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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE WAUSEON EXEMPTED VILLAGE BOARD OF EDUCATION

AND

THE WAUSEON EDUCATION ASSOCIATION

SEPTEMBER 1, 2022

TO

AUGUST 31, 2025

TABLE OF CONTENTS

ARTICLE I - RECOGNITION

A. Recognition	1
B. Management Rights.....	1

ARTICLE II - ASSOCIATION RIGHTS

A. Association Rights	2
B. Payroll Deduction for Association Dues	2
C. Use of Buildings, Facilities, Equipment & Service	2
D. Dissemination of Information	3
E. Access to Members of Bargaining Unit	3
F. Receipt of Board Information	3
G. Board Meetings	3
H. Board Policies	3

ARTICLE III - INDIVIDUAL RIGHTS

A. Non-Discrimination	4
B. Personnel Files	4

ARTICLE IV - WORKING CONDITIONS

A. Calendar	5
B. Work Days	5
C. Planning and Non-Instructional Work Time	5-6
D. Class Size	6
E. Inclusion	6
F. Instructional Materials	6
G. Conferences	6
H. Bargaining Unit Member Support	6

ARTICLE V - CONTINUING CONTRACT

A. Continuing Contract.....	7
-----------------------------	---

ARTICLE VI - COMPENSATION

A. Salary Schedule and Index	8
B. Summer School Teacher and Tutor	8
C. Supplemental Salaries	8
D. Extended Time	8
E. Compensation for Part-Time	9
F. Compensation - I.E.P. Forms/Special Education Students	9
G. Compensation for State-Mandated Committees	10
H. Local Professional Development Committee	10
I. Direct Deposit	10

ARTICLE VII - FRINGE BENEFITS

A. General Provisions	11
B. Insurance Committee	11
C. Health Insurance	11-12
D. Insurance Incentive	12
E. Dental Insurance	12

F. Vision Insurance	12
G. Life Insurance	12
H. 125 Benefit Plan	12
I. S.T.R.S. Shelter	13
J. College Reimbursement	13-14
K. Travel Expense	14
L. Severance	14
M. Retirement Incentive	14

ARTICLE VIII - LEAVES OF ABSENCE

A. Sick Leave	15
B. Personal Leave	15
C. Professional Leave	15
D. Funeral Leave	16
E. Parental Leave	16
F. Assault Leave	16-17
G. Legal Leave	17
H. Family Medical Leave Act	17
I. Bargaining Unit Member on Special Assignment	17-18

ARTICLE IX - EVALUATION

A. Philosophy	19
B. Evaluators	19
C. Evaluation Instrument	19
D. Orientation	19
E. Schedule of Evaluation	19-20
F. Finalization of Evaluation	20
G. Improvement Plan	20
H. Removal of Poorly Performing Bargaining Unit Members	20-21
I. Supplemental Reviews	21

ARTICLE X - FAIR DISMISSAL PROCEDURE

A. Fair Dismissal Procedure	22
-----------------------------------	----

ARTICLE XI - VACANCIES, TRANSFERS, AND REASSIGNMENTS

A. Posting of Vacancies	23
B. Transfer Assignment	23-24

ARTICLE XII - EMPLOYMENT OF RETIRED BARGAINING UNIT MEMBER

A. Conditions of Employment	25
B. Time Frame	25
C. Non-Grievable.....	25

ARTICLE XIII - REDUCTION IN FORCE

A. Authority to Institute Reduction in Force	26
B. Order of Reduction in Force	26
C. Seniority	26
D. Recall	27
E. Notice	27
F. Benefits	27
G. Provisions	28

ARTICLE XIV - GRIEVANCE PROCEDURE

A. Grievance Procedure 29
B. Definitions 29
C. General 29
D. Step One 29
E. Step Two 29-30
F. Step Three 30
G. Step Four 30-31

ARTICLE XV - NEGOTIATION AND RATIFICATION PROCEDURES

A. Scope of Negotiations 32
B. Directing Requests 32
C. Negotiation Meetings 32
D. Representations 32
E. Assistance 32
F. Information 33
G. Negotiation Conduct 33
H. Ratification Procedure 33
I. Dispute Resolution Procedure 33-34

ARTICLE XVI - NO STRIKE/NO LOCKOUT

A. No Strike 35
B. No Lockout..... 35

ARTICLE XVII - PROVISIONS CONTRARY TO LAW

A. Provisions Contrary to Law 36

ARTICLE XVIII - COMPLETE AGREEMENT

A. Complete Agreement 37

ARTICLE XIX - DURATION

A. Duration 38

APPENDICES

"A" - 2022-2023, 2023-2024, 2024-2025 Salary Schedules/Indexes 39-41
"E" - Unified Supplemental Salary Schedules 42-44
"F" - Grievance Form 45

**ARTICLE I
RECOGNITION**

A. RECOGNITION

1. The Board of Education of the Wauseon Exempted Village School District (hereinafter referred to as the "Board") recognizes the Wauseon Education Association (hereinafter referred to as the Association), affiliated with the Ohio Education Association and the National Education Association, as the exclusive bargaining agent for all certified personnel employed as full-time or regular salaried part-time classroom teachers, certified librarians, teachers on assignment, speech and language pathologists and school counselors and excludes specifically the Superintendent, Assistant Superintendent, Administrative Assistants, Directors, Principals, Assistant Principals, Athletic Director and confidential, management level and supervisory employees employed under contracts governed by Sections 3319.01, 3319.011 and 3319.02 of the Revised Code and assigned to positions for which certificates are required pursuant to division (E), (F), (G), (H), (J), (L), and (M), of Section 3319.22 of the Ohio Revised Code.

B. MANAGEMENT RIGHTS

1. The Board and administration generally reserve all rights and powers conferred on them by law and reserve the right to use discretion in exercising such rights and to adopt, rescind or modify policies and rules in the course of exercising such rights. However, the Board will not violate this Agreement and the Association does not waive any statutory right to bargain it may have, as to the impact of Board and administration actions on any mandatory bargaining subjects which are not in any way covered by other Articles in this Agreement.
2. The Association recognizes that Section 4117.08(C), Ohio Revised Code, specifically provides that the Board has the following powers:
 - a. Determine matters on inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure;
 - b. Maintain and improve the efficiency and effectiveness of governmental operations.
 - c. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
 - d. Suspend, discipline, demote, or discharge for just cause or lay off, transfer, assign, schedule, promote or retain employees;
 - e. Determine the adequacy of the work force;
 - f. Determine the overall mission of the employer as a unit of government;
 - g. Effectively manage the work force;
 - h. Take actions to carry out the mission of the public.

**ARTICLE II
ASSOCIATION RIGHTS**

A. ASSOCIATION RIGHTS

1. The rights and privileges of the Association and its representatives as set forth in this Agreement will be granted only to the Association as the exclusive representative of the bargaining unit members, and to no other organization.

B. PAYROLL DEDUCTION FOR ASSOCIATION DUES

1. The Board will provide payroll deductions for Association dues in accordance with the following:
 - a. Bargaining unit members will submit written authorization for payroll deductions on a form provided by the Association to the Treasurer annually.
 - b. Authorized payroll deductions will be made in ten (10) equal installments beginning with the second payroll in October.
 - c. By October 1 of each year, the Association will notify the Board's Treasurer as to the total amount of dues to be deducted per bargaining unit member. Such notification will be in the form of a letter signed by the Association President or Treasurer.

The Board's treasurer will transmit all monies deducted within seven (7) calendar days of the last deduction of the month.

- d. A bargaining unit member who wishes to change the method of payment of Association dues may do so between August 1 and September 10 of any year. It will be the responsibility of the Association to inform bargaining unit members of this option prior to the end of each school year. It will also be the responsibility of the Association to process any appropriate changes on revised authorization forms. All revised authorization forms must be submitted by the Association to the Treasurer by October 1 of each year.
2. The Association agrees to save the Employer harmless with respect to the deduction made and paid to it in accordance with the provisions hereof, and in the event deduction will be made which should not have been made. In such cases, the Association will be responsible to return such monies to the bargaining unit member or bargaining unit members affected.

C. USE OF BUILDINGS, FACILITIES, EQUIPMENT & SERVICE

1. The Association and its representatives will have the right to use school buildings in accordance with Board policy at all reasonable hours for meetings.
2. The Association will have the right to use school facilities and equipment at reasonable times, with prior approval of the administration. The Association will pay for the reasonable cost of all materials and supplies.

D. DISSEMINATION OF INFORMATION

1. The Association will have the right to post notices of activities and matters of Association concern on designated bulletin boards, at least one of which will be provided in each school building. The Association may use the district mail service and bargaining unit member mail boxes for communication to bargaining unit members. Any member mailing of a general nature will be copied to the administration concurrently with the mailing.
2. The Association will have the right to use the public address system to announce Association related activities and/or meetings in accordance with building policy.

E. ACCESS TO MEMBERS OF BARGAINING UNIT

1. Duly authorized representatives of the Association and their respective affiliates will be permitted to transact official Association business on school property before and after school and during lunch periods provided that this will not interfere with or interrupt normal school operations. The representative will check in at the principal's office upon entering the building.
2. Duly authorized representatives of the Association and its affiliates will be permitted to speak to new bargaining unit members prior to the start of the school year. This meeting will take place during the lunch hour of new staff orientation. New staff members will not be required to participate in the meeting if they so choose.

F. RECEIPT OF BOARD INFORMATION

1. The employer agrees to furnish to the Association in response to written requests information concerning the following: any financial reports and audits after Board approval. Board meeting notices, agenda and minutes of all school board meetings; names, addresses, listed telephone numbers of all bargaining unit members; salaries paid thereof and education level and experience.

G. BOARD MEETINGS

1. The Association representative(s) at special and/or regular Board meetings will have the right to address any item on the agenda at a time determined by the Board. The agenda will be provided to the Association President at the same time and by the same means as provided to the Board.

