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NEGOTIATED AGREEMENT

Between

MILLCREEK-WEST UNITY LOCAL BOARD OF EDUCATION

And

THE MILLCREEK-WEST UNITY EDUCATION ASSOCIATION

West Unity, Ohio

July 1, 2020 – June 30, 2023

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The following negotiated agreement was bargained in accordance with Section 4117 of the Ohio Revised Code.

ARTICLE 1
RECOGNITION

A. Association

The Millcreek-West Unity Local School District Board of Education, hereinafter referred to as the Board, recognizes the Millcreek-West Unity Education Association, as affiliated with the Ohio Education Association and National Education Association, hereinafter referred to as the Association, as the sole and exclusive agent representing the bargaining unit. The bargaining unit shall be defined as all certificated employees who are under contract with the Board to teach a full school year (of not less than 120 school days), excluding substitute teachers and all full-time or part-time administrative staff who have the administrative authority to employ, evaluate, transfer, assign, discipline or discharge members of this bargaining unit or have the responsibility to make recommendations thereon.

B. Board

The Association agrees that the Board has the right and responsibility to direct, supervise, or hire employees; maintain and improve the efficiency and effectiveness of the school operations; determine the overall methods, process, means or personnel by which the school operations are to be conducted; suspend, discipline, demote, discharge, lay off, transfer, assign, schedule, promote or retain employees, determine the adequacy of the work force and to lay off employees for lack of work or lack of funds, except as otherwise agreed to by the terms and conditions of this agreement.

C. Membership

It is agreed by the Board and the Association that certificated personnel have the right to organize, to join and support the Millcreek-West Unity Education Association for their professional and/or economic improvement. Membership in the Association shall not be required as a condition of employment.

D. Definitions

Negotiations – Negotiations will be in good faith pertaining to salaries, hours, working conditions and other matters of concern between the Board and Association.

Good Faith – The obligation of the parties to bargain with each other for the purpose of reaching an agreement on matters which are negotiable. All parties are obligated to deal openly and fairly with each other. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons and offer counter proposals. Such obligation shall not require either party to change his proposal on any matter being negotiated.

Party – Party, when used, shall mean the Association and the Board.

Day – Day means calendar day unless otherwise indicated.

ARTICLE 2
NEGOTIATIONS

A. Negotiating Procedures

1. Initiating Negotiations

A. All requests for the initiation of negotiations shall be made between March 1st and March 15th. The request initiated by the Association shall be directed to the Superintendent. The request initiated by the Board shall be directed to the Association President. The written request for negotiations shall include:

1. Date of letter
2. Statement requesting opening of negotiations.

B. A written reply shall be sent by the receiving party within five (5) days of receipt of said request. This letter shall include:

1. Date of Letter
2. Time, place and date of three (3) proposed dates for the initial negotiating session.

2. Negotiations Sessions

A. The parties shall meet at a time and place as established under Section A of this Article for the first negotiating session. A time, place and date for the next session shall be established before concluding the first and each successive negotiation session.

B. The initial meeting will be held for the purpose of exchanging proposals. Subsequently, no new proposals shall be presented by either party unless otherwise mutually agreed upon.

3. Negotiating Teams

A. Each team shall have up to (3) people of the party's choice with either party entitled to an additional consultant.

B. The designated representatives of the Board and the Association agree to make available to each other any public information within ten (10) days upon receiving a written request from the other party.

C. Caucuses

1. Either group shall have the right to recess for independent caucus at any time. Each caucus shall be limited to thirty (30) minutes, unless otherwise mutually agreed.

B. Agreement

1. When an agreement is reached by the teams, that agreement shall be reduced to writing and signed by the chairperson of each team. Each team will recommend favorably to its members the acceptance of the tentative agreement. The tentative agreement shall be submitted to the Association for possible ratification and the results of the ratification vote by the Association's membership shall be communicated to the Board in writing by the President of the Association. Upon the receipt of notification that the Association has ratified the agreement, the Board shall meet within fourteen (14) days to consider the approval or non-approval of the tentative agreement.

2. Only if the agreement is ratified and approved by both the Association and the Board shall it become part of this contract. No provision of the resulting agreement shall discriminate against any staff member because of membership or non-membership in the association. Upon ratification by the Board, the President of the Board will have the obligation and authority to sign the agreement.

3. In the event that an agreement is not reached at the time that salary notices are due to be provided to the bargaining unit members the Board shall issue such notices upon agreement being reached and ratified by the Board.

C. Disagreement

1. If agreement is not reached within sixty (60) days prior to the expiration date of the contract, either the Board or the Association may submit all unsettled issues in dispute to mediation and declare a state of impasse to exist, unless the parties mutually agree to negotiate beyond the sixty (60) days.
2. If impasse is declared, the Association and the Board shall jointly call upon the services of the Federal Mediation and Conciliation Service to help resolve the impasse.
3. The Mediator shall meet with both parties and attempt to mediate a settlement up to the expiration date of the contract. With mutual agreement, the services of the Mediator may be used following the expiration date of the contract.
4. The Association may exercise its right of Section 4117 of the Ohio Revised Code, including the right to strike, upon expiration of the impasse proceedings.

D. Negotiations – General Provisions

1. Each party shall maintain the items under consideration in confidence. No news releases shall be made except by mutual agreement. Meetings shall be scheduled without interruption of school schedules, except as mutually agreed to do otherwise.
2. When agreement has been approved by the Association and the Board of Education, the Board of Education shall furnish an electronic PDF copy of the Agreement to the Association President and shall post a copy of the agreement on the District intranet.

ARTICLE 3
GRIEVANCE PROCEDURE

A. Definition of Grievance

1. A grievance is a complaint involving the alleged violation, misinterpretation or misapplication of this collective bargaining agreement.
2. A grievant shall be defined as the person(s) and/or association who have allegedly been harmed by the alleged violation, misinterpretation or misapplication of this contract.
3. For purposes of Article 3, day(s) shall be defined as a weekday excluding Saturdays, Sundays, and holiday breaks.

B. Grievance Steps

1. Step One

- a. Any grievant shall first discuss the alleged grievance with his/her immediate principal and indicate that this is step one of the grievance procedure. Both parties may be accompanied by an employee of the district. Every effort shall be made to resolve the grievance at the informal level.

2. Step Two

- a. If this discussion at step one does not resolve the grievance to the satisfaction of the grievant, such grievant shall have the right to file a written grievance with the building principal involved in step one. If said grievance is not filed within twenty-one (21) days after the discovery of the occurrence of the act or condition which is the basis of said grievance, said grievance shall be

waived. This waiver shall prevent the grievant from filing a grievance at a later date on the same issue on the basis that there is a continuing violation of the contract. The written grievance shall contain a statement of the alleged facts upon which the grievance is based and a reference to the specific provision of the contract allegedly violated, misinterpreted or misapplied. A copy of said grievance shall be filed with the principal involved in step one. The grievant shall have a right to request a hearing before the building principal at this level. It shall be at a time mutually agreeable to the grievant and his/her principal within ten (10) days of filing the written grievance.

- b. The building principal shall take action on the grievance within seven (7) days after the receipt of said grievance, or if a hearing is requested, within seven (7) days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing by the principal and sent to the grievant. If his or her immediate principal is not available, the grievance may be advanced to the next level seven calendar days after evidenced (dated and initialed by a school administrator) attempted filling with the immediate principal.

3. Step Three

- a. If the action taken by the principal does not resolve the grievance to the satisfaction of the grievant, the grievant may appeal in writing to the Superintendent or his/her designee. Failure to file such appeal within seven (7) days from the receipt of the written decision of the principal shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Superintendent or designee within seven (7) days of the receipt of the request or at a mutually agreed date. The grievant and the Superintendent shall arrange an acceptable time, place and date of said hearing and shall have the right to be represented at such hearing by a representative of the Association and the Superintendent may be represented by a person of his/her choice.
- b. The Superintendent or designee shall take action on the appeal of the grievance within seven (7) days after the conclusion of said hearing or within seven (7) days of the receipt of the grievance if no hearing is requested. The action taken and the reasons for the action shall be reduced to writing and copies sent to the grievant and the building principal.

4. Step Four

- a. If the action taken by the Superintendent does not resolve the grievance to the satisfaction of the grievant, the grievant may appeal in writing to the Board of Education. Failure to file such appeal within seven (7) days from the receipt of the written decision of the Superintendent shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Board of Education at the next regular meeting after the receipt of the request or at a mutually agreed date. This hearing shall be conducted in executive session. The grievant and the Treasurer shall arrange an acceptable place and time of said hearing and the grievant shall have the right to be represented at such hearing by up to two (2) representatives of the Association and the Board of Education may be represented by persons of their choice.
- b. The Board of Education shall take action on the appeal of the grievance within seven (7) days after the conclusion of said hearing or within seven (7) days after the next regular meeting of the Board of Education after the Receipt of the grievance if no hearing is requested. The action taken and the reasons for the action shall be reduced to writing and copies sent to the grievant and the Superintendent.

5. Step Five

- a. Within five (5) days of receipt of the step four decision, or if the Board of Education fails to file a timely response, the grievant, if not satisfied, may request in writing to the Superintendent and the American Arbitration Association to have a hearing before a binding arbitrator.
- b. Selection of the binding arbitrator shall be by mutual agreement by a representative of both parties from a list supplied by the American Arbitration Association. Selection of the binding arbitrator shall be pursuant to the rules of the American Arbitration Association.

- c. The hearing shall be scheduled to take place at the earliest possible date. The cost of the binding arbitrator shall be shared equally by the parties.
- d. The arbitrator's binding disposition of the grievance will be forwarded to the Association President and the Board of Education President. The association and the Board shall accept as binding the disposition of the mutually agreed upon binding arbitrator.

