	May 1, 2020	April 30, 2021	April 29, 2022	April 28, 2023
May 17, 2019	May 15, 2020	May 14, 2021	May 13, 2022	May 12, 2023
May 31, 2019	May 29, 2020	May 28, 2021	May 27, 2022	May 26, 2023
June 14, 2019	June 12, 2020	June 11, 2021	June 10, 2022	June 9, 2023
June 28, 2019	June 26, 2020	June 25, 2021	June 24, 2022	June 23, 2023
July 12, 2019	July 10, 2020	July 9, 2021	July 8, 2022	July 7, 2023
July 26, 2019	July 24, 2020	July 23, 2021	July 22, 2022	July 21, 2023
August 9, 2019	August 7, 2020	August 6, 2021	August 5, 2022	August 4, 2023

APPENDIX E

APPLICATION FOR PARTICIPATION HEALTH INSURANCE INCENTIVE PLAN

_____ (applicant) being an employee of Brooklyn City Schools and a member of the bargaining unit defined in the negotiated agreement between the Brooklyn City Board of Education (Board) and the Brooklyn Education Association (BEA) makes application for participation in the Health Insurance Incentive Plan (the plan). In connection with that application, and in consideration of the benefits provided under the plan, applicant makes the following representations.

I am a full-time employee of the Brooklyn City Schools and a member of the bargaining unit as defined in the negotiated agreement between the Board and the BEA.

I request the Board to cease making premium payments on my behalf for the purchase of Board provided health insurance, including premium payments for the purchase of hospital, surgical, and major medical coverage for me as an employee of the Brooklyn City Schools.

I understand that upon the cessation of premium payments on my behalf, I will no longer be a policyholder insured under the Board provided hospital, surgical, and major medical insurance plan; and with respect to claims incurred on or after the first day of the month following acceptance into the plan. I will have no claim against either the Board's insurance carrier or the Board for insurance benefits formerly available to me under the Board provided health insurance plans except as to claims I might have as an insured dependent.

I understand the nature and extent of board provided health insurance benefits which I am losing as a result of my participation in the plan and I have had the opportunity to ask any questions, to inspect and copy any and all documents relevant to the Board provided health insurance plans, to consult with my BEA representatives, insurance advisors and legal counsel prior to making this application.

My request that the Board no longer make premium contributions on my behalf for the purchase of Board provided health insurance coverage is freely and voluntarily made and I hereby, for myself, my insured dependents and my heirs, release the Board, its members, officers and employees, the insurance carriers providing group health insurance coverage to the Board and the BEA, its officers, members and affiliates from any and all liability of any kind arising out of or in any way connected with my participation in the plan.

I further understand that payments made to me during my participation in the plan will be made monthly beginning with the first month following acceptance of this application and that such payments will be subject to all applicable withholding including, but not limited to STRS contributions, and federal, state and local income tax.

I will notify the Treasurer in writing of any involuntary change in my insurance coverage while participating in the plan and will re-enroll in the Board provided health insurance plans not later than the third Monday of the month following the loss of that coverage or the loss of any continuation of that coverage, whichever is later. Other than in the case of an involuntary loss of insurance coverage, I understand that my right to re-enroll in Board provided health insurance plans might be limited to the annual enrollment period or enrollment periods determined by the insurance carriers. In the event of re-enrollment in Board provided health insurance plans, I will no longer be eligible to participate in the Health Insurance Incentive Plan and all payments to me under this plan will cease.

Date: _____

Applicant: _____

Effective Date: _____

Approved: _____

APPENDIX F

Brooklyn Education Association Sick Leave Bank Policy

The Sick Leave Bank was established to assist BEA members who have exhausted their supply of accumulated sick days due to situations beyond their control.

1. In order to be eligible to withdraw days, an employee must have contributed to the Sick Leave Bank during an uncapped year; however, members who have been prevented from contributing due to “capped years” who borrow from the Sick Leave Bank will donate one sick day to the bank as soon as it falls below the capped amount.
2. All contributions must be made by September 30th of each year or the date that the unified dues are due.
3. Requests may only be made when an employee has exhausted all accrued sick leave and advancements.
4. Withdrawals will be limited to 5 days per year per eligible employee, except in cases deemed by the Sick Leave Bank committee to be catastrophic or medically necessary, however, under no circumstances will the amount of days granted to any one employee exceed thirty (30).
5. All requests must, at a minimum, meet the guidelines set forth in the contract as valid use of sick leave.
6. At a minimum, members eligible for donation will be guaranteed an amount equal to the number of days contributed by that member as determined by the BEA.
7. Recuperation from surgeries or other procedures which could have otherwise reasonably been scheduled during school vacation periods may not qualify for Sick Leave Bank donation. A doctor’s recommendation will be considered in evaluating the request.
8. All requests must be made using the appropriate form and submitted to any committee member. Forms can be obtained from any building representative.
9. The Sick Leave Bank committee will meet within one week of the request.
10. The committee will be established at the beginning of each school year by the executive committee of the Brooklyn Education Association. The committee will be composed of at least 5 people with representation from each building. The BEA recording secretary will be responsible for maintaining all records for the Sick Leave Bank Committee.
11. In extraordinary circumstances, variances from these rules can be made upon agreement of the Committee and the Superintendent.

