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MASTER AGREEMENT

between the

GREEN EDUCATION ASSOCIATION

and the

GREEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

July 1, 2023– June 30, 2026*

** Subject to the terms herein, 2025-26 CBA will remain in full force and effect beginning July 1, 2026 through June 30, 2028. All language from the 2025-26 CBA, including insurance contribution rates, will be carried forward in the successor agreement for the 2026-2027 and 2027-2028 school years (the "2026-28 CBA") except as otherwise indicated in the MOU.*

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PREFACE

The Board of Education and the professional staff of the Green Local School District realize the necessity of providing the youth of our District with the best possible education and recognize the classroom teacher as the important element in achieving this objective.

The Green School District does not discriminate on the basis of race, color, religion, national origin, sex, or disability in the educational programs and activities operated by the District. Green is an equal opportunity employer.

ARTICLE I -- RECOGNITION

1.01 The Green Board of Education, hereinafter termed the "Board" and the Green Education Association (OEA/NEA), hereinafter termed the "Association" recognize the responsibilities to each other and to the community for negotiating in good faith in order to reach agreements which are mutually satisfactory.

1.02 The Board recognizes that teaching is a profession and that members of said profession have a consulting role in the planning, development, operation, and improvement of educational programs consistent with mutually shared objectives. It further recognizes that free and open exchange of views between the teacher and the Board are desirable in deliberations leading to policy decisions.

1.03 The Association recognizes and agrees that the functions, rights, powers, responsibilities, and authority of the Board in regard to the management of the work force and the operation of the District shall remain exclusively those of the Board except as they affect wages, hours, terms and conditions of employment, and the continuations, modification, or deletion of an existing provision of a collective bargaining agreement.

1.04 The Board recognizes the Green Education Association (GEA), an affiliate of the National Education Association (NEA) and Ohio Education Association (OEA), as the exclusive bargaining representative of all full-time certificated/licensed teachers, part-time certificated/licensed teachers, and tutors.

1.05 Excluded from representation under this provision are the Superintendent, Assistant Superintendent, Director of Student Services, Director of Operations, Director of Technology, Director of Human Resources and Administrative Services, Technology Integration Specialist, Principals and Assistant Principals, Administrative/Supervising Athletic Director, Director of Communications and Community Relations, casual , day-to-day substitute teachers, Director of Financial Operations, and non-certificated/non-licensed personnel.

1.06 Certified/licensed teaching personnel shall have the right to join, or not to join, any organization for their professional and economic improvement. The Association shall not discriminate in its membership on the basis of race, color, religion, national origin, sex, disability, marital status, grade level or subject field.

1.07 The Board or any administrative officers, thereof, shall not discriminate against any certified/licensed teaching employees because of their exercise of rights under this Agreement. The Association shall not discriminate against non-members.

ARTICLE II -- NEGOTIATIONS PROCEDURES

2.01 SCOPE

The parties agree to negotiate on all matters pertaining to wages, hours, or terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement, except as otherwise specified in Ohio Revised Code (ORC) 4117.08.

2.02 REPRESENTATION

It shall be the sole prerogative of each party to determine the structure, roles, and/or representatives of their team; however, each team shall have no more than six (6) members participating in negotiations. By mutual agreement of the parties, observers may be present.

The parties shall have the authority to reach agreement subject to ratification by the Board and the Association members.

2.03 REQUEST FOR MEETINGS

A request from the Association shall be made in writing to the Superintendent. A request from the Board shall be made in writing to the Association President. A request for said meeting shall contain the reasons for the meeting. A mutually agreeable time and place for the meeting shall be set within ten (10) days of the request.

2.04 GUIDELINES FOR MEETINGS

A. At the first meeting, both parties shall exchange the actual proposals to be negotiated. The combined list shall form the basis of an agenda for subsequent meetings. New items may be added by mutual agreement.

B. In order to prepare intelligent proposals and counter proposals, relevant public data and supporting information may be requested by the respective parties. Both parties agree to provide this information, when requested, within a reasonable length of time at no cost to the other party. Both parties, in good faith, will seriously consider and respond to the proposals and counter proposals of the other party.