C. General Provisions

1. The time limits provided for in the Article shall be strictly observed, but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year, and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as reasonably possible.
2. Nothing herein contained shall be construed to limit the right of an individual teacher to discuss a personal complaint with a supervisory person without recourse to grievance procedure, except that the Association will be informed of any result that affects the agreement.
3. Any grievance not answered by the Administration within the time limit for that step shall permit the grievant to proceed to the next step of the grievance procedure.
4. All grievances, processed responses and dispositions under this grievance procedure shall utilize the prescribed grievance procedure forms contained in this negotiated agreement.
5. The Association shall have the exclusive right to determine whether to proceed to the binding arbitration step of the procedure.
6. Every attempt shall be made to schedule all meetings and hearings at a time and place, which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.
7. No reprisals or recriminations shall be taken against any employee who files or takes part in a grievance.
8. A grievance may be withdrawn by the Association at any time without prejudice.

NAME OF GRIEVANT _____

GRIEVANCE NO. _____

ASSIGNMENT _____

DATE _____

BUILDING _____

STEP II

GRIEVANCE REPORT FORM
(To be filed- with the Principal)

A. Date of Grievance _____

B. (1) Statement of Grievance _____

(2) Relief Sought _____

Grievant

Date

C. Disposition by Administrator _____

Signature

Date

1 Copy to Each of the Following:

- Grievant
- Association Representative
- Superintendent

NAME OF GRIEVANT _____

GRIEVANCE NO. _____

ASSIGNMENT _____

DATE _____

BUILDING _____

STEP III

GRIEVANCE REPORT FORM
(To be filed- with the Superintendent)

A. Position of Grievance _____

Signature

Date

A. Disposition by the Superintendent _____

Signature

Date

1 Copy to Each of the Following:

- Principal
- Grievant
- Association Representative
- Superintendent

NAME OF GRIEVANT _____

GRIEVANCE NO. _____

ASSIGNMENT _____

DATE _____

BUILDING _____

STEP IV

GRIEVANCE REPORT FORM
(To be filed- with the Board of Education)

A. Position of Grievance _____

Signature

Date

A. Disposition by the Board of Education _____

Signature

Date

1 Copy to Each of the Following:

- Principal
- Grievant
- Association Representative
- Superintendent

ARTICLE 4
JOINT ADMINISTRATION – ASSOCIATION MEETINGS

At the request of either party, administrative representatives and building representatives will meet at the earliest time agreeable to both parties to discuss matters of importance. Each party may have up to four (4) persons representing them at the table. The Superintendent or his/her designee and the President of the Association or his/her designee will be in attendance at Joint Administrative – Association Meetings.

ARTICLE 5
ABSENCE

Members shall report all absence days by submitting the information into the online management system for approval. A member needs to indicate if the day is for a specific immediate family member, or if the day is for the member. For professional meetings, the staff members shall fill out a Professional Leave Request Form for approval prior to being absent for any professional meeting day.

A. Sick Leave

1. Each member of the bargaining unit who is employed by the district shall be granted sick leave with pay at the rate of one and one-fourth (1 ¼) days per month of service to a maximum of fifteen (15) days per school year. Sick leave shall be cumulative to two hundred seventy-five days. Certified employees without accumulated sick leave will be advanced five (5) days for the remainder of the current school year with the provision that such advanced sick leave shall be recovered from final settlement from any employee who leaves or terminates his contract prior to the completion of the current school year. Those employees that remain in the employment of the Board shall restore the advance leave the following year.
2. Members may use sick leave for absence because of the following reasons:
 - a. Personal illness, injury, pregnancy or illness caused by pregnancy.
 - b. Maternity Leave: Sick Leave can be used by a pregnant employee before and/or after delivery, provided the employee is unable to work because of health reasons or medical appointments connected with pregnancy, delivery, or medical complications there from. Following the date of delivery, sick leave will be limited to a maximum of six (6) calendar weeks (not including holiday breaks; summer vacation is not a holiday break). If extra leave is necessary for medical reasons for either the mother or the baby(ies), such leave must be certified by a physician. If additional time is desired, see FMLA.
 - c. Paternity Leave: Sick Leave, for spousal or baby care, can be used by an employee before or after delivery. Following the date of delivery, sick leave will be limited to a maximum of three (3) calendar weeks without a doctor's excuse (not including holiday breaks; summer vacation is not a holiday break). If additional leave is necessary for medical reasons for either the mother or the baby(ies), such leave must be certified by a physician. If additional time is desired, see FMLA.
 - d. Adoption Leave: Adoption of a child shall constitute just reason to request three (3) weeks (not including holiday breaks) of paid leave. To qualify for adoption leave, documentation of scheduled adoption must be submitted to the administration and leave will be granted if it is at or near the time of adoption.
 - e. Exposure to a contagious disease, which could be communicated to others.
 - f. Illness or injury in the member's immediate family. "Immediate Family" means spouse, children, father, mother, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, grandchildren, grandfather, and grandmother.

- g. In the event of the death of a member's immediate family as described in number 3 - the member may use up to five (5) days of sick leave or any additional time as authorized by the Superintendent in his/her sole discretion.

B. Personal Leave

1. All certificated employees are granted personal leave at their rate of employment for private business and emergencies not covered by sick leave. The amount of personal leave will be a maximum of three (3) unrestricted days per school year. These days are non-accumulative.
2. Days may not be used on days when the member is administering or assisting in the administration of a State mandated test.
3. At the end of each contractual year, at the option of the teacher, unused personal leave days may be converted to sick leave and added to the member's accumulation or paid out to the member at sub pay for the unused days.
4. Only 10% of the certificated employees may use personal leave at any one time. Requests for personal leave must be submitted for approval at least five (5) days prior to the date of absence. The Superintendent may waive the 5-day notice and/or the 10% limitation requirement at his/her discretion.

C. Medical Leave

1. Each member of the bargaining unit who is unable to work because of illness and/or other disability, including, but not limited to pregnancy and who has exhausted or chosen not to utilize his/her sick leave benefits, shall be placed on an unpaid leave of absence for the period of time said member is medically unable to perform his/her duties to a maximum of two (2) consecutive years at his/her request.
2. Any member placed on medical leave without pay may continue to participate in any and all of the group insurance plans provided that he/she pays 100% of all his/her premiums of his/her choice in advance each month.
3. At the expiration of a medical leave, the Superintendent or designee shall require a returning member to provide a medical statement from his/her physician that he/she is able to resume his/her duties.
4. Upon the return to service of the member at the expiration of such leave, he/she shall resume the contract status, which he/she held prior to such leave.

D. Legal Obligations – Jury Duty

1. In the case of jury duty, or when subpoenaed by a court of law for school related business, the Board will grant a leave of absence for legal purposes. The member serving on jury duty shall endorse to the Treasurer of the Board of Education, all fees received by him/her for serving on jury duty within ten (10) days of receipt of same.

E. Professional Leave

1. Offsite Professional Leave

- a. Expenses for professional meetings attended by certified staff members, upon approval by the Board of Education, will be paid by the Board of Education upon submission of expenses and a report of the meeting attended to the Board of Education.
- b. The member may request the professional meeting registration fee be paid in advance by the Treasurer's Office if submitted two weeks prior to the registration deadline. The member must submit a completed registration form and requisition, which is signed by the appropriate building principal with a copy to the superintendent.

- c. If the member requires lodging for overnight stay related to the professional meeting, the school district shall reimburse the member up to two hundred dollars per night. A state and/or city tax-exempt form must be requested by the member to be used by the member. Lodging registration is the responsibility of the member.
- d. Reimbursement for professional meeting expenses related to meals (up to \$50 per day), mileage (to be paid at IRS rate), and other approved fees will be paid to the member upon completion of an Expense Report. All receipts for expenses must be attached. The form must be submitted within thirty (30) days of the completion of the conference or no reimbursement will be required.
- e. The Treasurer's Office must be notified immediately if the member cancels attendance to the professional meeting in order to recoup any registration fees paid in advance. The member shall be responsible for any costs incurred due to the cancellation unless the cancellation is due to emergency circumstances beyond the member's control.

2. Onsite Professional Leave

- a. For a teacher to be released from normal assignments in order to perform other onsite professional responsibilities, the teacher must first enter the leave into the online management system for administrative approval.
- b. Intervention Specialists may be excused from normal teaching duties and allowed up to three (3) professional days to be used onsite to complete documentation, prepare for meetings, etc. Professional days allowed are based upon each Intervention Specialist's caseload as follows:

Caseloads of 5 to 8 students: allowed one (1) professional day

Caseloads of 9 to 12 students: allowed two (2) professional days

Caseloads of 13 or more students: allowed three (3) professional days

F. Parental Leave

- 1. Leave without pay for a period not to exceed beyond ninety (90) days will be granted to certified members requesting such leave, which shall include adoption. The date established for the beginning of such leave shall be established by the member. The request shall be submitted at least thirty (30) days prior to the date of which the leave would be scheduled to begin. This provision may be waived by the Superintendent in cases of emergency.
- 2. Upon return to service at the expiration of such leave, the teacher will resume contract status which he/she held prior to such leave and the teacher shall be returned to the same position held prior to the leave if it occurs in the same school year. The bargaining unit member may return from the leave earlier than established should he/she be able to return sooner, with the approval of the Board of Education. In the event of reduction in force, the provisions of reinstatement will be subject to the reduction in force agreement.