H. BOARD POLICIES

1. A link to all Board policies will be accessible through the Board of Education page on the district website.

**ARTICLE III
INDIVIDUAL RIGHTS**

A. NON-DISCRIMINATION

1. In administering this Contract, the parties will not discriminate on the basis of race, creed, religion, color, national origin, age, sex, sexual preference and marital status. SERB will be the exclusive remedy for alleged discrimination based on union membership or non-membership, and participation or non-participation in lawful union activities.

B. PERSONNEL FILES

1. Personnel files will be maintained in the offices of the Superintendent and the building principal(s). Copies of documents pertaining to work performance and discipline placed in either file will be given to the bargaining unit member. The bargaining unit member will sign the document indicating only that he/she has received the document.
2. The bargaining unit member has the right to attach a rebuttal to any document pertaining to discipline and work performance.
3. The contents of the personnel files will be limited to items pertaining to work performance, discipline and routine financial and personnel data.
4. Personnel records will be confidential subject to provisions of the Ohio Revised Code.
5. All entries into the personnel file will be dated as to entry.

ARTICLE IV WORKING CONDITIONS

A. CALENDAR

1. The regular school year will consist of not more than one hundred eight-four (184) scheduled days, including one (1) staff work day at the beginning and end of the school year. An additional unpaid day of orientation may be required for new bargaining unit members.
2. The WEA and the superintendent will collaborate to develop the school calendar. The final calendar will be determined at the discretion of the Board

B. WORK DAYS

1. The normal bargaining unit member working day will be seven-and-one-half (7 ½) hours, including a thirty minute duty free lunch period. Bargaining unit members may be required to be at school for more than seven-and-one-half (7 ½) hours to complete their professional responsibilities. (Examples include, but are not limited to, attending conferences with students, parents or the administration; hearings; faculty meetings; evening programs and activities. The Board and administration reserve the right to determine starting and ending times and otherwise to schedule the work day.

C. PLANNING AND NON-INSTRUCTIONAL WORK TIME

1. High school and Middle school bargaining unit members will have one (1) preparation period per day.
2. Not including non-instructional time prior to or after the start of the school day, Elementary school and Primary school bargaining unit members will have at least two hundred (200) minutes duty-free preparation time per week during the bargaining unit member work day defined in paragraph 1. A bargaining unit member's total weekly planning time may occasionally be reduced as a result of school delays, cancellations, field trips or assemblies. Each Elementary school and Primary school bargaining unit member will be advised by the administration of the specific time periods to be considered preparation time.
3. The bargaining unit member work day will generally include a minimum of 15 minutes of non-instructional work time without students prior to or at the conclusion of the student day; however, student supervision duties may still exist during this time. Any such supervisions duties will be shared equally throughout the school year by all bargaining unit members and any other designated staff members assigned by the building principal. Bargaining unit members will not receive extra compensation for these student supervision duties. The school's Building Leadership Team will meet prior to the first day of each school year to determine the method for how these supervision duties will be shared.
4. Bargaining unit members who are required to travel between buildings will be guaranteed equal planning time (not to include travel time); along with their thirty (30) minute duty-free lunch.

5. A bargaining unit member's total weekly planning time may occasionally be reduced as a result of school delays, cancellations, field trips, and/or assemblies.

D. CLASS SIZE

1. The Board and the Association recognize that the number of students in a classroom is a significant educational matter which must be based upon a number of factors, including state minimum standards, the financial resources of the district, the physical facilities available, and the overall needs of the educational program.

E. INCLUSION

1. Classroom bargaining unit members who have assigned to their class a student who has been identified as handicapped under the Individual with Disabilities Act (IDEA) or 504 will be part of the student's team which develops the student's Individual Educational Plan (IEP) and have direct input into the student's IEP. Additionally, such bargaining unit members will be provided training, in-service programs and professional assistance to enable the bargaining unit member to implement the student's IEP. Such training, in-service programs, and/or professional assistance will be provided on release time or the bargaining unit member will be paid at .00068 times the base (BA-0) salary for the time involved.

F. INSTRUCTIONAL MATERIALS

1. Bargaining unit members will be provided instructional materials and classroom supplies necessary to perform in an effective manner within the constraints of the building's budget.
2. Bargaining unit members will assist in the process of selecting textbooks and instructional materials in their respective areas.

G. CONFERENCES

1. Bargaining unit members are obligated to participate in conference dates and times as outlined by the district. The members will receive compensatory time as determined by the adopted calendar.
2. Bargaining unit members shared between buildings will coordinate conference times with their immediate supervisors. Conference times are not to exceed the time of other bargaining unit members.

H. BARGAINING UNIT MEMBER SUPPORT

1. Upon request or when deemed necessary, the Board and the administration will provide appropriate training, guidance, and instruction to bargaining unit members relating to compliance of state and federal education and health policies, as well as social and political issues.

**ARTICLE V
CONTINUING CONTRACT**

A. CONTINUING CONTRACT

1. In order to be considered for a continuing contract, the bargaining unit member will submit to the Superintendent on the year end check out form a statement that he/she intends to be eligible for a continuing contract by August 1 of the following calendar year.
2. The bargaining unit member must have a master's degree, and must hold a current, valid five (5) year professional educator license for the State of Ohio. The bargaining unit member will have taught successfully in Wauseon Exempted Village School District for not less than three (3) years of the last five (5) years except for bargaining unit members who had a continuing contract with another Ohio Public School District.
3. The bargaining unit member will provide written documentation of all items listed in (2) above to the Superintendent not later than April 1 of the school year when continuing service status is to be considered.
4. Nothing in this section will be construed to alter or limit in any way the rights of the Board regarding its contractual options for a bargaining unit member who is eligible for continuing contract status.

**ARTICLE VI
COMPENSATION**

A. SALARY SCHEDULE AND INDEX

1. Base salary effective September 1, 2022, **\$38,640**, effective September 1, 2023 is **\$39,413**, effective September 1, 2024 (wage reopener). The salary schedule and index from which members of the bargaining unit will be paid is provided in Appendix "A".
2. Official transcripts indicating a column change are due by September 30th of each year. Any bargaining unit member who moves columns based on these transcripts will be paid retroactively.

B. SUMMER SCHOOL TEACHER AND TUTOR

1. The hourly rate for summer school instructors is determined by multiplying the factor .00068 times the base salary of the bargaining unit member's current salary.

C. SUPPLEMENTAL SALARIES

1. The supplemental salary for members of the bargaining unit is provided in Appendix "E".
2. Compensation is determined by multiplying the appropriate index value times the base salary then in effect.
3. Supplemental salary placement will be based on years of coaching experience and activity experience.
4. The supplemental salary schedule may be amended during negotiations or through memorandum of understanding between the Board and the Association. If necessary, the Board may offer multiple contracts for any given position.
5. Supplemental contract payments for individuals whose only employment is/are supplemental contract(s) will be made following the conclusion of the supplemental contract season or event once they have completed all contractual requirements.

D. EXTENDED TIME

1. If the Board offers extended time to bargaining unit members beyond the regular school year, then the rate of compensation will be pro-rata to the bargaining unit member's salary on the salary schedule.

E. COMPENSATION FOR PART-TIME

1. All part-time bargaining unit members will be compensated pro-rata according to the salary schedule:

1 period	1/7
2 periods	2/7
3 periods	3/7
5 periods	5/7
6 periods	6/7

2. All part-time bargaining unit members teaching four (4) or more classes will receive a daily conference period.

F. COMPENSATION - I.E.P. FORMS/SPECIAL EDUCATION STUDENTS

1. Bargaining unit members required by the building principal to participate in meetings concerning the I.E.P.'s of handicapped students will be compensated for all time required beyond the regular school day. Said compensation will be at .00068 times the base (BA-O) salary as per district pay period schedule using a district approved timesheet.
2. Intervention specialists may be granted two days' leave to complete IEP-related responsibilities.
3. The district will assure the availability of digital cameras, flash drives, and appropriate printing capabilities for the numerous pictures that are needed. In addition, the building principal, superintendent and technology coordinator will evaluate requests for laptops to be provided to those that administer alternate assessments.
4. Alternate Assessments will be handled under the following parameters:
 - a. Bargaining unit members who are responsible for the administration of alternate assessments will have the ability to utilize professional days, as needed and approved by the building principal, to help in the preparation, administration and authoring of the assessments.
 - b. Through an evaluation of alternate assessment needs in each building, the district will consider making classroom aides available. In addition, the district will attempt to provide for joint prep/planning time for the bargaining unit member and the aide.
 - c. When the need arises to have an aide assist with classroom responsibilities and/or alternate assessment responsibilities, the district acknowledges the need to train these aides. The training of these aides will be accomplished through the use of professional days for both the bargaining unit member (trainer) and the aide when done during the contracted year. If the need for training is done outside the contracted year, the bargaining unit member (trainer) will be compensated at .00068 times the base (BA – 0) salary.

G. COMPENSATION FOR STATE-MANDATED COMMITTEES

1. Bargaining unit members who are asked or required by any Administrator to serve on Committees that meet outside the work-day, to complete tasks to improve the service to students and families in the Wauseon community, will be compensated. Bargaining unit members who serve on state-mandated committees such as the Threat Assessment Team, PBIS, Gifted, and/or Dyslexia committees will be compensated using the following criteria:
 - a. Committee members will be compensated an hourly rate of .00068 of the base salary.
 - b. Meeting scheduled during the bargaining unit member's contracted hours will not be compensated at the hourly rate.
 - c. When circumstances allow, bargaining unit members may request LPDC credit in lieu of compensation.

H. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

1. There will be one LPDC which will function on a District-wide basis.
2. There will be seven (7) members of the LPDC as follows: One (1) bargaining unit member from each building and three administrators. The bargaining unit members will be elected by the WEA building membership to serve on this committee.
3. The Committee members of the LPDC will be compensated with a supplemental contract.
4. The members of the committee will serve three (3) year rotating terms.
5. The LPDC will determine the meeting times, places, dates, and frequency of meetings to be held. Meetings will not be held during times scheduled for bargaining unit member-student contact.
6. The LPDC will 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 Wauseon Board of Education will, upon the approval of the Superintendent, pay reasonable costs for training and materials needed for LPDC members.
8. Appeals of decisions of the LPDC will be directed to the LPDC Appeals Committee which is separate and apart from the LPDC. The LPDC will determine the composition of the LPDC Appeals Committee. Should the decision of the LPDC Appeals Committee be unsatisfactory to the bargaining unit member, the bargaining unit member will have the right to appeal to the State level body.

I. DIRECT DEPOSIT

1. Payroll will be by direct deposit. There will be twenty-six (26) bi-weekly pay periods. In the event that there is a need to "re-cycle" payroll or make some other payroll adjustment, the Board will provide a three (3) month notice of the impending change.

**ARTICLE VII
FRINGE BENEFITS**

A. GENERAL PROVISIONS

1. **Eligibility:** Bargaining unit members will be eligible to receive all the fringe benefits detailed in this article beginning on the first day of the first month that begins on or after the first day worked as defined by seniority purposes.

B. INSURANCE COMMITTEE

1. The District Insurance Committee will represent all district employee groups. The WEA will have proportionate representation on the committee. The task of the insurance committee is to research and negotiate insurance benefits for the district and staff members. The findings will be presented to the board for approval.

C. HEALTH INSURANCE

1. Bargaining unit members and their dependents selecting health insurance will be covered under a managed care health insurance plan offered by the Board, as listed below. The bargaining unit member has the choice of which plan they choose.
2. Bargaining unit members with working spouses who have the ability to be covered under an insurance plan through his/her place of employment are not eligible to use district health insurance as their primary insurance. Beginning January 1, 2024, spouses will be unable to be covered as secondary on the district health insurance. The spouse may be added to the family plan with a qualifying event.

a. **Traditional Plan**

- i. Bargaining unit members selecting a traditional plan will pay 10.5 % of the monthly insurance premium.

b. **High Deductible Health Plan**

- i. The Board will pay 100% of the monthly premium for bargaining unit members selecting the High Deductible Health Plan, provided the total High Deductible Health Plan premium increase in a plan year does not exceed 9%. The Board will also match up to \$1,500 annually for a family plan and up to \$900 annually for a single plan prorated monthly to be deposited directly into the bargaining unit member's Health Savings Account.
- ii. In the first year that a bargaining unit member is on the High Deductible Health Plan, the Board will deposit a \$500 advance into the bargaining unit member's Health Savings Account, provided that the bargaining unit member will contribute at least \$500 in to the account throughout the year. This advance will be deposited during the first pay in January. The advance will be deducted from the Board's total matching contribution to the bargaining unit member for the year.

Any bargaining unit member whose employment ends will be responsible for reimbursing the Board for this advance at a pro-rata rate.

- iii. Starting January 2024, if the total High Deductible Health Plan premium increase exceeds 9% in a plan year, the Board will only be responsible for paying 95% of High Deductible Health Plan premiums for that year, with the bargaining unit member paying the other 5%. In subsequent years, if the premium increase for the High Deductible Health Plan does not exceed 9%, the Board will resume paying 100% of the monthly premium for the High Deductible Health Plan.

c. **Part-Time Bargaining Unit Members**

- i. Part-time bargaining unit members will receive a single health insurance plan or the cost of a single plan toward a family plan.

D. INSURANCE INCENTIVE

1. Current bargaining unit members who opt out of the health insurance plan will receive \$1,100 per year. Payments will be made in March and September following the prior 6 month period of waiver. Bargaining unit members cannot be enrolled at any time in the prior 6 month period in order to be entitled to the waiver payment. Bargaining unit members who opt out may re-enroll in the insurance plan if there is a change in status; i.e. marriage, death, spousal carve-out, etc. but will not be entitled to the waiver for the 6 month period in which they enroll.

E. DENTAL INSURANCE

1. The board will provide family dental insurance protection for each member of the bargaining unit. All bargaining unit members will pay 20% of the monthly insurance premium. Spouses will be eligible for primary dental coverage on a family plan.

F. VISION INSURANCE

1. Vision Insurance will be provided with the bargaining unit member paying 100% of the cost of coverage. Spouses will be eligible for primary vision coverage on a family plan.

G. LIFE INSURANCE

1. At Board expense each full-time bargaining unit member will receive term life insurance in the amount of \$50,000.00. Part-time bargaining unit members in the bargaining unit may be included at their option in this group coverage by paying pro-rata premiums in inverse proportion to the amount of time that they work.

H. 125 BENEFIT PLAN

1. All bargaining unit member insurance costs will be tax sheltered in a 125 Plan to the extent permitted by law.

I. S.T.R.S. SHELTER

1. The Board of Education will designate each bargaining unit member's mandatory contribution to the State Teachers' Retirement System of Ohio as "picked up" by the Board as contemplated by Internal Revenue Service Ruling 77-464 and 81-36, although they will continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the bargaining unit member's income reported by the Board as subject to federal and Ohio income tax will be the bargaining unit member's total gross income reduced by the then-current percentage amount of the bargaining unit member's mandatory State Teachers' Retirement System contribution which has been designated as "picked up" by the board, and that the amount designated as "picked up" by the Board will be included in the final average salary, provided that no bargaining unit member's total salary is increased by such "pick up" nor is the Board's total contribution to the State Teachers' Retirement System of Ohio increased thereby.
2. In the event that there is a determination that the foregoing adversely affects the qualified status under the Internal Revenue Code of the contributions by the Board of the "pick up" contributions or of the STRS retirement plan, this "pick up" provision will be null and void.

J. COLLEGE REIMBURSEMENT

1. To qualify for reimbursement, all course work must meet the following criteria:
 - a. Course work must be in the field of education or in the bargaining unit member's content area.
 - b. Course work must align with the bargaining unit member's goals as stated in his/her Individual Professional Development Plan (IPDP).
 - c. Course work must be approved by the District LPDC and the Superintendent or designee prior to the start of the class.
2. Copies of all necessary forms will be found using the "Staff" tab on the school website.
3. Reimbursement for courses taken during the prior school year – including summer courses - will be paid in October.
4. A bargaining unit member will be reimbursed at the current calculated rate for the hours taken and passed with at least a grade of C or receive a Pass in a Pass/Fail course provided an original sealed transcript or secure email electronic transcript and a breakdown of courses/payment receipt are delivered to the Administrative Assistant to the Superintendent by September 30.
5. Reimbursement will be made based upon type of hours taken (quarter or semester). The amount of reimbursement may not exceed the actual amount expended by the bargaining unit member for said course work.
6. The formula for reimbursement will be the amount of the previous year's base salary per year divided by the number of semester and quarter hours taken. Quarter hours will be counted as 2/3 of a semester hour.

7. If, prior to the start of a new contracted work year, the employment of a bargaining unit member ends due to resignation, retirement, termination, or dismissal, the bargaining unit member will not be eligible for reimbursement for courses completed during the previous school year or summer prior to the end of the contracted work year. This exclusion does not pertain to bargaining unit members whose employment ends due to reduction in force.

K. TRAVEL EXPENSE

1. The Board of Education will pay mileage to bargaining unit members who must travel between buildings to fulfill their regular teaching duties. Mileage will be determined by the distance between buildings and based on actual miles driven and will be approved by the Superintendent.
2. Payment will be made in two (2) installments at the end of semesters. Forms for reimbursement will be supplied by the Board of Education.
3. Bargaining unit members eligible for mileage reimbursement will be paid at the IRS rate.

L. SEVERANCE

1. The Wauseon Board of Education agrees that upon acceptance for "service retirement" as defined by the STRS, a bargaining unit member will receive 26% of the total accumulation of his/her sick days calculated at his/her per diem rate at the time of retirement.
2. A bargaining unit member who has attained the maximum sick leave in the last two years of employment prior to retirement and suffers a catastrophic illness (absent eighty consecutive days in final year of employment) will receive no less than a minimum of forty (43) days severance.

M. RETIREMENT INCENTIVE

1. Bargaining unit members who submit their retirement notification to the Superintendent in writing by February 1st of the year they are first eligible for full retirement benefits under STRS, and who have (10) or more years of service with the district will receive severance pay in the amount of 28% of the total accumulation of their respective sick days, calculated at their per diem rate at the time of retirement.

**ARTICLE VIII
LEAVES OF ABSENCE**

A. SICK LEAVE

1. Ohio law provides that bargaining unit members may earn one and one-fourth (1-1/4) days of sick leave per month of service. Each bargaining unit member accumulates this amount for each month of the year in which the bargaining unit member is under contract and is cumulative up to two hundred fifty (250) days. The bargaining unit member may use sick days in one-quarter ($\frac{1}{4}$) increments.
2. If a bargaining unit member uses more than five (5) consecutive sick days during the school year, the board may request a doctor's note verifying the need to be absent.

B. PERSONAL LEAVE

1. Personal leave not to exceed three (3) days per school year will be granted to each bargaining unit member. Except in cases of a documented emergency, application for personal leave must be made not less than five (5) calendar days in advance.
2. Except in cases of documented emergency or significant family event; personal leave will not be taken on the day before or after a holiday or vacation period during the school year, on a staff work day, an in-service day, or during the conference portion of parent teacher conference days.
3. No more than four (4) bargaining unit members district-wide may be granted personal leave on any given day prior to Labor Day or after May 1. Bargaining unit members who request leave during these periods will include a reason that explains the need for the leave. This leave total will be extended to up to six (6) bargaining unit members in cases where leave has been requested for the purpose of attending school-sponsored events.
4. No more than six (6) bargaining unit members district-wide may be granted personal leave on or between Labor Day and May 1. Bargaining unit members who request leave on these days will not be required to provide a reason for their leave.
5. Bargaining unit members will receive an amount of \$200.00 per day for up to two (2) remaining personal leave days which are not used. In lieu of payment, two unused personal days may be converted to one personal day for the next year. This language will be piloted and will expire at the end of the current contract unless both parties agree to continue with it.