APPENDIX G

Brooklyn Education Association Sick Leave Bank Application

Name _____ Date _____

Building/position _____

Number of sick days used this school year _____

Date(s) of days requested _____

Reason for request: _____

I understand and agree to the conditions of the Brooklyn Education Association's *Sick Leave Bank Policy* and have exhausted all of my accumulated sick leave and advancements.

Signature

_____ Approved _____ days

_____ Denied

BEA President

BEA Recording Secretary

cc: Treasurer
Applicant
Building Principal

APPENDIX H

OTES EVALUATION FORMS

Self-Assessment Summary Tool

Professional Growth Plan

Improvement Plan

Improvement Plan: Evaluation of Plan

Pre-Observation Planning and Lesson Reflection Resource Questions

Teacher Performance Evaluation Rubric

Classroom Walkthroughs/Informal Observation

Informal Observation: General Form

Informal Observation: Open-Ended Form

Planning for the Post-Observation Conference

Final Summative Rating

APPENDIX I
DISTRICT STUDENT GROWTH MEASURE INDEX
Brooklyn OTES

Teacher Category	Value-Added		Vendor Assessment		SLO/Other		Shared Attribution		Evaluation Total (%)
A-1 (Value-Added Only)	50%	+	N/A	+	0%	+	0%	=	50%
A-1 (Value-Added Only) A-2 (Value-Added + Non-Value-Added)	must be 26-50%	+	N/A	+	must be 0-24%	+	must be 0-24%	=	must equal 50%
	Proportional to teacher schedule	+	N/A	+	Proportional to teacher schedule	+	0%	=	50%
A-2 (Value-Added + Non-Value-Added) B (Vendor Assessments)	must be 10-50%	+	must be 0-40%		must be 0-40%		must be 0-40%	=	
	N/A	+	25%	+	25%	+	0%	=	50%
B (Vendor Assessments) C (LEA Measures)	N/A	+	must be 10-50%	+	must be 0-40%	+	must be 0-40%	=	must equal 50%
	N/A	+	N/A	+	50%	+	0%	=	50%
C (LEA Measures)	N/A	+	N/A	+	must be 0-50%	+	must be 0-50%	=	must equal 50%

APPENDIX K
BROOKLYN CITY SCHOOL DISTRICT
EVALUATION MATRIX

Ohio Teacher Evaluation System

Combining Teacher Performance and Student Growth Measures

Each category's sub-scores are combined on the *lookup table to determine rating. The vertical axis of the lookup table represents student growth measures, and the horizontal axis on the table represents teacher performance. By using the lookup table, a final summative rating will be determined. See Appendix C (under development, to be added at a later date) for further information.

		Teacher Performance			
		4	3	2	1
Student Growth	Above	Accomplished	Accomplished	Skilled	Developing
	Expected	Skilled	Skilled	Developing	Developing
	Below	Developing	Developing	Ineffective	Ineffective

*Pending state board adoption

APPENDIX L

GRIEVANCE REPORT

Brooklyn City Schools

Filing Date

Building and Assignment:

GRIEVANT: _____

* * * * *

LEVEL

Date Grievance Discussed with Supervisor/Principal: _____

Date of Grievance: _____

Statement of the Alleged Grievance (the precise action or inaction that is claimed to be a violation, misinterpretation or misapplication of the Agreement, or the violation of fair treatment, and reference to the specific contract provision(s) involved, where applicable):

Relief sought by the grievant:

Date: _____ Signature of Grievant: _____

Disposition by Principal: _____

Date _____ Signature of Administrator _____

Grievant and/or BEA Building or Association Representative Position: _____

Date _____ Signature of Building or Association Rep: _____

DISTRIBUTION:

- 1. Principal
- 2. Building or Association Representative
- 3. Grievant
- *4 PR&R Committee
- *5. Superintendent

*Copies 4 and 5 to be forwarded to PR&R Committee when grievance is processed at Level 2.

ALL PROVISIONS MUST BE STRICTLY OBSERVED IN SETTLEMENT OF GRIEVANCE.