G. Assault leave

- 1. Any teacher who is assaulted physically and/or mentally shall receive assault leave from the day of the assault. The leave shall not be deducted from the employee's sick leave accumulation. The assaulted teacher shall inform the Superintendent of his/her need to use assault leave. Documentation approval shall be through current sick leave form.

H. Family and Medical Leave

1. In addition to the leaves of absence provided for by this contract, all bargaining unit members shall be guaranteed rights and benefits of the Family and Medical Leave Act of 1993 (Public Law 103-3), which are separate from, and in addition to, the leaves provided for in this contract.
2. For purposes of determining eligibility, the anniversary date shall be determined by the first day of FMLA usage by each employee.

ARTICLE 6 **DUES, DEDUCTIONS AND PAYROLL**

A. Pay Periods

1. Teachers will be given the choice of one of the following two (2) options regarding payment of their salaries:
 - a. Twenty-six (26) equal installments to be paid every other Friday commencing with the second Friday of the school year.
 - b. Twenty-six (26) equal installments with the first twenty (20) payments made as in "1" above and the last six (6) to be paid in one lump sum on the twenty-first (21) pay period, provided that teacher has terminated his/her services with the Board of Education by that time or his/her services have been terminated by the Board of Education by that time.

B. Payroll Deductions

1. Bargaining unit members are entitled to the use of the payroll deductions for the following:
 - a. Membership dues for the teaching association.
 - b. Insurance partially provided for by the Board of Education.
 - c. Annuities as stated in Board Policy as follows:
 - i. A new company must be approved by the Board of Education
 - ii. There must be a minimum of three (3) employees to participate in the program.
 - d. EPAC (Educators for Political Action Committee). A Payroll Deduction authorization form must be signed by the individual requesting the deduction and submitted to the Treasurer of the District. The form shall indicate the amount of each deduction and the number of deductions to be made.
 - e. 125 Plan
 - f. Health Savings Account (HSA)

C. Dues Deductions

1. Upon written request (authorization form is acceptable) of a member, received by the Treasurer between September 1st and September 15th of each school year, the Treasurer shall deduct Association dues from the pay check of a member. Deductions shall be made in twenty (20) equal installments beginning with the second pay in September. The Treasurer will remit payment to the local association monthly by the last day of each month.

2. Exceptions such as a teacher being employed after the beginning of the school year will be considered.
3. Association membership is annual with the membership year being September 1 through August 31. Once a member enrolls such membership shall be continuous thereafter for each subsequent membership year, unless the individual opts out of the association membership. The window to notify the association of the desire to opt out of membership is from August 1 through August 31.

D. Fair Share Fee Deduction

The following provisions of Article 6, Section D are null and void as a matter of law based on the U.S. Supreme Court's decision in Janus v. AFSCME, Council 31, 585 U.S. (2018) and will not be implemented but are preserved should the law change in future years.

1. The employer shall deduct from the pay of employees who elect not to become or remain members of the Millcreek-West Unity Education Association a fair share fee for the Association's representation of such non-members during the term of this Agreement. No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.
 - a. Notification of the Amount of Fair Share Fee
 - i. Notice of the amount of the annual fair share fee, which shall not be more than one hundred percent (100%) of the unified dues of the Association, shall be transmitted by the Association to the Employer on or about September 15th of each year during the term of this contract for the purpose of determining amounts to be payroll-deducted and the employer agrees to promptly transmit all amounts deducted to the Association.
2. Schedule of Fair Share Fee Deductions
 - a. All Fair Share Fee Payors
 - i. Payroll deduction of such fair share fees shall begin at the second payroll period in January except that no fair share fee deductions shall be made for employees employed after December 31 until the second paycheck, which period shall be the required fair share fee probationary period of new employees.
 - ii. The employer shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.
3. Transmittal of Deductions
 - a. The Employer shall accompany each such transmittal with a list of names of the employees for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.
4. Procedure for Rebate
 - a. The Association represents to the employer that an Internal rebate procedure has been established in accordance with Section 4117.09 of the Ohio Revised Code and that a procedure for challenging the amount of the representation fee has been established and will be given to each employee who does not join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions for the United States and the State of Ohio.

5. Entitlement to Rebate

- a. Upon timely demand, non-members may appeal to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

6. Indemnification of Employer

- a. The Association agrees to indemnify the employer for any cost of liability incurred as a result of the implementation and enforcement of this provision provided that:
 - i. The employer shall give the Association a ten (10) day written notice of any claim made or action filed against the employer by a non-member for which indemnification may be claimed;
 - ii. The Association reserves the right to designate counsel to represent and defend the employer. However, this provision shall not prevent the employer from employing its own counsel (at its own expense) to assist in such representation. Furthermore, the Association agrees that counsel it designates to represent the employer shall accept and act upon the Board's reasonable instructions and recognize his/her primary obligation to his/her client. In no event shall the Association impose such representation upon the employer as will create or foster a conflict of interest.
 - iii. The employer shall give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding.
 - iv. The employer shall permit the Association and/or its affiliates to intervene as a party.
 - v. The employer shall not oppose application by the Association and/or its affiliates to intervene as amicus curiae.
 - vi. The Board must act in good-faith compliance with the fair share fee provision of this Agreement. Indemnification shall not be required if the Board intentionally or willfully fails (except pursuant to court order) to fulfill its obligations herein.

ARTICLE 7
EMPLOYMENT

A. Reduction in Force

1. Staff Reductions

- a. The following procedures shall govern the reduction of certified staff made necessary as a result of the reasons set forth in Ohio Revised Code section 3319.17, lack of sufficient operating funds, financial reasons, decreased enrollment of pupils on a district, building, or grade level, return to duty of regular teachers after leaves of absence, suspensions of schools or territorial changes affecting the district.

2. Attrition

- a. To the extent possible, the number of persons affected by a reduction in force will be kept to a minimum by not employing replacements for employees who retire or resign or whose limited contracts are not renewed in accordance with O.R.C. 3319.11 and other related sections of this Master Agreement.

3. Reduction Other Than By Attrition

- a. To the extent that reductions under "A" are not achieved through attrition or the non-renewal of limited contracts, reductions will be achieved by layoff. Layoff means that a teacher's contract(s) will be suspended.
- b. In making any such reduction, the Board of Education shall proceed to suspend contracts in accordance with the recommendation of the superintendent of schools who shall, within each teaching field affected, give preference to teachers on continuing contracts. The board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.
- c. On a case-by-case basis, in lieu of suspending a contract in whole, a board may suspend a contract in part, so that an individual is required to work a percentage of the time the employee otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the employee otherwise would receive under the contract.
- d. Any teacher who has been laid off shall have his name placed on a recall list.

4. Seniority and Certification

- a. A seniority list shall be established listing all members of the bargaining unit, the date of hire-in, and the areas of certification held by each teacher.
- b. Seniority shall be determined by the length of continuous service in the school system.
- c. Among those with the same length of continuous service, seniority shall be determined by:
 - i. The date of the board meeting in which the teacher was hired; and then by
 - ii. A coin flip.
- d. Length of continuous service will not be interrupted or affected by authorized leaves of absence or layoff under the provisions of this contract. However, once an individual's name is removed from the recall list pursuant to 5-d below, that person's seniority within the system is broken. The continuous service of a teacher, who has returned to employment, will be measured from the date of return.
- e. No later than January 30th of each school year, the Association President shall receive in writing, a copy of the seniority list.

5. Recall

- a. Teachers on the reduction in force list shall return to active employment to fill vacancies in reverse order of reduction for any position that becomes available for which they are certified, before any permanent teacher, full, part-time or substitute is hired.
- b. In the event a vacancy(s) becomes available, the Board will recall the teacher to active employment status by giving written notice to the teacher.
 - i. Said written notice shall be sent to the teacher by registered or certified letter addressed to the teacher's last known address. It shall be the responsibility of each teacher to notify the board, in writing, of any change in address.
- c. A teacher on the reduction in force list shall have the right to accept or refuse a position, which is offered. However, if the teacher refuses a position for which they are qualified which is equal in hours to the position from which they were rified, they will be deleted from the recall list. Then the offer of the position shall go to the next certified teacher on the recall list.

- d. A teacher's name shall remain on the reduction in force list for two (2) school years (July 1 – June 30) following the date he/she is placed on the list.

B. Vacancies (Supplemental Contracts Excluded)

1. This section is to provide an orderly process through which a certificated employee of the Millcreek-West Unity School District will be able to learn of teaching vacancies in the system for which he/she may wish to apply. Nothing agreed to herein shall diminish in any way the Board's authority to employ teachers as directed by legislation in O.R.C. 3319.07 and 3319.08.
 - a. Upon the occurrence of one or more vacancies, the Superintendent will prepare a notice of all vacant positions, which shall be emailed to each member at his/her district email address. Unfilled positions may be posted on the District website for consideration of external candidates, not earlier than five days after issuing the notice of vacancies via email. In the event the Superintendent determines that it is necessary for District operations and after consultation with the Association President, the position may be posted simultaneously with the sending of the notice of the vacancy email. In such an event, the Superintendent shall not fill such position for at least five days from the date of the posting and notice.
 - b. In filling such vacancies, preference will be given to system seniority as designated in Article VII EMPLOYMENT Part A, Part 4 (Seniority and Certification) in the Millcreek-West Unity Schools.
 - c. If a teacher's emailed request for transfer to fill a vacant position is not approved, the Superintendent or principal will notify internal applicants to discuss the assignment within three days after a decision is made.