C. PROFESSIONAL LEAVE

1. Professional leave may be granted to members for the purpose of attending workshops, educational conferences or visitations. Request for leave should be made at least two (2) weeks in advance. The request should be discussed with the building principal and then submitted to the Superintendent for approval.

D. FUNERAL LEAVE

1. A bargaining unit member will be excused to attend any funeral provided prior approval has been given by the Superintendent. Such leave will be deducted from accumulated sick leave.

E. PARENTAL LEAVE

1. The Board will grant a parental leave without pay for bargaining unit members requesting such leave. This leave will include cases of adoption. The leave will not be for longer than one school year.
2. The bargaining unit member will submit a written request to the Superintendent, specifying the proposed dates the leave is to commence and terminate. The request will be submitted at least thirty (30) calendar days prior to the date on which the leave would be scheduled to begin. This provision may be waived by the Superintendent.
3. The Board may require that the termination of such leave coincide with the end of a semester, or some other point in time at which the bargaining unit member's return coincides with the needs of the Board to avoid disruption of the studies of pupils and work schedules of other bargaining unit members. This provision will not be construed to require return while illness or disability precludes bargaining unit member's return.
4. Upon return to service at the expiration of such leave the bargaining unit member will resume the contract status which he/she held prior to such leave and will return to the same position held prior to the leave. If upon return from approved parental leave the same position is no longer in existence then the bargaining unit member will be entitled to a substantially equivalent position for which he/she holds valid unexpired certification.
5. A bargaining unit member on parental leave will be granted the option of continuing group insurance coverage. This coverage will be at the bargaining unit member's expense. The bargaining unit member's right to such coverage will be subject to approval of the insurance carrier. The bargaining unit member must present payment to the Treasurer not later than the 15th of each month preceding the date on which the Treasurer sends payment to the insurance carrier. Failure to pay on time will result in forfeiture of coverage.
6. Parental leave may be covered under the FMLA act if the bargaining unit member so chooses.

F. ASSAULT LEAVE

1. A collective bargaining unit member assaulted while in the course of his/her employment and physically or psychologically disabled from such assault will remain on the payroll as a regular employee and will receive all benefits. To be eligible for assault leave, the bargaining unit member will:
 - a. Make a written statement concerning the assault on forms provided by the Board.
2. Such leave will commence on the first day of absence and continue until the bargaining unit member elects (a) to return to work, (b) to receive retirement/disability benefits under the state retirement system, or (c) to resign.

3. If medical attention is required, a certificate from a licensed physician stating the nature of the disability and its duration will be required before assault leave can be approved for payment.
4. The days so used will not be deducted from the bargaining unit member's sick leave, except in cases where a collective bargaining unit member fails to comply with the above provisions.
5. Falsification of any of the bargaining unit member's statement or the physician's statement will be grounds for suspension and/or termination employment under Ohio Revised Code §3319.16.

G. LEGAL LEAVE

1. Bargaining unit members who are requested to perform jury duty will be granted paid leave. During such leave the bargaining unit member will be considered as being in attendance. The bargaining unit member will suffer no loss of salary, benefits, or other contractual advantage as a result of such leave. The bargaining unit member will turn over to the Board money he/she receives as payment for jury duty service.
2. Bargaining unit members who are subpoenaed or otherwise summoned to appear in court on behalf of a parent/guardian or guardian ad litem of one of their students will be granted paid leave provided that advance court documentation is provided.

H. FAMILY MEDICAL LEAVE ACT

1. The Board and the members will comply with the provisions of the Family Medical Leave Act, provided, however, that the member will use leave under FMLA concurrent with any other leave for which the member may be eligible under the provisions of this contract. The provisions of this paragraph will not be applicable to intermittent leave not covered by the Family Medical Leave Act.
2. The twelve month period will begin on the first day the bargaining unit member takes leave under this provision.

I. BARGAINING UNIT MEMBER ON SPECIAL ASSIGNMENT

1. The Bargaining unit member on special assignment provides support for the implementation of the district's educational mission through articulation and application of foundational structures, content and curriculum development, and instructional strategies in partnership with the educational community; they may also provide leadership in the planning, coordination, and implementation of a subject area, special project, coaching, mentoring or grade level instructional program.
 - a. The superintendent and administration reserves all rights to approve or deny the leave assignment and duration.
 - b. The Bargaining unit member on special assignment possesses all rights as written in the contract including fringe benefits.

- c. The Bargaining unit member on special assignment will be able to return to their previous contracted position at the completion of the Special Assignment.
- d. The Bargaining unit member on special assignment will be evaluated utilizing the evaluation instrument based on the state and locally approved processes and forms.
- e. Every reasonable effort will be made to place a certified educator into the temporary vacancy created by the special assignment.

ARTICLE IX EVALUATION

A. PHILOSOPHY

1. The Board and the Association agree that the District's evaluation program will include the following:
 - a. A uniform instrument for rating bargaining unit members.
 - b. A philosophy of evaluation whereby the evaluator will assist the bargaining unit member in improving his/her instructional and professional performance.

B. EVALUATORS

1. An evaluator must be a credentialed contracted employee of the Wauseon Exempted Village District. Credentialed building administrators that are employed by the board will observe and evaluate the bargaining unit members in their respective building unless both the WEA and representation of the board mutually agree upon another building administrator, district administrator, or the central office evaluator.

C. EVALUATION INSTRUMENT

1. The Evaluation Instrument will utilize state and locally approved processes and forms, which will be used by the bargaining unit member's evaluator. The forms are online at the Ohio Department of Education's website.
2. When changes to state law require a change in evaluation procedures or when both parties agree to it, a committee composed of no more than four (4) persons appointed by the Superintendent and no more than four (4) persons appointed by the Association will be established to devise an evaluation procedure, criteria, and instrument. The committee will submit its recommendations to the Board and the Association for approval prior to becoming the uniform method for evaluation during the ensuing school year.

D. ORIENTATION

1. Not later than September 30th of each year, each bargaining unit member will be notified in writing of the name and position of the individual evaluating him/her for that school year.
2. The District will hold an OTES/OSCES overview meeting for bargaining unit members being evaluated no later than September 30th of each school year.

E. SCHEDULE OF EVALUATION

1. State and locally approved evaluation schedules will be followed.
2. Bargaining unit members will be observed under the following guidelines:

- a. In the year when a bargaining unit member's contract expires, three (3) formal observations will be conducted. The observations should last a minimum of thirty (30) minutes and be reasonably balanced so that they take place throughout the school year. The administration may waive the right to observe bargaining unit members. However, under no circumstances will a bargaining unit member's contract be non-renewed unless a minimum of three (3) observations have been completed.
- b. In any year when a bargaining unit member's contract does not expire, two (2) formal observations will be completed. The observations should last a minimum of thirty (30) minutes and be reasonably balanced so that they take place throughout the school year. The administration may waive the right to observe bargaining unit members who are rated "skilled" or "accomplished".
- c. Bargaining unit members will receive a post-evaluation conference no later than five (5) work days after the formal observation.
- d. Any bargaining unit member who works in multiple buildings throughout the District will be observed at least once in each building where he/she works; so long as this does not increase the total number of observations that bargaining unit member receives.

F. FINALIZATION OF EVALUATION

1. No later than May 10, a copy of the formal written evaluation report will be given to the bargaining unit member and a conference will be held between the bargaining unit member and the evaluator.
2. The bargaining unit member will have the right to make a written response to the evaluation report to be placed in the bargaining unit member's personnel file.

G. IMPROVEMENT PLAN

1. An Improvement Plan is a clearly articulated assistance program for a bargaining unit member whose performance on key professional indicators has been documented to be ineffective or developing by the evaluator.

H. REMOVAL OF POORLY PERFORMING BARGAINING UNIT MEMBERS

1. Poorly performing bargaining unit members may be removed, upon recommendation of the Superintendent, and through the requirements of the collective bargaining agreement and/or Ohio law, either through nonrenewal or termination.
2. Nothing in this article will be deemed to present the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law and the terms of this agreement. The evaluation system and procedures set forth in this Agreement will not create an expectation of continued employment for bargaining unit members on a limited contract.

The Board reserves its right to nonrenew a bargaining unit member evaluated under this article in accordance with ORC 3319.11 notwithstanding the bargaining unit member's summative rating.

I. SUPPLEMENTAL REVIEWS

1. Upon the request of either party, the Supplemental Evaluation Instrument will be reviewed by a committee for supplementals. The committee will be composed of no more than three (3) persons appointed by the Association and no more than three (3) persons appointed by the Superintendent.
2. Building administrators will conduct one (1) performance review of all head class, club, and activity advisers in that adviser's first contracted supplemental year, and will regularly review the performance of that adviser afterwards. Head athletic coaches will be reviewed regularly by the Athletic Director under the same standard. Performance reviews will include a written statement of the organizations strengths and improvement goals.

**ARTICLE X
FAIR DISMISSAL PROCEDURE**

A. FAIR DISMISSAL PROCEDURE

1. When an unsatisfactory situation or serious and repeated problem related to the employment performance of a bargaining unit member is observed by the principal, a conference will be scheduled with the bargaining unit member. The bargaining unit member-principal conference will take place as soon as practical, on or before April 1.
2. The purpose of the conference is to make the bargaining unit member aware in writing of unsatisfactory performance, to make written recommendations for correction, and to indicate that if the situation is not corrected, there will be a recommendation for non-renewal of contract.
3. At this time, the bargaining unit member will have the opportunity to present his/her written response to the principal and his/her plans for improvement of the unsatisfactory situation.
4. The bargaining unit member will have an opportunity to meet with the Superintendent and Principal, and in writing, present his/her information regarding the unsatisfactory situation and/or performance and review material concerning non-renewal.
5. The Superintendent will notify the bargaining unit member, in writing, of his recommendation prior to making a recommendation to the Board of Education.
6. The bargaining unit member will have the right to appeal the recommendation in a hearing before the Board of Education.
7. The procedure for fair dismissal set forth herein supersedes the provisions of Section 3319.11, Revised Code.