C. Consultants may be used if deemed advisable by either party.

D. During negotiations, the parties agree that all negotiations shall be conducted in private. No news releases shall be made unless by mutual agreement. Interim reports of progress may be made by the Association to its members and by the Board representatives to the Board.

E. Negotiation sessions shall last for a maximum of three (3) hours in length. This time limit may be extended or reduced by mutual agreement.

F. Upon proper notification, either party may call for a caucus. Caucus time shall be limited to thirty (30) minutes. The time limit may be extended by mutual agreement.

G. Both parties come to the table cloaked with the necessary authority to reach tentative agreements. When tentative agreement has been reached, it shall be initialed by the chief spokespersons of the parties. When all items have been tentatively agreed to, they shall comprise a tentative settlement that shall be considered for ratification by the Association and for adoption by the Board.

H. The parties may mutually agree, in writing, to an alternative negotiations procedure.

2.05 AGREEMENT

A. When agreement is reached, it shall be reduced to writing and submitted for ratification to the Association at a regular or a special meeting. When approved by both parties, the agreement shall be entered into the official minutes of the Board.

B. The "Agreement" shall constitute a modification of, or an addendum to, the articles of this Agreement.

C. Except as authorized by ORC 4117, the Association agrees not to initiate any work stoppage during the life of this Agreement.

D. The Board agrees not to initiate any lock-out of bargaining unit members during the life of this Agreement.

E. If agreement has not been reached within sixty (60) calendar days after the initial meeting, or a mutually agreed upon date, either party may request the services of the Federal Mediation and Conciliation Services to provide a mediator to assist the parties in reaching an agreement. In the event the services of a mediator are called upon, the mediation process shall last, at a minimum, until this Agreement expires.

F. It is agreed that the procedures set forth in this Section constitute a mutually agreed Dispute Settlement Procedure which supersedes the procedures contained in ORC 4117.14, except that the Association does retain the right to strike by following the procedures required in ORC Chapter 4117.

2.06 STATE LAW

If the State Law negates any part of this Agreement, the remainder of this Agreement shall continue to be in effect. Any part of this Agreement that intentionally supersedes Ohio Revised Code will be clearly identified as such.

2.07 AMENDMENT

Either party desirous of changes in the Master Agreement will notify the other party in writing to re-open negotiations; if there is mutual agreement to re-open negotiations, the parties shall follow the procedures established in this Agreement. Nothing herein shall limit the rights of either party under ORC 4117.

2.08 SECTIONS

Agreements or amendments that are reached, as provided herein, will be attached as sections, or included in existing sections.

The following sections will become part of the Professional Negotiations Agreement between the Board and the Association. The sections will be effective until amended or terminated by the negotiations process.

ARTICLE III -- LEAVE PROVISIONS

3.01 SICK LEAVE

A. Definitions:

1. spouse of the bargaining unit member;
2. children, stepchildren, and foster children of the bargaining unit member;
3. parents and stepparents and grandparents of the bargaining unit member;
4. siblings of the bargaining unit member;
5. in-laws bearing any of the relationships above;
6. permanent residents of the bargaining unit member's household, or;
7. any person who clearly stands in the same relationship with the member as any of those so specified above. A member must provide a written description of the facts supporting the in loco situation at the time applying for leave.

Upon presentation of documentation by a healthcare professional, sick leave can be used for quarantined minor children that are required to remain at home for a specified period of time due to COVID-19.

Absence due to illness or death in the family of "other relatives" not permanent residents of the household come under Personal Leave, Section II, Item 1.

Sick Leave shall cover absences due to teacher's injury, pregnancy, illnesses, or exposure to contagious disease which could be communicated to other employees or students, and to absences due to illness, injury, or death in the teacher's immediate family. Sick leave days may be taken in one-quarter (1/4), one-half (1/2) and full day increments. Sick leave should be taken in the shortest increment possible for the purpose of the leave.