C. Assignment – Transfer (Supplemental Contracts Excluded)

1. This provision establishes guidelines, which will inform a teacher of his/her position for the coming school year. This section also outlines the procedures, which will be followed when a transfer of teaching assignment is being considered.
 - a. A letter of the intent of assignment for the next school year shall be issued to each certificated staff member by June 1st if the assignment is different than the current year.
 - b. A letter of assignment for the next school year shall be issued to each staff member by July 1st for those differing from June 1st intent. This shall include grade level, subject area and building.
 - c. If circumstances such as, but not limited to, enrollment, certification and change of number of class periods necessitate a change after June 1st, it shall be the Superintendent's right to make such change of assignment as provided in O.R.C. 3319.01. A conference will be held shortly after the needed change is known, between the Superintendent or his designee and the teacher, to explain why the change is necessary.
 - d. In filling such assignment, if all other factors are relatively equal, length of service in the Millcreek-West Unity Schools will be given preference. The above provision will not be construed to limit the Board's right to fill vacancies from outside the present staff when the situation necessitates.

D. Employment

1. Contract Sequence

- a. A new employee shall receive a one-year regular contract from the Board of Education.
- b. A second contract shall be for one year with the Board reserving the right to issue a contract of longer duration by a recommendation from the Superintendent.
- c. Subsequent limited contracts shall be for three years with the Board reserving the right to issue one year or two year contracts with the teacher(s) having from the Superintendent, the reasons for the contract(s) of less than three years when recommended by the Superintendent.
- d. Nothing in a, b, or c above shall prevent the Board from employing teachers on contracts longer than the limits imposed by a, b, or c above when recommended by the Superintendent.
- e. Teacher(s) who become eligible for continuing contract status during a multi-year contract may request the Superintendent to recommend continuing contract status for the teacher(s) to the Board of Education at its next regularly scheduled meeting. Said request will be acted upon by the Board.

2. Continuing Contract Eligibility

- a. Any bargaining unit member employed by the Board who will be eligible for a continuing contract for the succeeding year shall provide written notice to the Superintendent that the member is eligible for a continuing contract no later than November 1 of the school year in which their current limited contract with the Board shall expire. This notification must include written documentation supporting the teacher's claim for continuing contract. It is the member's responsibility to maintain and track all documents necessary to be approved for continuing contract. A member may withdraw, in writing, his/her request for a continuing contract at any time prior to Board action.
- b. Failure to notify the Superintendent by applicable deadline shall be a waiver of the member's eligibility for the continuing contract for the following school year. If the teacher fails to notify the Board, he/she may be given a one (1) year limited contract for the following school year rather than a continuing contract. Notice received after the applicable deadline shall not serve as the notice required by this Section for the following school year.
- c. If a member reaches eligibility during the term of a multi-year limited contract, the member may still notify the Board of his/her eligibility and the Board may grant the member a continuing contract.
- d. If a member submits his/her request for continuing contract, and the Superintendent determines that the member is in need of further professional development, the member may be issued a one or two year extended limited contract. Upon completion of this extended limited contract, the member must either be granted a continuing contract or be non-renewed.
- e. A member becomes eligible upon satisfaction of the requirements of either Ohio Revised Code section 3319.08 or 3319.11. <http://codes.ohio.gov/orc/3319.08> and <http://codes.ohio.gov/orc/3319.11>.
- f. Upon receiving the notice from a member that he/she is eligible for continuing contract and after having completed the evaluations of the member as required by Article VII, if the Superintendent believes that the member is in need of further professional development, he/she may recommend the issuance of a one (1) year extended limited contract to the member. If the Superintendent intends to recommend an extended limited contract, the Superintendent must advise the member, in writing, of the reasons for this recommendation and shall meet with the teacher upon the member's request.

- g. The provisions of this Section are intended to and shall supersede and replace any conflicting provisions of Ohio Revised Code sections 3319.07, 3319.08, 3319.11, 3319.111, and any and all other provisions of the Ohio Revised Code or Ohio Administrative Code governing the issuance and granting of continuing contract.

3. Termination of a Limited or Continuing Contract

- a. Nothing, herein, shall prevent the right(s) of a teacher(s) to request a termination hearing as provided by O.R.C. 3319.16 and 3319.161 respectively.

4. Non-Renewal of Limited Contract(s) (Supplemental Contracts Excluded)

- a. In the year of the expiration of the limited contract(s) under which the teacher(s) is/are employed, the Superintendent shall notify, by May 10, the teacher(s) whom he believes will not be renewed. At the request of the teacher, made within two (2) workdays of the date of the notice, the Superintendent shall give a written statement as to why the teacher's contract will be recommended for non-renewal. The statement shall be provided within five (5) days of the request.
- b. The written reasons provided by the Superintendent when requested in writing from the teacher(s) will be actual reason(s) for the Superintendent's recommendation for non-renewal of the teacher(s) limited contract(s), i.e.:
 - i. Performance record of the teacher(s), which will include current evaluations.
 - ii. Defined activities of the teacher(s), which could diminish his/her effectiveness as a teacher(s).
 - iii. Other just cause(s) defined.
- c. Within five (5) workdays of the notice from the Superintendent, the teacher may request, in writing, a hearing before the Board at a special or regular board meeting. The hearing will be held before June 1st of the year in question. The teacher shall be notified of the date of the hearing, in writing.
- d. The teacher(s) may have the following rights at the Board non-renewal hearing. To request and have:
 - i. A public or executive session.
 - ii. A Representative of the Association
 - iii. A Representative of his/her choice.
 - iv. A Representative of the school district.
 - v. Written materials to present to the Board from the school district and the school files.
- e. Within five (5) school days and after reviewing the data presented to the Board of Education, the Board will take action on the Superintendent's recommendation of non-renewal of the teacher(s) limited contract and notify the teacher of its decision in writing.
- f. The provisions of this section are intended to supersede conflicting language of O.R.C. section 3319.11.

5. Retired Employees Re-employed By Board in Bargaining Unit Positions

- a. Teachers who have retired and who are or will be receiving benefits through STRS or any other retirement system may be employed by the Board of Education. There shall be no expectation that any such teacher, whether formerly an employee of the West Unity Board of Education or not, will be offered employment. The district reserves the right to offer or not to offer such employment selectively, based on the needs of the district, and no reason will be given for declining to offer such employment to anyone pursuant to this provision.
- b. The salary to be paid to the retired teacher for each year of employment shall be at step 5 of the negotiated agreement salary schedule.
- c. Individuals employed pursuant to this provision shall not be eligible for health insurance benefits provided under this Agreement unless STRS changes its regulations and does not offer health insurance for rehired retired teachers. Should that occur the rehired retired teacher shall be offered a paid health benefit package at the Board paid percentages.
- d. Teachers employed pursuant to this provision shall receive one (1) year limited contracts and shall not be eligible for continuing contracts, regardless of their years of service or license held.
- e. Each one-year contract shall automatically expire upon the completion of the year and it shall not be necessary for the district to take formal action to not re-employ the employee pursuant to 3319.11, Ohio Revised Code, in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.
- f. Returning retirees are not entitled to any severance benefits or retirement incentive benefits.
- g. In the event of a reduction in force, a teacher employed pursuant to this provision will not be considered to have any seniority over any other teacher although a teacher employed pursuant to this provision will be a member of the bargaining unit.
- h. Teachers employed pursuant to this provision shall start with a zero sick leave accumulation balance but shall earn sick leave at the same rate as other members of the bargaining unit. In addition, teachers employed pursuant to this provision shall not be permitted to accumulate personal leave days and carry them over into the next school year if re-employed by the Board. Teachers employed pursuant to this provision shall start each new school year with a personal leave balance of zero.
- i. All of the terms and conditions of employment set forth in the preceding numbered paragraphs shall supersede and replace any sections of the Ohio Revised Code with which they are in conflict including, but not limited to, Sections 3319.11, 3319.111, 3319.141, 3319.22, Chapter 3317 of the Ohio Revised Code and Chapter 3301-24 of the Ohio Administrative Code.

E. Evaluation

1. All bargaining unit members meeting the statutory definition of teacher pursuant to the Ohio Revised Code shall be evaluated in accordance with the Board adopted evaluation policy and any memoranda of understanding entered into by the parties.
2. Bargaining unit members who do not meet the statutory definition of teacher or counselor shall be evaluated according to this Article. Those members shall be observed and evaluated using the same timelines and frequency for any State Mandated Evaluation System as set forth in the Board adopted evaluation policy and any memoranda of understanding entered into by the parties.

3. It is agreed that any complaints regarding violations of either this Article or the Board adopted evaluation policy shall be subject solely to the grievance procedure contained in this Agreement and shall supersede and replace conflicting provisions of any evaluation requirements of Ohio Revised Code Section 3319.11 with which this provision is in conflict.
4. Teacher/counselor evaluation in the Millcreek-West Unity School District shall serve a dual purpose:
 - a. To provide a sound basis for improvement
 - b. To provide an objective measure of effectiveness.
5. The evaluation instrument presently being utilized will be the proper form for evaluations. Upon the request of either party, this instrument will be reviewed with the results recommended to the Board of Education for adoption. The committee will be composed of Association members, maximum of six (6) appointed by the Association President, and Administrators appointed by the Superintendent. This recommendation must be approved by the Board of Education.
6. The building principal, who is the teacher's immediate supervisor, has the primary responsibility for evaluating regular education teachers. The special education supervisor, as the direct supervisor of the program and teachers, can evaluate all intervention specialists. If there is a question of disciplinary action as a result of this observation, the special education supervisor and building principal will consult and build the improvement plan with the teacher in question. In addition, if a building principal is unable to fulfill his/her evaluation requirements due to an extended absence from work, another administrator hired by the Board of Education and after consultation with the association president, may be temporarily assigned all of the absent administrator's duties including, but not limited to, evaluations.
7. First year teacher is identified as the initial year on the salary schedule. The total evaluation will include those areas within the total school setting with emphasis on the classroom observation. The classroom observation, of the total evaluation, will be for a minimum of 30 minutes. A conference will follow each evaluation with the evaluatee receiving a copy of the complete evaluation at least one day in advance of the conference. This conference may be held prior to the 24-hour period, if agreeable to both the principal and the teacher. The conference must be held within 5 working days of the evaluation unless additional time is approved by both parties.
8. The teacher may attach a statement to all documents pertaining to renewal or non-renewal. This statement must be attached to the document within 10 working days of receipt of the document by the teacher.
9. A copy of all documents pertaining to renewal and non-renewal will be given to that teacher.
10. Items to place on evaluation instrument:
 - a. Teacher signature will indicate that he/she read the evaluation.
 - b. Comments pertaining to unsatisfactory areas. This will depend upon the areas defined on instrument

F. School Calendar

1. The work year for members will consist of no more than one hundred eighty two (182) days. There shall be one (1) day before school starts and one day at the end of the year.