**ARTICLE XI
VACANCIES, TRANSFERS, AND REASSIGNMENTS**

A. POSTING OF VACANCIES

1. Definition: A vacancy is defined as an open teaching and/or supplemental position which the Board intends to fill.
2. When the Superintendent determines that a vacancy exists in a teaching position, and/or a supplemental position, he will cause a notice to be posted at each school in a common-use area, the Superintendent's office and in an electronic format available to all bargaining unit members. The vacancy will be posted for at least five (5) working days. A copy of posting will be sent to the WEA President. The posting will include the following information:
 - a. Position available
 - b. Requirements for job
 - c. Deadline for application
 - d. Effective starting date
 - e. Any additional pertinent information

B. TRANSFER ASSIGNMENT

1. Voluntary Transfer
 - a. A bargaining unit member may submit a letter of interest for a voluntary transfer for positions in which they are certified/licensed.
 - b. The letter of interest will remain in effect until the first contracted day of the next school year.
 - c. The letter of interest will serve as a response to certified internal postings of the school district during the time period specified in section 1(b).
 - d. Qualified bargaining unit members who have submitted a letter of interest will be granted an interview.
2. Involuntary Transfer
 - a. A bargaining unit member being involuntarily transferred will be notified via a conference with the Superintendent or his/her designee for transfers involving a change in building assignment. A bargaining unit member being involuntarily transferred will be notified via conference with the building principal for transfers within the same building. The bargaining unit member will be notified prior to board action. A written reason will be provided to the bargaining unit member at this conference.

The written reason will address specific issues within the District and explain how transferring the bargaining unit member may help resolve those issues. The said written reason will not be subject to a grievance.

- b. Bargaining unit members who have been involuntarily transferred will maintain the right to apply for any vacancy posted in the District.
- c. A bargaining unit member will not be involuntarily transferred more often than twice in a forty-eight month period.
- d. Bargaining unit members who are involuntarily transferred under the provisions of this section will be provided an appropriation to the purchase supplemental and support materials related to their new position as approved by the building principal.

3. Board Approval

- a. Official Board minutes will reflect only that a bargaining unit member is being transferred and will not label such transfers as “voluntary” or “involuntary”.

**ARTICLE XII
EMPLOYMENT OF RETIRED BARGAINING UNIT MEMBER**

A. CONDITIONS OF EMPLOYMENT

1. The terms of employment for a newly employed but previously retired certificated bargaining unit member will be as per the contract except as follows:
 - a. Retirement from the district will be considered a break in employment.
 - b. Former bargaining unit members of the district will be precluded from service credit earned prior to retirement.
 - c. A minimum of three (3) years' service credit will be given for experience at the appropriate education level attained.
 - d. The bargaining unit member will not be eligible for severance or college reimbursement.
 - e. The bargaining unit member will receive one (1) year limited contracts and will not be eligible for continuing contracts as provided for in the Section 3319.11 ORC.
 - f. The bargaining unit member will receive the same option for health insurance as other bargaining unit members as listed in Article XI, "Health Insurance"

B. TIME FRAME

1. In order to meet the new State Teachers' Retirement system requirements of public notifications and public hearings, any bargaining unit member interested in pursuing this option must submit their resignation no later than April 1 of the school year preceding their desired re-employment.

C. NON-GRIEVABLE

1. The provisions of this article are not grievable under Article VIII of this Agreement or through any action or claim filed with SERB or a court of law.

**ARTICLE XIII
REDUCTION IN FORCE**

A. AUTHORITY TO INSTITUTE REDUCTION IN FORCE

1. The Wauseon Board, when it deems necessary, may reduce the number of teaching positions, but such reductions will be limited to such reasons as:
 - a. Decline in student enrollment.
 - b. Return to duty of regular bargaining unit members after leaves of absence.
 - c. Suspension of schools or territorial changes affecting the District.
 - d. Lack of sufficient operating funds.

B. ORDER OF REDUCTION IN FORCE

1. If staff reduction is deemed necessary, the reduction will be made as follows:
 - a. Suspension of contracts will occur to bargaining unit members holding a limited contract first and will be on a last employed-first to be suspended by teaching field basis.
 - b. If the suspension of the contract is necessary for any bargaining unit members holding a continuing contract, this will be on a last employed first to be suspended teaching field basis.
 - c. Displacement rights will be exercised by all bargaining unit members within their respective contract status (continuing contract or limited) with no bargaining unit member holding a limited contract exercising displacement over a bargaining unit member holding a continuing contract. Displacement will be limited to areas of the bargaining unit member's certification.
 - d. If a bargaining unit member has been required to obtain a certificate to meet the requirements of the current teaching assignment and also holds provisional or higher certification in other teaching fields, that bargaining unit member will be placed with the appropriate contract status group and according to seniority and provisional or higher certification areas will have displacement rights.

C. SENIORITY

1. Seniority will be defined as continuous employment of a bargaining unit member beginning with the date of the Board meeting at which the bargaining unit member was hired, with all leave inclusive. Seniority will be lost when a bargaining unit member resigns or retires. In the event that more than one bargaining unit member has the same starting date of work, positions on the seniority list will be determined by drawing lots.

D. RECALL

1. Bargaining unit members whose contracts have been suspended will have rights to recall as follows:
 - a. First recall will be of bargaining unit members holding a continuing contract in order of seniority within the bargaining unit member's area(s) of certification.
 - b. If vacancies cannot be filled by bargaining unit members holding a continuing contract, then bargaining unit members holding a limited contract will be recalled in order of seniority within the bargaining unit member's area(s) of certification.
 - c. The recall list will be maintained for a period of three (3) years. Thereafter, a bargaining unit member on layoff will lose his/her right to recall.
 - d. Acceptance of other full-time teaching employment with another school does not extinguish the right to a recall.
 - e. It will be the bargaining unit member's responsibility to provide the Board with their current telephone number and/or email, as well as requiring the bargaining unit member to respond to a notice of vacancy within seven (7) calendar days of the receipt of a phone call, text and/or email. Refusal or failure of the bargaining unit member to respond to a notice of vacancy will constitute a refusal of the recall, and the bargaining unit member's name will be removed from the recall list.

E. NOTICE

1. When staff reduction is necessary, the Superintendent will give notice of the intent to recommend the suspension of contracts to all bargaining unit members so affected sixty (60) calendar days prior to Board action to reduce staff. The Board will attempt to reduce staff through attrition before resorting to reduction in force.
2. A list will be prepared and updated annually ranking all bargaining unit members holding a continuing contract in the District by seniority, giving areas of certification and present teaching and building assignment; then all bargaining unit members holding a limited contract in the District by seniority, giving areas of certification, and present teaching and building assignments. Each bargaining unit member whose contract is to be suspended and the Wauseon Education Association will receive copies of this list. Bargaining unit members will promptly notify the Superintendent of any change in his/her certification status.

F. BENEFITS

1. Bargaining unit members on layoff may continue to participate in benefit programs at their own expense for one year, provided that the insurance carrier permits such continuation of benefits, and provided further that the bargaining unit member must pay the full premium to the Treasurer not later than the 15th of the month preceding the date on which the Treasurer must send the payment to the insurance carrier.

G. PROVISIONS

1. The provisions of this article supersede the provisions of section 3319.17 R.C.

**ARTICLE XIV
GRIEVANCE PROCEDURE**

A. GRIEVANCE PROCEDURE

1. Nothing contained in this procedure will be construed as limiting the individual right of a bargaining unit member having a complaint or problem to discuss the matter informally with the members of the administration through normal channels of communication. During all phases of the grievance process, an Association officer will have the right to be present.

B. DEFINITIONS

1. A grievance is defined as a complaint involving the alleged violation, misinterpretation, or misapplication of a written provision of the negotiated agreement entered into between the Board and the Association.
2. A grievant will mean a bargaining unit member, the Association, or a group of bargaining unit members. Where more than one bargaining unit member is grieving, each will sign the grievance.

C. GENERAL

1. The fact that a bargaining unit member files a grievance will not be recorded in his/her personnel file or in any file used in the transfer, assignment, or promotion process; nor will such fact be used in any recommendation for re-employment or recommendation for other employment; nor will the bargaining unit member, the Association, or its officials be placed in jeopardy or be subject for reprisal or discrimination for having followed this grievance procedure.
2. The time limits specified in this procedure may be extended by written agreement of the parties involved.
3. If a grievance hearing or a meeting with the Administration is scheduled during the unit members' work day, the unit member(s) required to be present for the hearing or meeting will be released without loss of pay or benefit.

D. STEP ONE

1. Any bargaining unit member having a grievance will first discuss such grievance with his/her building principal.

E. STEP TWO

1. If the discussion does not resolve the grievance to the satisfaction of the grievant, such grievant will have the right to lodge a written grievance with such building principal. Said grievance will be filed within thirty (30) calendar days after the grievant knew, or through the exercise of reasonable diligence should have known, of the occurrence of the facts upon which the grievance is based. If a grievance is not filed or advanced within the appropriate time limits, the right of the grievant to grieve or to continue the grievance is waived.

2. If the administration does not respond to the grievance within the appropriate time limits said grievance is advanced to the next step.
3. The written grievance will be on a standard form (see Appendix "F") and will contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the negotiated agreement allegedly violated, misinterpreted or misapplied. A copy of such grievance will be filed with the Superintendent. The grievant will have a right to request a hearing before the building principal. Such hearing will be conducted within five (5) working days after the receipt of such request. The grievant and the Association will be advised in writing of the time, place and date of such hearing and the grievant will have the right to be represented at such hearing by a representative of the Association. The building principal will take action on the written grievance within five (5) working days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action will be reduced to writing and copies sent to the grievant, the Association, and the Superintendent.