B. Procedures:

Each certified/licensed person shall be entitled to fifteen (15) days Sick Leave per contract year, in accordance with ORC 3319.141; and shall be credited at the rate of one and one-fourth (1 1/4) days per month. After absences of five (5) or more consecutive workdays or fifteen (15) total sick days in a contract year that do not otherwise have medical documentation, a doctor's note is required upon return to work. Teachers shall notify their principal if the teacher will be taking a sick day.

Effective with the start of the 2023-2024 school year, unused Sick Leave shall be accumulated up to four hundred (400) days maximum.

The previously accumulated Sick Leave of a certified/licensed person who has been separated from service in our School District shall be placed to his/her credit upon reemployment subject to the maximum accumulation stated above and subject to any depletion of the sick leave balance through other public employment in Ohio.

C. Family and Medical Leave Act (FMLA):

Bargaining Unit members shall be eligible for leave under the Family and Medical Leave Act consistent with federal law and Board policy. Bargaining unit members shall use paid leave concurrently with FMLA to the extent required by law and Board policy.

3.02 DONATION OF SICK LEAVE

A. If a member of the bargaining unit is currently absent for thirty (30) consecutive days or more due to a catastrophic illness or injury of the teacher**,** his/her spouse or minor child, and has exhausted all of his/her accumulated Sick Leave, another bargaining unit member may donate up to ten (10) days of his/her accumulated Sick Leave to the absent teacher. *"Catastrophic illness or injury" is defined to mean a life threatening or debilitating physical illness or injury preventing the member from performing the essential duties of their job.* The requirement of thirty (30) consecutive days absence may be waived in extraordinary circumstances at the discretion of the Superintendent.

B. Upon request, a teacher may receive up to an aggregate of thirty (30) donated sick leave days in any one (1) school year, not to exceed two (2) consecutive years. After two (2) consecutive years, the teacher will be encouraged to apply for disability retirement.

C. The Superintendent shall notify the Association President or designee that a request has been received for the donation of sick leave. The President shall then notify the membership of the request for sick leave days.

D. Donation of Sick Leave days shall be initiated by a teacher on a form furnished by the Treasurer, no later than the pay period within which the Sick Leave of the absent teacher is exhausted.

E. Donated Sick Leave shall be added to the accumulated sick leave of the absent teacher and deducted from the donating teacher.

F. Part-time tutors are excluded from participating in this provision.

3.03 PERSONAL LEAVE

A. Three (3) days of Personal Leave with pay per school year will be granted to all certificated/licensed teaching personnel except part time teachers and full-time tutors who will receive one and one-half (1 1/2) days. In addition, part time tutors will be excluded from this provision. Personal Leave is not accumulative. Personal leave days may be taken in one-quarter (1/4), one-half (1/2) and full day increments.

B. Teachers will be reimbursed for any unused personal leave at two hundred ($200) per day for each unused day to be paid by the second pay date in July. At the teacher's option, and upon submission of a written request to the Treasurer's Office, unused personal leave may be converted, at the end of the school year, to sick leave on a one-to-one basis in lieu of the payment set forth in this section.

The previously accumulated Sick Leave of a certified/licensed person who has been separated from service in our School District shall be place by his/her credit upon reemployment subject to the maximum accumulation stated about and subject to any depletion of the sick leave balance through other public employment in Ohio.

C. After fifteen (15) years of service in the District, the teacher will be allowed four (4) days of Personal Leave.

D. The Superintendent will grant additional days, with or without pay, if he/she believes it is warranted due to extenuating or emergency circumstances.

E. Requests for personal leave days shall be submitted with five (5) days advance notice, except in case of an emergency.

3.04 PARENTAL LEAVE

A. Paid Leave

A bargaining unit member giving birth may use sick leave for parental leave from the date of birth of the child. Leave will be granted for a reasonable length of time; six (6) weeks or forty-two (42) calendar days for a normal delivery, eight (8) eight weeks or fifty-six (56) calendar days for a C-section.

A bargaining unit member whose partner gives birth may take up to six (6) weeks or forty-two (42) calendar days for bonding with the child. Such a leave will be deducted from the member's accumulated sick leave.

B. Short-Term Adoption Leave

A member of the bargaining unit may take up to six (6) weeks or forty-two (42) calendar days for bonding with the child. Such a leave will be deducted from the member's accumulated sick leave.