G. Extended Days

1. The Superintendent and/or Superintendent's designee will notify the Association President of any change to the number of extended days that will be offered to a bargaining unit member, as well as when extended days are to be initially offered to a bargaining unit member.

H. Teaching Hours and Load

1. Length of Workday

- a. The maximum length of workday for members of the bargaining unit shall be seven (7) hours and twenty-five minutes.

2. Duty Free Lunch

- a. Each member of the bargaining unit shall be entitled to no less than a thirty (30) minute duty-free lunch.

3. Substitute by Period (45 minutes constitutes a period)

- a. A teacher can be asked to substitute during a conference period and if the teacher accepts the assignment will be reimbursed \$20.00 per period to cover the class.

I. Preparation Time

Members of the bargaining unit shall be provided no less than two hundred (200) minutes per week as planning and conference time. This time will not be made up if it occurs during assemblies, calamity or delay time, semester exam days, or if a substitute cannot be secured for physical education, music or art class, which would occur at that scheduled preparation time. Effort will be made to schedule one such period per day.

J. Personnel Files

1. There shall be only one personnel file whose contents may be used in making and/or supporting and/or substantiating personnel decisions. This file shall be maintained in the office of the Board of Education and its contents must be accurate, relevant, timely and complete. All documents placed in the personnel file shall be reviewed with the employee and the employee shall sign and date the document before placement in the file. The signature verifies only that the employee has viewed the document and has the right to attach a written rebuttal. The Superintendent and Principal may keep a personnel file for anecdotal and informational purposes.
2. Any staff member shall have the right to review with the Superintendent or his/her designee the contents of his/her sole official personnel file and shall have the right to attach comments in the file.
3. Any document or notation placed in the official personnel file which adversely reflects upon the staff member's conduct, service, character or personality shall be reported to the staff member and he/she will be permitted to read the document or notation. Staff members may copy any document in their file at no cost.
4. Anonymous letters or reports shall not be included in any evaluation nor placed in the teacher's personnel file.

K. Teacher Facilities

1. The Board of Education will make available for members use of the following:
 - a. Restrooms
 - b. Work area
 - c. Parking area

L. Personal Information

1. Staff members are not required to provide personal phone numbers or personal email addresses to students, parents, and community members.

ARTICLE 8
OTHER PROVISIONS

A. Use of Facilities

School district facilities may be used at reasonable time for Association meetings upon request by the Association and approval by the administration.

B. School Calendar

Prior to recommending the school calendar to the Board, the Superintendent will meet with representatives of the Association to consider their recommendation.

C. Access to Members

Members of the local Association employed by the Board of Education may meet with fellow members of the Association to conduct official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operations. All other personnel will be considered as visitors and follow Ohio Revised Code sections 2917.211 and 3313.20.

D. Dissemination of Information

Members of the local Association employed by the Board of Education may meet with fellow members of the Association to conduct official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operations. All other personnel will be considered as visitors and follow Ohio Revised Code sections 2917.211 and 3313.20.

E. No Strike

The Association agrees that there will be no strike or any other type of action, which would tend to interfere with the operation of the schools during the life of this agreement.

F. Severability

1. If any provision of this Agreement or any application of this Agreement to any bargaining unit member or employee or group of bargaining unit members or employees is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue to full force and effect.
2. It is further agreed that within ten (10) days of receipt of notification to either party of the court's actions, negotiations shall commence, during which a new agreement on such matter shall be reached.

G. Just Cause

No teacher shall be disciplined, reduced in rank or compensation without just cause.

H. Union Rights

The Union President shall receive the complete Board Agenda and accompanying data at the same time it is sent to Board Members or by 1:00 pm the Friday before a Board meeting.

I. Local Professional Development Committee

1. The Millcreek-West Unity Local Professional Development Committee (LPDC) shall determine whether course work that a district teacher or a district administrator proposes to complete meet the requirements of the State Board of Education Rules found in section 3319.24, et seq. Of the Ohio Administrative Code.

2. The Millcreek-West Unity LPDC policy, procedures, and governance shall not supersede this negotiated agreement. Proposals to the LPDC and approvals/denials by the LPDC shall not override the negotiated agreement.
3. The LPDC shall be composed of at least five (5) members, a majority of which shall be selected by the Millcreek-West Unity Education Association. Members shall be selected for a three-year term with alternate selection.
4. The LPDC members shall elect its chairperson.
5. The LPDC members shall determine the meeting times, places, dates, and frequency of meetings to be held.
6. The LPDC shall determine its rules for voting, planning, or other organizational issues that are in compliance with the Master Contract and the Ohio Revised Code.
7. The LPDC shall keep confidential all reviews, evaluations, and discussions of Individual Development Plans (IPDP's) and/or course/activity proposals. No documents submitted for consideration by the LPDC shall be used as examples without written permission of the party/parties involved. The Board shall provide a confidential secretary to keep and maintain the records of the LPDC.
8. Appeals of decision of the LPDC shall be directed to the LPDC Appeals Committee, which is separate and apart from the LPDC. The LPDC shall determine the composition of the LPDC Appeals Committee. Should the decision of the LPDC Appeals Committee be unsatisfactory to the teacher member, the member shall have the right to appeal to the State level body.

J. Resident Educator Mentor Program

1. The Board of Education and the Association will comply with the requirements of the Ohio Department of Education Resident Educator Program.
2. The evaluation of the Resident Educator Mentor through OTEs shall not include evaluation of the performance of the ODE specified duties for a Mentor.
3. All communications and interactions between the Resident Educator and the Mentor are confidential. Except in cases of emergency, or when otherwise required by law, the Resident Educator Mentor shall not provide, nor shall the administration use for evaluation purposes, any information obtained by the Resident Educator Mentor through the Mentor program.
4. At any time, either the Mentor or the Resident Educator Mentor may exercise the option to have a new Mentor assigned by the Board of Education.
5. Compensation:
 - a. The mentor teacher shall be given a supplemental contract in an amount as follows per mentee:
 - Year 1 – \$750
 - Year 2 – \$750
 - Year 3 – \$500
 - Year 4 – \$500
 - b. The District Mentor Coordinator shall be given a supplemental contract in an amount of \$500 per resident educator, not to exceed \$3000 per year, payable upon completion of assignment.
 - c. Travel reimbursement and other related expenses shall be granted where appropriate.

ARTICLE 9
MASTER TEACHER

The Millcreek-West Unity Board of Education and the Millcreek-West Unity Education Association agree to establish a Master Teacher Committee. The purpose of this committee is to designate teachers in the building/district as master teachers.

The Committee shall be odd-numbered [up to five (5) members] and shall be comprised of a majority of Board employed practicing teachers and a minority of Superintendent appointed administration representation.

The master teacher committee shall determine the time, location, and number of committee meetings.

The master teacher committee members shall jointly establish its Plan of Operation for the appropriate designation of a master teacher including but not limited to the application and review processes, the dissemination of general information to local association members, and the appeal procedure.

The Association shall determine the length of the term of office for the local Association member serving on the master teacher committee.

Under no circumstances is the involvement in the activities of the master teacher committee to be used for adverse employment decisions by the employer.

Nothing in the master teacher committee process shall have an adverse impact on the educator's performance evaluation as established in the collective bargaining agreement.

In the event of an in-term vacancy or removal, the teacher member shall be replaced by the Association.

As determined by the committee, the Association master teacher committee members shall be provided on-going training by the employer to ensure consistent application of the master teacher criteria.

The master teacher members shall be provided release time to perform any and all work pertaining to the master teacher committee duties.

The master teacher committee shall be provided with the equipment, paper, and other materials necessary to perform its duties, as well as adequate and secure space for the safe and secure storage of records, files and any other work and materials requiring storage and/or file space.

The master teacher committee shall determine its own appeals procedure. The master teacher committee appeals procedure is not subject to the grievance/arbitration procedure outlined in the collective bargaining agreement. Issues for appeal are limited to procedural matters in the master teacher committee appeals process.

ARTICLE 10
SALARY AND FRINGE BENEFITS

A. Professional Salary Schedule

2020 – 2021 Base Salary = \$35,075

2021 – 2022 Base Salary = \$36,127

2022 – 2023 Base Salary = \$37,211

B. Supplemental Salary Schedule

The supplemental salary schedule will be calculated from the 0 years experience and Bachelor's Degree level of the professional salary schedule. The complete supplemental schedule begins on page 32.