F. STEP THREE

1. If the action taken by the building principal does not resolve the grievance to the satisfaction of the grievant such grievant may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the principal's action on said grievance will be deemed a waiver of the right to appeal. Upon request, a hearing will be conducted by the Superintendent within five (5) working days after the receipt of the request. The grievant will have the right to be represented at such hearing by a representative of the Association. The Superintendent will take action on the appeal of the grievance within five (5) working days after receipt of the appeal, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action will be reduced to writing and copies sent to the grievant, the Association, and the building principal.

G. STEP FOUR

1. If the Association is not satisfied with the disposition of the grievance by the Superintendent at Step Three, the Association may request a hearing before an arbitrator. The Association's request for arbitration will be made in writing within thirty (30) calendar days following the receipt of the disposition of the grievance in Step Three. The Association's request for arbitration will be by certified mail with return receipt requested to the Superintendent. Within five (5) working days following receipt by the Superintendent of the Association's request for arbitration, the Board or its designated representative and the Association will mutually petition the American Arbitration Association to provide a list of arbitrators in accordance with its Voluntary Labor Arbitration Rules. Once the arbitrator has been selected he/she will proceed with the arbitration on the grievance in accordance with these rules. If the question of arbitrability is raised in connection with a grievance, the arbitrator will first decide this question before moving on to the grievance itself.
2. The arbitrator will have the authority to consider only a single grievance or several grievances involving a common question(s) of interpretation or application.

3. The arbitrator will hold the necessary hearing and issue the decision within such time as may be agreed upon. The decision will be in writing and copy sent to all parties present at the hearing. The decision of the arbitrator will be final and binding upon all parties.
4. The arbitrator will not have the authority to add to, subtract from, modify, change, or alter any of the provisions of this collective bargaining agreement, nor add to, detract from, or modify the language therein in arriving at a determination of any issue. Furthermore, the arbitrator is strictly prohibited from making a decision contrary to law.
5. The costs and expense of the arbitrator and American Arbitration Association will be shared equally by the Board and the Association.

**ARTICLE XV
NEGOTIATION AND RATIFICATION PROCEDURES**

A. SCOPE OF NEGOTIATIONS

1. The subjects of bargaining will be wages, hours, or terms and other conditions of employment and the deletion, modification or continuation of a provision of this Contract.

B. DIRECTING REQUESTS

1. Requests for negotiation meetings from the Association will be made directly to the Superintendent. Requests from the Board will be made to the President of the Association. Request from either party for commencement of negotiations will be made no earlier than one hundred twenty (120) calendar days and no later than ninety (90) calendar days prior to the expiration of the existing Agreement. These requests will contain a description of the items and/or topics for negotiations.

C. NEGOTIATION MEETINGS

1. An agreement will be reached by the Board and the Association within five (5) calendar days of the request as to time and place of the meeting, which will be held within fifteen (15) calendar days after the request has been submitted, unless both parties agree to an extension of time. Further meetings will be held at the request of either party involved. Negotiations meetings will be held in executive session unless mutually agreed to by both parties.

D. REPRESENTATIONS

1. The Board and/or their designated representatives will meet with representatives of the Association to negotiate in good faith.
2. The Board will determine its team representatives. The Association will determine its team representatives. The designated negotiators will not exceed seven (7) members for each team.

E. ASSISTANCE

1. The parties may call upon professional and lay consultants to consider matters under discussion and to make suggestions. Both parties will make a good-faith attempt to negotiate without bringing outside consultants into negotiating meetings. If both parties agree that negotiations have stalled, each party may bring in up to two (2) consultants to assist in any of the negotiations meetings.

F. INFORMATION

1. The Board and Superintendent agree to furnish the Association's Negotiations Committee, upon request, and in reasonable time, both prior to and during negotiations, all regularly and routinely prepared information concerning financial resources of the District. Likewise, the Association will provide relevant information to the Board within a reasonable time after the Board team's request.

G. NEGOTIATION CONDUCT

1. **Spokesperson** - At the first negotiations meeting, each negotiating team will identify its spokesperson; and that person will have authority, with the approval of the team, to recommend, to revise, and to agree to a tentative proposal.
2. **Recesses** - The spokesperson of either team may recess his team for independent caucus at any time. Caucuses will be no longer than thirty (30) minutes unless mutually agreed to by the parties.
3. **Item Agreement** - As negotiations items receive tentative agreement, they will be reduced to writing and initialed by the spokesperson of each team.
4. **Scheduling of Meetings** - At the beginning of the negotiations process a series of tentative meeting dates will be scheduled. Each meeting will include a decision on an agreed time and place for the next subsequent meeting.
5. **Protocol** - No action to coerce, censor, or penalize any negotiating participant will be made or implied as a result of participation in the negotiating process.
6. **Press Releases** - Either party will be able to issue press releases. A copy of any release will be sent to the other party at the same time and in the same manner as such information is released to the press.

H. RATIFICATION PROCEDURE

1. When an agreement is reached through negotiating, the outcome (including terms and effective dates) will be reduced to writing and submitted to the Association and Board for formal approval. Following ratification of the Agreement by both parties, the Agreement will then be signed by the parties and will be binding on both parties.

I. DISPUTE RESOLUTION PROCEDURE

1. In the event that the foregoing negotiations do not produce an agreement on all issues submitted for negotiations, either party may declare impasse and request that all unresolved issues be submitted to mediation. Upon written request by either party that an impasse has been declared; a joint request will be submitted to Federal Mediation and Conciliation Service immediately to appoint a mediator to assist in the resolution of all remaining issues. In the event a mediated settlement cannot be achieved, the neutral will issue an advisory recommendation for resolving the disagreement.

The Board and the Association will present the report to their respective members for a vote within ten (10) calendar days. Unless either the Association or the Board rejects the report by a majority vote, a new contract will be entered into in accordance with its recommendations.

- a. **Ratification** - The Board and the Association will present the report to their respective members for a vote within ten (10) calendar days. Unless either the Association or the Board rejects the report by a majority vote, a new contract will be entered into in accordance with its recommendations.
- b. **Exceptions** - The time limits and other provisions set forth above may be waived or adjusted by mutual agreement.
- c. **Costs** - Costs incurred in securing and utilizing the services of a neutral party will be shared equally by the Board and the Association.
- d. **Procedure** - The procedure established by this Section constitutes the agreed Dispute Resolution Procedure between the parties under Revised Code Section 4117.14(C), and, except by mutual agreement, no other dispute resolution procedure will be utilized.

**ARTICLE XVI
NO STRIKE/NO LOCKOUT**

A. NO STRIKE

1. The Association recognizes its legal obligation not to strike during the term of this Contract and before Dispute Resolution Procedures are exhausted, but it does not waive its rights to strike, upon statutory notice, after Contract expiration and exhaustion of Dispute Resolution Procedures.

B. NO LOCKOUT

1. The Board will not lockout bargaining unit members during the term of this Contract or while Dispute Resolution Procedure is in process.

**ARTICLE XVII
PROVISIONS CONTRARY TO LAW**

A. PROVISIONS CONTRARY TO LAW

1. If any provision of this document or any application of the document to any bargaining unit member will be found contrary to law, by the U. S. Supreme Court or Ohio Supreme Court, the parties will bargain the impact of the court decision and bring the Contract into compliance. Then this provision or application will be deemed invalid except to the extent permitted by law; but all other provisions thereof will continue in full force and effect.
2. In accordance with the authority as set forth in Chapter 4117 of the Ohio Revised Code, the provisions of this agreement will supersede and replace any contrary provisions of the Ohio Revised Code and any Ohio Supreme Court decisions interpreting the Ohio Revised Code.

**ARTICLE XVIII
COMPLETE AGREEMENT**

A. COMPLETE AGREEMENT

1. This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices between the Board and Association, and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto will not be binding upon either party unless executed in writing and ratified by the parties to this Agreement.

**ARTICLE XIX
DURATION**


A. DURATION

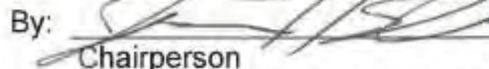
1. This Agreement shall be effective upon ratification, except that the effective date of the economic provision of the Agreement is September 1, 2022. This Agreement will remain in full force and effect until August 31, 2025.

2. This Agreement was ratified by the Wauseon Education Association at a general meeting held on the 23rd day of June, 2022 and was ratified by the Board of Education of the Wauseon Exempted Village School District as a meeting held on the 25th day of July, 2022.

WAUSEON EDUCATION ASSOCIATION

By: 
President

By: 
Secretary

By: 
Chairperson
W.E.A. Negotiating Committee

**THE BOARD OF EDUCATION OF
WAUSEON EXEMPTED VILLAGE
SCHOOL DISTRICT**

By: 
President

By: 
Treasurer

By: 
Superintendent

WAUSEON EXEMPTED VILLAGE SCHOOLS
APPENDIX "A" - SALARY SCHEDULE & INDEX
Article XII - Compensation