C. Health Insurance

1. The Board of Education will provide medical insurance for the certified staff. Employees may elect coverage for each plan year during the open enrollment period, which is in November.
2. The Board will provide the following premium share for members from 1/1/20 – 12/31/23 as follows:

<u>Access + Family</u>	<u>Access + Single</u>	<u>High Deductible Family</u>	<u>High Deductible Single</u>
92%	94%	95%	95%

3. For those members who choose a High Deductible Plan, the Board will contribute to a Health Savings Account (HSA) for each year of the contract. The contribution will be made each year in January as follows:
 - a. High Deductible Plan – Annual Board Contribution for the Family Plan: \$2000
 - b. High Deductible Plan – Annual Board Contribution for the Single Plan: \$1000
4. Any change in the employee's share of the premium will commence with the District's December payroll for the January insurance payment. Notice will be given to each affected employee prior to any change.

D. Vision Insurance

1. The Board of Education will provide the following costs of vision insurance for the certified staff.
 - a. Single Coverage – Full Cost
 - b. Family Coverage – Full Cost

E. Dental Insurance

1. The Board of Education will provide the following costs of dental insurance for the certified staff.
 - a. Single Coverage – Full Cost
 - b. Family Coverage – Full Cost

F. Life Insurance

1. The Board of Education will provide the following costs of term life insurance for the certified staff.
 - a. \$50,000.00 per employee
2. Members may purchase supplemental life at members cost.

G. Incentive for Non-Use of Health Insurance or Reduction in Coverage

1. **In the event that a binding authority finds the following stipends to be lawfully payable, the parties agree as follows:**
 - a. Non-Use of Board-Provided Health Insurance
 - i. A full-time bargaining unit member who is eligible for the Millcreek-West Unity Local School insurance program and who chooses not to take the Millcreek-West Unity Local School health insurance will be reimbursed \$2,000.00 per year. A part-time bargaining unit member who is eligible for the Millcreek-West Unity Local School health insurance program will be reimbursed \$1,000.00 per year for not taking the Millcreek-West Unity Local School health insurance. This procedure shall be in effect for the duration of the

agreement as long as the person remains eligible for health insurance benefits as defined above.

b. Reduction in Coverage of Board-Provided Health Insurance

- i. A full-time employee that moves from family coverage to single coverage will receive a one-time only stipend of \$2,000.00. The stipend will be paid in two payments, the first payment by January 30 and the second by June 30. Employees must request the drop in health insurance coverage during the insurance open enrollment period in November.

c. Notification of Stipend Eligibility

- i. The member must notify the Treasurer of stipend eligibility. Notification must be in writing and submitted to the Treasurer before the end of the insurance open enrollment period in November.

H. Section 125 Plan

- 1. The Board will provide a 125 tax shelter program to the employees.

I. Severance Pay

- 2. Severance Pay shall be a one-time lump sum payment and paid through the District's accumulated leave plan. Receipt of payment as described following for the accrued but unused sick leave when the employee retires shall eliminate all sick leave credit accrued by the employee.
- 3. Eligibility for severance pay shall be determined as of the final date of employment. To be eligible, a teacher must retire from the school system under the State Teachers Retirement System of Ohio. To be eligible for severance pay, a teacher must request severance pay and submit evidence such as a check from the retirement system or a letter stating intent to retire and completion of the State application for retirement benefits. Severance pay must be requested and collected within the same calendar year of the actual date of retirement.
- 4. Severance pay will be based on years of experience working at Millcreek-West Unity Schools as follows:

Number of Years Experience @ MWU	Maximum Number of Sick Days Accumulated for Severance	Maximum Number of Sick Days Paid for Severance
1 – 5 years	Up to 40 days	25% of 40 = max. of 10 paid days
6 – 9 years	Up to 90 days	25% of 90 = max. of 23 paid days
10 – 15 years	Up to 140 days	25% of 140 = max. of 35 paid days
16 – 19 years	Up to 190 days	25% of 190 = max. of 48 paid days
20 or more years	Up to 240 days	25% of 240 = max. of 60 paid days

- 5. The per diem rate of pay shall be determined by dividing the employee's salary in effect for that school year by the number of days that teacher is required to work during the year of retirement.

J. College Compensation

The Board of Education will pay 60% quarter hour or semester hours of graduate school training that is college coursework that should be related to education and approved by the Superintendent prior to the beginning of the actual class. If this class is taken during the school year, payment will be made upon submitting of grade report providing no indication of resignation has been made. If work is taken during the summer, payment will be made in September of the school year following the work providing the teacher

continues to be a member of the Millcreek-West Unity faculty. There is no limit as to the number of courses that will be approved for payment during the summer, but only two (2) courses per quarter or semester during the school year will be approved. The maximum Board of Education expenditure for each year of the contract will be twenty-five thousand dollars (\$25,000), with no more than two – thousand five hundred dollars (\$2,500) for any one individual teacher. This will not be paid for minimal certification for eligibility for a different teaching position. Employees must work for the school district one full year after receiving tuition reimbursement or the amount received for that year must be reimbursed to the school district. Employees that retire during the year are not required to reimburse tuition used during that year.

K. State Teachers Retirement System “Pick-Up”

1. The Board will designate the certified teacher’s mandatory contributions to the State Teachers Retirement System of Ohio as “picked-up” by the Board (as defined by Internal Revenue Service Ruling 77-464 and 81-36) although they shall continue to be designated as employee contributions (as permitted by Attorney General Opinion 82-097). In order that the amount of the teacher’s income reported by the Board as subject to Federal and Ohio income tax shall be the teacher’s total gross income reduced mandatory employee State Teacher Retirement contributions which have been designated as “picked-up”. The amount designated as “picked-up” by the Board shall be included in computing any final average salary for retirement purposes.
2. Since aforementioned group employee contributions are mostly designated as “picked-up” by the Board, this provision requires no additional Board expense.
3. The “picked-up” salary reduction shall apply uniformly to all members of the teaching staff. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the pick-up. This program was implemented on August 24, 1984.

L. Salary and Fringe Benefits (Part-Time Employee Benefits)

Those certified staff members employed on a part-time basis will be offered health, dental and life insurance at a rate equal to the time of employment as compared with a full-time teacher.

M. Drug-Free Workplace

1. No employee of the Millcreek-West Unity Local School District engaged in work or while in the workplace shall unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance as defined in federal and state law.
2. “Workplace” is defined to mean the site for the performance of work done in connection with a federal grant. The workplace includes any school building, school property, school-owned vehicles or school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-related activity, event or function, such as a field trip or athletic event where students are under the jurisdiction of the school district where work on a federal grant is performed.
3. As a condition of employment, each employee who is engaged in performance of a federal grant shall notify his supervisor of his conviction of any criminal drug statute for a violation occurring in the workplace as defined above, not later than five days after such conviction.
4. An employee who violates the terms of this policy shall satisfactorily participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to satisfactorily participate in such program, the employee shall be non-renewed or employment may be suspended or terminated, at the discretion of the Board.
5. Sanctions against employees, including non-renewal, suspension and termination shall be in accordance with prescribed school district administrative regulations and procedures.

N. Tuition Waiver – attendance of children for professional staff members who are not residents of the district

1. Children of non-resident professional staff members of the Millcreek-West Unity School District shall be admitted through the open enrollment policy to the Millcreek-West Unity Schools provided space and programs are available, as determined by the superintendent, and the child has not been a discipline or attendance problem in his/her school district of residence. In addition, if a child has a special need which requires an expenditure of money for that child in excess of the average expenditure per child expended by the Board of Education on a district wide basis, the employee will be responsible for the amount spent to educate his/her child in excess of the district's average expenditure per child.
2. Applications must be filed for each child by July 1st, prior to the beginning of the school year of desired attendance. The application shall be filed at the superintendent's office.

O. Membership Fees

If a membership fee is due in order for students in an existing activity to compete in a competition, the Board agrees to reimburse the member up to Five Hundred Dollars (\$500.00)

P. Reimbursement for Background Checks

1. The Board of Education will reimburse certified/licensed staff member for FBI (and BCI if required) background checks necessary to renew teaching licensure. To qualify, the applicant must fill out a requisition before undergoing a background check and provide a receipt before reimbursement will be paid.

ARTICLE 11
TERMS OF AGREEMENT

A. Modification of Agreement

This agreement shall not be modified in whole or in part except by an instrument in writing duly executed by the parties.

B. Entire Agreement

This agreement contains the entire agreement between the two parties and neither party shall be required to negotiate upon any issue either in or out of this agreement, during the life of this agreement except as otherwise provided in this agreement.

C. Duration of Agreement

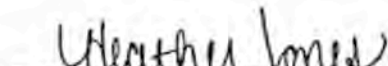
This agreement will become effective July 1, 2020 and will continue in effect until June 30, 2023.

MILLCREEK-WEST UNITY
EDUCATION ASSOCIATION

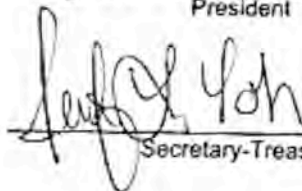
MILLCREEK-WEST UNITY
BOARD OF EDUCATION



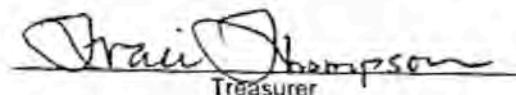
President



President



Secretary-Treasurer



Treasurer

5/12/20

Date

5/11/20

Date

MILLCREEK – WEST UNITY LOCAL SCHOOLS

2020 – 2021 MWUEA SALARY SCHEDULE

Base = \$35,075			3.0 %			FY21
Years	BA Index	Bachelors \$	150 Hr. Index	150 Hr. \$	MA Index	Masters \$
0	1.00	35,075	1.040	36,478	1.10	38,583
1	1.04	36,478	1.085	38,056	1.15	40,336
2	1.08	37,881	1.130	39,635	1.20	42,090
3	1.12	39,284	1.175	41,213	1.25	43,844
4	1.16	40,687	1.220	42,792	1.30	45,598
5	1.20	42,090	1.265	44,370	1.35	47,351
6	1.24	43,493	1.310	45,948	1.40	49,105
7	1.28	44,896	1.355	47,527	1.45	50,859
8	1.32	46,299	1.400	49,105	1.50	52,613
9	1.36	47,702	1.445	50,683	1.55	54,366
10	1.40	49,105	1.490	52,262	1.60	56,120
11	1.44	50,508	1.535	53,840	1.65	57,874
12	1.48	51,911	1.580	55,419	1.70	59,628
13	1.52	53,314	1.625	56,997	1.75	61,381
14	1.56	54,717	1.670	58,575	1.80	63,135
15	1.60	56,120	1.715	60,154	1.85	64,889
16	1.64	57,523	1.760	61,732	1.90	66,643
17	1.64	57,523	1.760	61,732	1.90	66,643
18	1.68	58,926	1.805	63,310	1.95	68,396
19	1.68	58,926	1.805	63,310	1.95	68,396
20	1.68	58,926	1.805	63,310	1.95	68,396
21	1.72	60,329	1.850	64,889	2.00	70,150
22	1.72	60,329	1.850	64,889	2.00	70,150
23	1.72	60,329	1.850	64,889	2.00	70,150
24	1.76	61,732	1.895	66,467	2.05	71,904
25	1.76	61,732	1.895	66,467	2.05	71,904
26	1.76	61,732	1.895	66,467	2.05	71,904
27	1.80	63,135	1.940	68,046	2.10	73,658
28	1.80	63,135	1.940	68,046	2.10	73,658
29	1.80	63,135	1.940	68,046	2.10	73,658
30	1.80	63,135	1.940	68,046	2.10	73,658
31	1.80	63,135	1.940	68,046	2.10	73,658
32	1.84	64,538	1.985	69,624	2.15	75,411

Please Note: A one-time stipend of \$500 will be paid for those that do not move up a step on the salary schedule.

MILLCREEK – WEST UNITY LOCAL SCHOOLS

2021 – 2022 MWUEA SALARY SCHEDULE

Base = \$36,127			3.0 %			FY22
Years	BA Index	Bachelors \$	150 Hr. Index	150 Hr. \$	MA Index	Masters \$
0	1.00	36,127	1.040	37,572	1.10	39,740
1	1.04	37,572	1.085	39,198	1.15	41,546
2	1.08	39,017	1.130	40,824	1.20	43,352
3	1.12	40,462	1.175	42,449	1.25	45,159
4	1.16	41,907	1.220	44,075	1.30	46,965
5	1.20	43,352	1.265	45,701	1.35	48,771
6	1.24	44,797	1.310	47,326	1.40	50,578
7	1.28	46,243	1.355	48,952	1.45	52,384
8	1.32	47,688	1.400	50,578	1.50	54,191
9	1.36	49,133	1.445	52,204	1.55	55,997
10	1.40	50,578	1.490	53,829	1.60	57,803
11	1.44	52,023	1.535	55,455	1.65	59,610
12	1.48	53,468	1.580	57,081	1.70	61,416
13	1.52	54,913	1.625	58,706	1.75	63,222
14	1.56	56,358	1.670	60,332	1.80	65,029
15	1.60	57,803	1.715	61,958	1.85	66,835
16	1.64	59,248	1.760	63,584	1.90	68,641
17	1.64	59,248	1.760	63,584	1.90	68,641
18	1.68	60,693	1.805	65,209	1.95	70,448
19	1.68	60,693	1.805	65,209	1.95	70,448
20	1.68	60,693	1.805	65,209	1.95	70,448
21	1.72	62,138	1.850	66,835	2.00	72,254
22	1.72	62,138	1.850	66,835	2.00	72,254
23	1.72	62,138	1.850	66,835	2.00	72,254
24	1.76	63,584	1.895	68,461	2.05	74,060
25	1.76	63,584	1.895	68,461	2.05	74,060
26	1.76	63,584	1.895	68,461	2.05	74,060
27	1.80	65,029	1.940	70,086	2.10	75,867
28	1.80	65,029	1.940	70,086	2.10	75,867
29	1.80	65,029	1.940	70,086	2.10	75,867
30	1.80	65,029	1.940	70,086	2.10	75,867
31	1.80	65,029	1.940	70,086	2.10	75,867
32	1.84	66,474	1.985	71,712	2.15	77,673

Please Note: A one-time stipend of \$600 will be paid for those that do not move up a step on the salary schedule.

MILLCREEK – WEST UNITY LOCAL SCHOOLS

2022 – 2023 MWUEA SALARY SCHEDULE

Base = \$37,211			3.0 %			FY23
Years	BA Index	Bachelors \$	150 Hr. Index	150 Hr. \$	MA Index	Masters \$
0	1.00	37,211	1.040	38,699	1.10	40,932
1	1.04	38,699	1.085	40,374	1.15	42,793
2	1.08	40,188	1.130	42,048	1.20	44,653
3	1.12	41,676	1.175	43,723	1.25	46,514
4	1.16	43,165	1.220	45,397	1.30	48,374
5	1.20	44,653	1.265	47,072	1.35	50,235
6	1.24	46,142	1.310	48,746	1.40	52,095
7	1.28	47,630	1.355	50,421	1.45	53,956
8	1.32	49,119	1.400	52,095	1.50	55,817
9	1.36	50,607	1.445	53,770	1.55	57,677
10	1.40	52,095	1.490	55,444	1.60	59,538
11	1.44	53,584	1.535	57,119	1.65	61,398
12	1.48	55,072	1.580	58,793	1.70	63,259
13	1.52	56,561	1.625	60,468	1.75	65,119
14	1.56	58,049	1.670	62,142	1.80	66,980
15	1.60	59,538	1.715	63,817	1.85	68,840
16	1.64	61,026	1.760	65,491	1.90	70,701
17	1.64	61,026	1.760	65,491	1.90	70,701
18	1.68	62,514	1.805	67,166	1.95	72,561
19	1.68	62,514	1.805	67,166	1.95	72,561
20	1.68	62,514	1.805	67,166	1.95	72,561
21	1.72	64,003	1.850	68,840	2.00	74,422
22	1.72	64,003	1.850	68,840	2.00	74,422
23	1.72	64,003	1.850	68,840	2.00	74,422
24	1.76	65,491	1.895	70,515	2.05	76,283
25	1.76	65,491	1.895	70,515	2.05	76,283
26	1.76	65,491	1.895	70,515	2.05	76,283
27	1.80	66,980	1.940	72,189	2.10	78,143
28	1.80	66,980	1.940	72,189	2.10	78,143
29	1.80	66,980	1.940	72,189	2.10	78,143
30	1.80	66,980	1.940	72,189	2.10	78,143
31	1.80	66,980	1.940	72,189	2.10	78,143
32	1.84	68,468	1.985	73,864	2.15	80,004

Please Note: A one-time stipend of \$700 will be paid for those that do not move up a step on the salary schedule.

MILLCREEK-WEST UNITY LOCAL SCHOOLS

SUPPLEMENTAL SALARY SCHEDULE

2020 – 2021

2020 - 2021	3.0%	\$35,075						
Position Title			0-2 Years	Contract \$	3-5 Years	Contract \$	6+ Years	Contract \$
Athletic Trainer			0.18	6314	0.207	7261	0.234	8208
Athletic Director			0.16	5612	0.184	6454	0.208	7296
Varsity Football/Volleyball/Basketball			0.155	5437	0.178	6243	0.202	7085
Varsity Golf / Cross Country / Softball /Baseball / Track			0.115	4034	0.132	4630	0.15	5261
Varsity-Reserve Cheerleading Advisor (Full Season)			0.103	3613	0.118	4139	0.134	4700
JV Football (2) / Basketball / Volleyball			0.095	3332	0.109	3823	0.124	4349
Yearbook (no class) / Assistant AD / Marching-Pep Band			0.095	3332	0.109	3823	0.124	4349
JV (if team) / Baseball / JV (if team) / Softball / JH Cheer			0.075	2631	0.086	3016	0.098	3437
Assistant Football / Track (2)			0.07	2455	0.081	2841	0.091	3192
Assistant Golf (if 12+) / Cross Country (if 20+)			0.07	2455	0.081	2841	0.091	3192
Assistant or 9 th : Basketball / Volleyball			0.07	2455	0.081	2841	0.091	3192
Assistant (2 if no JV) or 9 th : Baseball / Softball			0.07	2455	0.081	2841	0.091	3192
JH Football (2) / Volleyball (2) / Basketball (2)			0.065	2280	0.075	2631	0.085	2981
Musical Director / Play Director / Yearbook (no class)			0.06	2105	0.069	2420	0.078	2736
JH Track (2) / Weight Room Supervisor			0.056	1964	0.063	2210	0.072	2525
JH Golf / Jr. Class Advisor / HS Cheer (1 sport)			0.045	1578	0.052	1824	0.059	2069
HS Student Council			0.045	1578	0.052	1824	0.059	2069
Esports Advisor / Archery Advisor			0.030	1052	0.035	1228	0.039	1368
Science Fair (2) / HS Quiz / EL & JH Quiz Bowl / Band			0.030	1052	0.035	1228	0.039	1368
Asst. Musical / Asst. Play / Vocal Music / Elem Band			0.030	1052	0.035	1228	0.039	1368
JH Student Council			0.020	702	0.023	807	0.026	912
NHS / Sr. / Soph. / Fresh. Class Advisors			0.020	702	0.023	807	0.026	912
Club Advisors / Musical Piano			0.020	702	0.023	807	0.026	912
Wellness Coordinator / Esports Asst. / Archery Asst.			0.020	702	0.023	807	0.026	912

**All positions are 1, unless specifically stated
No position will be split**

Coaching Level in the same sport for Level 1 or Level 2: Coach moving to a lower level will receive experience credit.