0.0% 2022-2023 Increase
38,640 FY23 Base Salary

Step	BA	BA	BA+150	BA+150	MA	MA	MA+15	MA+15	MA+30	MA +30
0	38,640	1.0000	40,186	1.0400	42,118	1.0900	44,050	1.1400	44,050	1.1400
1	40,418	1.0460	42,118	1.0900	44,243	1.1450	46,175	1.1950	46,175	1.1950
2	42,195	1.0920	44,050	1.1400	46,368	1.2000	48,300	1.2500	48,300	1.2500
3	43,973	1.1380	45,982	1.1900	48,494	1.2550	50,426	1.3050	50,426	1.3050
4	45,750	1.1840	47,914	1.2400	50,619	1.3100	52,551	1.3600	52,551	1.3600
5	47,528	1.2300	49,846	1.2900	52,744	1.3650	54,676	1.4150	54,676	1.4150
6	49,305	1.2760	51,778	1.3400	54,869	1.4200	56,801	1.4700	56,801	1.4700
7	51,083	1.3220	53,710	1.3900	56,994	1.4750	58,926	1.5250	58,926	1.5250
8	52,860	1.3680	55,642	1.4400	59,120	1.5300	61,052	1.5800	61,052	1.5800
9	54,637	1.4140	57,574	1.4900	61,245	1.5850	63,177	1.6350	63,177	1.6350
10	56,415	1.4600	59,506	1.5400	63,370	1.6400	65,302	1.6900	65,302	1.6900
11	58,192	1.5060	61,438	1.5900	65,495	1.6950	67,427	1.7450	67,427	1.7450
12	59,970	1.5520	63,370	1.6400	67,620	1.7500	69,552	1.8000	69,552	1.8000
13	59,970	1.5520	65,302	1.6900	69,746	1.8050	71,678	1.8550	71,678	1.8550
14	59,970	1.5520	65,302	1.6900	71,871	1.8600	73,803	1.9100	73,803	1.9100
15	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
16	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
17	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
18	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
19	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
20	59,970	1.5520	65,302	1.6900	71,871	1.8600	75,928	1.9650	78,053	2.0200
21	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
22	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
23	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
24	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
25	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
26	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
27	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
28	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
29	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
30	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
31	61,747	1.5980	67,234	1.7400	73,996	1.9150	78,053	2.0200	80,372	2.0800
32	63,525	1.6440	69,166	1.7900	76,121	1.9700	80,178	2.0750	82,690	2.1400
33	63,525	1.6440	69,166	1.7900	76,121	1.9700	80,178	2.0750	82,690	2.1400
34	63,525	1.6440	69,166	1.7900	76,121	1.9700	80,178	2.0750	82,690	2.1400
35+	63,525	1.6440	69,166	1.7900	76,121	1.9700	80,178	2.0750	82,690	2.1400

Bargaining unit members with 25 years experience or more will have
\$800 longevity payment added to the amount shown on step 21
Bargaining unit members with 28 years experience or more will have
\$1,100 longevity payment added to the amount shown on step 21

WAUSEON EXEMPTED VILLAGE SCHOOLS

APPENDIX "A" - SALARY SCHEDULE

Article XII - Compensation

**2.0% 2023-2024 Increase
39,413 FY24 Base Salary**

Step	BA	BA	BA+150	BA+150	MA	MA	MA+15	MA+15	MA+30	MA +30
0	39,413	1.0000	40,990	1.0400	42,960	1.0900	44,931	1.1400	44,931	1.1400
1	41,226	1.0460	42,960	1.0900	45,128	1.1450	47,099	1.1950	47,099	1.1950
2	43,039	1.0920	44,931	1.1400	47,296	1.2000	49,266	1.2500	49,266	1.2500
3	44,852	1.1380	46,902	1.1900	49,464	1.2550	51,434	1.3050	51,434	1.3050
4	46,665	1.1840	48,872	1.2400	51,631	1.3100	53,602	1.3600	53,602	1.3600
5	48,478	1.2300	50,843	1.2900	53,799	1.3650	55,770	1.4150	55,770	1.4150
6	50,291	1.2760	52,814	1.3400	55,967	1.4200	57,937	1.4700	57,937	1.4700
7	52,104	1.3220	54,784	1.3900	58,134	1.4750	60,105	1.5250	60,105	1.5250
8	53,917	1.3680	56,755	1.4400	60,302	1.5300	62,273	1.5800	62,273	1.5800
9	55,730	1.4140	58,726	1.4900	62,470	1.5850	64,440	1.6350	64,440	1.6350
10	57,543	1.4600	60,696	1.5400	64,637	1.6400	66,608	1.6900	66,608	1.6900
11	59,356	1.5060	62,667	1.5900	66,805	1.6950	68,776	1.7450	68,776	1.7450
12	61,169	1.5520	64,637	1.6400	68,973	1.7500	70,944	1.8000	70,944	1.8000
13	61,169	1.5520	66,608	1.6900	71,141	1.8050	73,111	1.8550	73,111	1.8550
14	61,169	1.5520	66,608	1.6900	73,308	1.8600	75,279	1.9100	75,279	1.9100
15	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
16	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
17	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
18	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
19	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
20	61,169	1.5520	66,608	1.6900	73,308	1.8600	77,447	1.9650	79,614	2.0200
21	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
22	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
23	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
24	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
25	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
26	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
27	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
28	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
29	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
30	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
31	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,614	2.0200	81,979	2.0800
32	64,795	1.6440	70,549	1.7900	77,644	1.9700	81,782	2.0750	84,344	2.1400
33	64,795	1.6440	70,549	1.7900	77,644	1.9700	81,782	2.0750	84,344	2.1400
34	64,795	1.6440	70,549	1.7900	77,644	1.9700	81,782	2.0750	84,344	2.1400
35+	64,795	1.6440	70,549	1.7900	77,644	1.9700	81,782	2.0750	84,344	2.1400

Bargaining unit members with 25 years experience or more will have
\$800 longevity payment added to the amount shown on step 21
Bargaining unit members with 28 years experience or more will have
\$1,100 longevity payment added to the amount shown on step 21

WAUSEON EXEMPTED VILLAGE SCHOOLS

APPENDIX "A" - SALARY SCHEDULE

Article XII - Compensation

Reopener 2024-2025 Increase

39,413 *FY25 Base Salary*

Step	BA	BA	BA+150	BA+150	MA	MA	MA+15	MA+15	MA+30	MA +30
0	39,413	1.0000	40,990	1.0400	42,961	1.0900	44,931	1.1400	44,931	1.1400
1	41,226	1.0460	42,961	1.0900	45,128	1.1450	47,099	1.1950	47,099	1.1950
2	43,039	1.0920	44,931	1.1400	47,296	1.2000	49,267	1.2500	49,267	1.2500
3	44,852	1.1380	46,902	1.1900	49,464	1.2550	51,434	1.3050	51,434	1.3050
4	46,665	1.1840	48,873	1.2400	51,632	1.3100	53,602	1.3600	53,602	1.3600
5	48,478	1.2300	50,843	1.2900	53,799	1.3650	55,770	1.4150	55,770	1.4150
6	50,291	1.2760	52,814	1.3400	55,967	1.4200	57,938	1.4700	57,938	1.4700
7	52,104	1.3220	54,785	1.3900	58,135	1.4750	60,105	1.5250	60,105	1.5250
8	53,917	1.3680	56,755	1.4400	60,302	1.5300	62,273	1.5800	62,273	1.5800
9	55,730	1.4140	58,726	1.4900	62,470	1.5850	64,441	1.6350	64,441	1.6350
10	57,543	1.4600	60,697	1.5400	64,638	1.6400	66,608	1.6900	66,608	1.6900
11	59,356	1.5060	62,667	1.5900	66,806	1.6950	68,776	1.7450	68,776	1.7450
12	61,169	1.5520	64,638	1.6400	68,973	1.7500	70,944	1.8000	70,944	1.8000
13	61,169	1.5520	66,608	1.6900	71,141	1.8050	73,112	1.8550	74,885	1.9000
14	61,169	1.5520	66,608	1.6900	73,309	1.8600	75,279	1.9100	79,221	2.0100
15	61,169	1.5520	66,608	1.6900	73,309	1.8600	77,447	1.9650	79,615	2.0200
16	61,169	1.5520	66,608	1.6900	73,309	1.8600	77,644	1.9700	80,009	2.0300
17	61,169	1.5520	66,608	1.6900	73,703	1.8700	78,038	1.9800	80,403	2.0400
18	61,169	1.5520	67,003	1.7000	74,097	1.8800	78,432	1.9900	80,797	2.0500
19	61,169	1.5520	67,791	1.7200	74,491	1.8900	78,826	2.0000	81,191	2.0600
20	61,169	1.5520	68,185	1.7300	74,885	1.9000	79,221	2.0100	81,585	2.0700
21	62,982	1.5980	68,579	1.7400	75,476	1.9150	79,615	2.0200	83,162	2.1100
22	62,982	1.5980	68,579	1.7400	75,673	1.9200	80,009	2.0300	83,162	2.1100
23	62,982	1.5980	68,579	1.7400	75,673	1.9200	80,009	2.0300	83,162	2.1100
24	62,982	1.5980	68,579	1.7400	76,068	1.9300	80,403	2.0400	83,162	2.1100
25	63,850	1.6200	69,564	1.7650	76,462	1.9400	80,797	2.0500	83,162	2.1100
26	63,850	1.6200	69,564	1.7650	76,462	1.9400	80,797	2.0500	83,950	2.1300
27	63,850	1.6200	69,564	1.7650	76,462	1.9400	80,797	2.0500	84,738	2.1500
28	64,638	1.6400	70,353	1.7850	76,856	1.9500	81,191	2.0600	85,527	2.1700
29	64,638	1.6400	70,353	1.7850	76,856	1.9500	81,191	2.0600	85,527	2.1700
30	64,638	1.6400	70,353	1.7850	76,856	1.9500	81,585	2.0700	85,527	2.1700
31	64,638	1.6400	70,353	1.7850	76,856	1.9500	81,585	2.0700	85,527	2.1700
32	65,426	1.6600	71,338	1.8100	78,826	2.0000	83,556	2.1200	85,527	2.1700
33	65,426	1.6600	71,338	1.8100	78,826	2.0000	83,556	2.1200	85,527	2.1700
34	65,426	1.6600	71,338	1.8100	78,826	2.0000	83,556	2.1200	85,527	2.1700
35+	65,426	1.6600	71,338	1.8100	78,826	2.0000	83,556	2.1200	85,527	2.1700