Coaching Level in the same sport for Level 2 or Level 3: Coach moving to a higher level will not receive experience credit.

Coaching Level in a different sport for Level 3: Coach moving to a different position at Level 3 will receive experience credit.

MILLCREEK-WEST UNITY LOCAL SCHOOLS

SUPPLEMENTAL SALARY SCHEDULE

2021 – 2022

2021 - 2022 3.0% Position Title	\$36,127	0-2 Years	Contract \$	3-5 Years	Contract \$	6+ Years	Contract \$
Athletic Trainer		0.18	6503	0.207	7478	0.234	8454
Athletic Director		0.16	5780	0.184	6647	0.208	7514
Varsity Football/Volleyball/Basketball		0.155	5600	0.178	6431	0.202	7298
Varsity Golf / Cross Country / Softball /Baseball / Track		0.115	4155	0.132	4769	0.15	5419
Varsity-Reserve Cheerleading Advisor (Full Season)		0.103	3721	0.118	4263	0.134	4841
JV Football (2) / Basketball / Volleyball		0.095	3432	0.109	3938	0.124	4480
Yearbook (no class) / Assistant AD / Marching-Pep Band		0.095	3432	0.109	3938	0.124	4480
JV (if team) / Baseball / JV (if team) / Softball / JH Cheer		0.075	2710	0.086	3107	0.098	3540
Assistant Football / Track (2)		0.07	2529	0.081	2926	0.091	3288
Assistant Golf (if 12+) / Cross Country (if 20+)		0.07	2529	0.081	2926	0.091	3288
Assistant or 9 th : Basketball / Volleyball		0.07	2529	0.081	2926	0.091	3288
Assistant (2 if no JV) or 9 th : Baseball / Softball		0.07	2529	0.081	2926	0.091	3288
JH Football (2) / Volleyball (2) / Basketball (2)		0.065	2348	0.075	2710	0.085	3071
Musical Director / Play Director / Yearbook (in class)		0.06	2168	0.069	2493	0.078	2818
JH Track (2) / Weight Room Supervisor		0.056	2023	0.063	2276	0.072	2601
JH Golf / Jr. Class Advisor / HS Cheer (1 sport)		0.045	1626	0.052	1879	0.059	2131
HS Student Council		0.045	1626	0.052	1879	0.059	2131
Esports Advisor / Archer Advisor		0.030	1084	0.035	1264	0.039	1409
Science Fair (2) / HS Quiz / EL & JH Quiz Bowl / Band		0.030	1084	0.035	1264	0.039	1409
Asst. Musical / Asst. Play / Vocal Music / Elem Basketball		0.030	1084	0.035	1264	0.039	1409
JH Student Council		0.020	723	0.023	831	0.026	939
NHS / Sr. / Soph. / Fresh. Class Advisors		0.020	723	0.023	831	0.026	939
Club Advisors / Musical Piano		0.020	723	0.023	831	0.026	939
Wellness Coordinator / Esports Asst. / Archery Asst.		0.020	723	0.023	831	0.026	939

**All positions are 1, unless specifically stated
No position will be split**

Coaching Level in the same sport for Level 1 or Level 2: Coach moving to a lower level will receive experience credit.

Coaching Level in the same sport for Level 2 or Level 3: Coach moving to a higher level will not receive experience credit.

Coaching Level in a different sport for Level 3: Coach moving to a different position at Level 3 will receive experience credit.

MILLCREEK-WEST UNITY LOCAL SCHOOLS

SUPPLEMENTAL SALARY SCHEDULE

2022 – 2023

2022 - 2023 3.0% Position Title	\$37,211	0-2 Years	Contract \$	3-5 Years	Contract \$	6+ Years	Contract \$
Athletic Trainer		0.18	6698	0.207	7703	0.234	8707
Athletic Director		0.16	5954	0.184	6847	0.208	7740
Varsity Football/Volleyball/Basketball		0.155	5768	0.178	6624	0.202	7517
Varsity Golf / Cross Country / Softball /Baseball / Track		0.115	4279	0.132	4912	0.15	5582
Varsity-Reserve Cheerleading Advisor (Full Season)		0.103	3833	0.118	4391	0.134	4986
JV Football (2) / Basketball / Volleyball		0.095	3535	0.109	4056	0.124	4614
Yearbook (no class) / Assistant AD / Marching-Pep Band		0.095	3535	0.109	4056	0.124	4614
JV (if team) / Baseball / JV (if team) / Softball / JH Cheer		0.075	2791	0.086	3200	0.098	3647
Assistant Football / Track (2)		0.07	2605	0.081	3014	0.091	3386
Assistant Golf (if 12+) / Cross Country (if 20+)		0.07	2605	0.081	3014	0.091	3386
Assistant or 9 th : Basketball / Volleyball		0.07	2605	0.081	3014	0.091	3386
Assistant (2 if no JV) or 9 th : Baseball / Softball		0.07	2605	0.081	3014	0.091	3386
JH Football (2) / Volleyball (2) / Basketball (2)		0.065	2419	0.075	2791	0.085	3163
Musical Director / Play Director / Yearbook (in class)		0.06	2233	0.069	2568	0.078	2902
JH Track (2) / Weight Room Supervisor		0.056	2084	0.063	2344	0.072	2679
JH Golf / Jr. Class Advisor / HS Cheer (1 sport)		0.045	1674	0.052	1935	0.059	2195
HS Student Council		0.045	1674	0.052	1935	0.059	2195
Esports Advisor / Archer Advisor		0.030	1116	0.035	1302	0.039	1451
Science Fair (2) / HS Quiz / EL & JH Quiz Bowl / Band		0.030	1116	0.035	1302	0.039	1451
Asst. Musical / Asst. Play / Vocal Music / Elem Basketball		0.030	1116	0.035	1302	0.039	1451
JH Student Council		0.020	744	0.023	856	0.026	967
NHS / Sr. / Soph. / Fresh. Class Advisors		0.020	744	0.023	856	0.026	967
Club Advisors / Musical Piano		0.020	744	0.023	856	0.026	967
Wellness Coordinator / Esports Asst. / Archery Asst.		0.020	744	0.023	856	0.026	967

**All positions are 1, unless specifically stated
No position will be split**

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Coaching Level in the same sport for Level 2 or Level 3: Coach moving to a higher level will not receive experience credit.

Coaching Level in a different sport for Level 3: Coach moving to a different position at Level 3 will receive experience credit.

MILLCREEK-WEST UNITY LOCAL SCHOOLS

DISTRICT STIPENDS

Fiscal Years 2020 – 2023

Position – Title	Compensation
Tutors – Summer & Saturday School	\$25 / hour
Resident Educator	\$750 = Mentor Yr. 1 & 2; \$500 = Mentor Yr. 3 & 4
Mentor Coordinator	\$500 per Resident Educator, not to exceed \$3000 per year
Intervention Assistant Team / Response to Intervention	\$25 / hour paid for work outside of normal school hours
Local Professional Development Committee	\$400 stipend per committee member (4 teachers; 1 Admin.)
Kindergarten Program Staff (up to 3 Staff Members)	\$25 / hour paid for work outside of normal school hours. Max of \$100 per Staff Member.
Middle School Spelling Bee	\$25 / hour paid for work outside of normal school hours
SLO Committee	\$25 / hour paid for work outside of normal school hours

Teachers who are required to move during the summer months due to an assignment change made after the last teacher workday shall be provided up to 10 hours paid at \$25/hour.

Teachers who agree to help with kindergarten screening, during the summer months, shall be paid at \$25 / hour.

COACHING POSITIONS FOR EACH SPORT

Football (4 HS positions; 2 JH positions)

No. of Positions	Types of Positions
1	Varsity (Head Coach)
2	JV or Coordinators
1	Assistant
2	Junior High Coaches

Volleyball (3 HS positions; 2 JH positions)

No. of Positions	Types of Positions
1	Varsity (Head Coach)
1	JV
1	Freshman or Assistant
2	Junior High

Boys & Girls Basketball (3 HS positions; 2 JH positions)

No. of Positions	Types of Positions
1	Varsity (Head Coach)
1	JV
1	Freshman or Assistant
2	Junior High

Baseball & Softball (3 HS positions)

No. of Positions	Types of Positions
1	Varsity (Head Coach)
1	JV or Assistant (depending of if there is a JV team)
1	Assistant

Track (3 high school positions; 2 junior high positions)

No. of Positions	Types of Positions
1	Varsity (Head Coach)
2	Assistants
2	Junior High

Cross Country (1 total unless numbers dictate one extra)

No. of Positions	Types of Positions
1	Varsity & JH Combined Coach (unless 20+ runners)
1	Assistant (if more than 20 total runners)

Golf (1 HS position unless numbers dictate one extra; 1 JH position)

No. of Positions	Types of Positions
1	Varsity Head Coach
1	Assistant (if more that 12 high school golfers)
1	Junior High

Coaching Levels Defined

Level 1 = Varsity Coach

Level 2 = Junior Varsity Coach

Level 3 = JH, Freshman Assistant

Coaching at Level 1 = counts as experience at every level (levels 1, 2, 3).

Coaching at Level 2 = counts as experience at levels 2 & 3

Coaching at Level 3 = counts as experience only at level 3