WAUSEON EXEMPTED VILLAGE SCHOOLS
 APPENDIX 'E' - UNIFIED SUPPLEMENTAL SALARY SCHEDULE
 Article XII - Compensation

0.00% 2022-2023 Increase
 \$38,840 FY23 Base Salary

POSITION	0-2 Years		3-5 Years		6-8 Years		Above 8	
Head Basketball Coach	18.75%	7,245	19.25%	7,438	19.75%	7,631	20.25%	7,825
Head Football Coach	18.75%	7,245	19.25%	7,438	19.75%	7,631	20.25%	7,825
Head Wrestling Coach	18.75%	7,245	19.25%	7,438	19.75%	7,631	20.25%	7,825
Head Baseball Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Head Cross Country Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Head Softball Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Head Swim Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Head Track Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Head Volleyball Coach	14.50%	5,603	15.00%	5,796	15.50%	5,989	16.00%	6,182
Instr. Ensembles Director	12.50%	4,830	13.00%	5,216	14.50%	5,603	15.50%	5,989
Head Bowling Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Head Cheerleader Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Head Golf Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Head Soccer Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Head Tennis Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Dive Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Assistant Basketball Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Assistant Football Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Assistant Volleyball Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Assistant Wrestling Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Head Speech Team Coach	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Spring Musical Director	11.75%	4,540	12.25%	4,733	12.75%	4,927	13.25%	5,120
Stage Manager/Stage Crew Adviser	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Baseball Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Cheerleader Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Cross Country Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Soccer Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Softball Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Swim Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Track Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Instrumental Director	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Assistant Musical Director	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Freshman Basketball Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Freshman Football Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Freshman Volleyball Coach	10.00%	3,864	10.50%	4,057	11.00%	4,250	11.50%	4,444
Jr. High Basketball Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Jr. High Cross Country Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Jr. High Football Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Jr. High Track Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Jr. High Volleyball Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Jr. High Wrestling Coach	9.00%	3,478	9.50%	3,671	10.00%	3,864	10.50%	4,057
Student Council Adviser (HS)	7.25%	2,801	7.50%	2,898	8.00%	3,091	8.50%	3,284
Assistant Speech Coach	7.25%	2,801	7.50%	2,898	8.00%	3,091	8.50%	3,284
Marching Band Auxiliary	7.25%	2,801	7.50%	2,898	8.00%	3,091	8.50%	3,284
Vocal Ensembles	7.25%	2,801	7.50%	2,898	8.00%	3,091	8.50%	3,284
Jr. High Cheerleader Coach	6.70%	2,589	7.10%	2,743	7.50%	2,898	7.90%	3,053
District Mentor Coordinator	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
District RTI Coordinator	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
Fall Play Director	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
Junior Class Adviser	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
National Honor Society	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
Musical Orchestra Director	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
Archery Adviser	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
Instrumental Specialist	5.75%	2,222	6.00%	2,318	6.25%	2,415	6.75%	2,608
District Mentor	4.50%	1,739	5.00%	1,932	5.50%	2,125	6.00%	2,318
LPDC	4.50%	1,739	5.00%	1,932	5.50%	2,125	6.00%	2,318
FFA Adviser	4.25%	1,642	4.50%	1,739	5.00%	1,932	5.50%	2,125
Girls Christian Fellowship	4.25%	1,642	4.50%	1,739	5.00%	1,932	5.50%	2,125
Mock Trial Coach	4.25%	1,642	4.50%	1,739	5.00%	1,932	5.50%	2,125
Quiz Team Coach	4.25%	1,642	4.50%	1,739	5.00%	1,932	5.50%	2,125
Student Council Adviser (MS)	4.25%	1,642	4.50%	1,739	5.00%	1,932	5.50%	2,125
Sociedad Honoraria Hispanica (Spanish NHS)	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Art Club	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Destination Imagination	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
MS National Honor Society	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Elm Street Choir	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
F.C.C.L.A.	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Power of the Pen	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Quiz Team (MS)	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Spanish Club	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Student Council (ES)	3.75%	1,063	3.00%	1,159	3.25%	1,256	3.50%	1,352
Piano Accompanist	1.25%	483	1.25%	483	1.25%	483	5.50%	2,125

Aquatics Director

10,127

WAUSAU EXEMPTED VILLAGE SCHOOLS
 APPENDIX "E" UNIFIED SUPPLEMENTAL SALARY SCHEDULE
 Article XII - Compensation

0.00% 2023-2024 Increase
 \$39,413 FY24 Base Salary

POSITION	0-2 Years		3-5 Years		6-8 Years		Above 8	
Head Basketball Coach	18.75%	7,390	19.25%	7,567	19.75%	7,744	20.25%	7,921
Head Football Coach	18.75%	7,390	19.25%	7,567	19.75%	7,744	20.25%	7,921
Head Wrestling Coach	18.75%	7,390	19.25%	7,567	19.75%	7,744	20.25%	7,921
Head Baseball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Cross Country Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Softball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Swim Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Track Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Volleyball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Instr. Ensembles Director	12.50%	4,927	13.50%	5,321	14.50%	5,715	15.50%	6,109
Head Bowling Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Cheerleader Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Golf Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Soccer Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Tennis Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Dive Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Basketball Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Football Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Volleyball Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Wrestling Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Speech Team Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Spring Musical Director	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Stage Manager/Stage Crew Adviser	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Baseball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Cheerleader Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Cross Country Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Soccer Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Softball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Swim Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Track Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Instrumental Director	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Musical Director	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Basketball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Football Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Volleyball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Jr. High Basketball Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Cross Country Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Football Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Track Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Volleyball Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Wrestling Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Student Council Adviser (HS)	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Assistant Speech Coach	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Marching Band Auxiliary	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Vocal Ensembles	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Jr. High Cheerleader Coach	6.70%	2,641	7.10%	2,796	7.50%	2,956	7.90%	3,114
District Mentor Coordinator	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
District RTI Coordinator	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
Fall Play Director	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
Junior Class Adviser	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
National Honor Society	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
Musical Orchestra Director	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
Archery Adviser	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
Instrumental Specialist	6.75%	2,266	6.90%	2,365	6.25%	2,463	6.75%	2,660
District Mentor	4.50%	1,774	5.00%	1,971	5.50%	2,168	6.00%	2,365
LPDC	4.50%	1,774	5.00%	1,971	5.50%	2,168	6.00%	2,365
FFA Adviser	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Girls Christian Fellowship	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Mock Trial Coach	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Quiz Team Coach	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Student Council Adviser (MS)	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Societal Honoraria Hispanica (Spanish NHS)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Art Club	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Destination Imagination	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
MS National Honor Society	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Elm Street Choir	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
F.C.C.L.A.	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Power of the Pen	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Quiz Team (MS)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Spanish Club	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Student Council (ES)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Piano Accompanist	1.25%	493	1.25%	493	1.25%	493	5.50%	2,168

Aquatics Director

10,330

WALISEON EXEMPTED VILLAGE SCHOOLS
 APPENDIX "E" UNIFIED SUPPLEMENTAL SALARY SCHEDULE
 Article XII - Compensation

Responser: 2024-2025 increase
 \$39,413 FY25 Base Salary

POSITION	0-2 Years	3-5 Years	6-8 Years	Above 8				
Head Basketball Coach	18.75%	7,390	19.25%	7,587	19.75%	7,784	20.25%	7,981
Head Football Coach	18.75%	7,390	19.25%	7,587	19.75%	7,784	20.25%	7,981
Head Wrestling Coach	18.75%	7,390	19.25%	7,587	19.75%	7,784	20.25%	7,981
Head Baseball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Cross Country Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Softball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Swim Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Track Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Head Volleyball Coach	14.50%	5,715	15.00%	5,912	15.50%	6,109	16.00%	6,306
Instr. Ensembles Director	12.50%	4,927	13.50%	5,321	14.50%	5,715	15.50%	6,109
Head Bowling Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Cheerleader Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Golf Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Soccer Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Tennis Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Dive Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Basketball Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Football Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Volleyball Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Assistant Wrestling Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Head Speech Team Coach	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Spring Musical Director	11.75%	4,631	12.25%	4,828	12.75%	5,025	13.25%	5,222
Stage Manager/Stage Crew Adviser	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Baseball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Cheerleader Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Cross Country Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Soccer Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Softball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Swim Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Track Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Instrumental Director	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Assistant Musical Director	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Basketball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Football Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Freshman Volleyball Coach	10.00%	3,941	10.50%	4,138	11.00%	4,335	11.50%	4,532
Jr. High Basketball Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Cross Country Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Football Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Track Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Volleyball Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Jr. High Wrestling Coach	9.00%	3,547	9.50%	3,744	10.00%	3,941	10.50%	4,138
Student Council Adviser (HS)	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Assistant Speech Coach	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Marching Band Auxiliary	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Vocal Ensembles	7.25%	2,857	7.50%	2,956	8.00%	3,153	8.50%	3,350
Jr. High Cheerleader Coach	6.75%	2,641	7.10%	2,799	7.50%	2,956	7.90%	3,114
District Mentor Coordinator	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
District RTI Coordinator	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
Fall Play Director	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
Junior Class Adviser	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
National Honor Society	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
Musical Orchestra Director	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
Archery Adviser	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
Instrumental Specialist	5.75%	2,266	6.00%	2,365	6.25%	2,463	6.75%	2,660
District Mentor	4.50%	1,774	5.00%	1,971	5.50%	2,168	6.00%	2,365
LPDC	4.50%	1,774	5.00%	1,971	5.50%	2,168	6.00%	2,365
FFA Adviser	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Gins Christian Fellowship	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Mock Trial Coach	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Quiz Team Coach	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Student Council Adviser (MS)	4.25%	1,675	4.50%	1,774	5.00%	1,971	5.50%	2,168
Sociedad Honoraria Hispanica (Spanish NHS)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Art Club	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Destination Imagination	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
MS National Honor Society	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Elm Street Choir	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
P.C.C.L.A.	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Power of the Pen	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Quiz Team (MS)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Spanish Club	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Student Council (ES)	2.75%	1,084	3.00%	1,182	3.25%	1,281	3.50%	1,379
Piano Accompanist	1.25%	493	1.25%	493	1.25%	493	6.50%	2,168

Aquatics Director

10,330

**APPENDIX F
WAUSEON EXEMPTED VILLAGE SCHOOLS
GRIEVANCE FORM**

LEVEL _____

DATE _____

GRIEVANT _____

ASSIGNMENT _____

SPECIFIC SECTION OF CONTRACT VIOLATED:

STATEMENT OF GRIEVANCE:

BASIS OF GRIEVANCE:

ACTION REQUESTED:

(SIGNATURE OF GRIEVANT)

(RECEIVED BY)

(DATE)

DISPOSITION:

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