C. Unpaid Family Leave

In addition, a teacher may be granted family leave for up to a year plus the semester of the current year, in semester increments, when caring for a newborn child or when adopting a child less than six (6) years old.

D. Reinstatement of Rights

An employee returning from Parental and/or Family Leave shall be placed on the salary schedule according to his/her current level of experience and education.

E. Access to Sick Leave Bank

Notwithstanding the restrictions set forth in Section 3.02, any bargaining unit member who becomes a parent, whether through birth or adoption and who has less than six (6) weeks of paid leave available (or eight (8) weeks in the event of a C-section)has access to the Sick Leave Bank and may apply to the Sick Leave Bank. The number of days available to the member from the Sick Leave Bank will be the DIFFERENCE between how many sick days they have available and how many are needed to meet the six (6) week or eight (8) week threshold up to fifteen (15) days total from the Sick Leave Bank.

Example: *a member has fifteen (15) sick days available. The member has a vaginal delivery and needs six (6) weeks of time. This member may apply for fifteen (15) days from the Sick Leave Bank. (Six weeks = thirty (30) days. Thirty days needed (30) - Fifteen sick days used (15) = 15 days needed from the Sick Leave Bank).*

3.05 PROFESSIONAL LEAVE/SABBATICAL LEAVE

A. A teacher who immediately prior to his/her request for leave has completed three (3) consecutive years as a member of the professional staff of the Green Local Schools, may be granted leave of absence without pay or other Board paid benefits for study for one (1) full semester or two (2) full semesters, but not longer than one (1) school year. Members of the instructional staff returning from Professional Leave, shall be returned to the same or an agreed upon position. Benefits may be obtained through Federal COBRA laws.

B. Staff members who have exercised their Professional Leave right will not petition the Board for the purchase of this leave time for retirement purchase.

C. Part time teachers and all tutors are excluded from participating in this provision.

3.06 ASSAULT LEAVE

A. Assault shall be defined as a physical injury inflicted upon an employee with or without a weapon. Any teacher absent from duty because of an injury due to an assault occurring in the course of Board employment, on school property, due to school-related duties and/or by any school-age student(s) or by a person acting on the student's behalf, shall not be charged with the use of his/her Sick Leave for the period he/she is unable to perform his/her teaching duties. If a teacher is assaulted and the assault results in physical injury to the teacher severe enough to preclude the satisfactory performance of regular teaching duties, the teacher will seek a medical evaluation/treatment within twenty-four (24) hours. Upon certification by the treating physician, the teacher shall be granted a paid leave of absence for the period of incapacitation, to a maximum of one hundred eighty-five (185) contract days.

B. While on Assault Leave, he/she will receive full compensation and benefits.

C. A teacher using Assault Leave shall subrogate his/her right to recovery of compensation paid by the Board.

3.07 COURT APPEARANCE

The Board shall pay teachers their regular compensation, including benefits, for serving as a juror or being required to testify in a school related case in which the employee is held harmless or is not a party of the action, excluding matters related to the Master Agreement or the Green Education Association.

3.08 ASSOCIATION MEETINGS

Ten (10) days total will be allocated to GEA for use by members to attend various meetings during school time without loss of pay. Each day used must be approved in advance by the Superintendent which shall not be unreasonably withheld. It is understood that the use of a day under this provision by a part-time bargaining unit member(s) will result in the use of one (1) of the allocated days.

3.09 ABSENCE LIMITATION

A. Absence from duty due to attendance at GEA meetings, for Personal Leave and Professional Leave shall not exceed ten percent (10%) of the staff in a given building at any given time. Personal leave shall not exceed five percent (5%) in May in a given building at any given time.

B. Exceptions to this provision may be approved by the Superintendent upon request from the GEA representative, the teacher involved, the Building principal, or at the Superintendent's discretion.

C. Teachers shall not take Personal Leave on a professional development day. Teachers may use sick leave on a professional development day only if they provide a doctor's note.

ARTICLE IV -- REDUCTION IN FORCE

4.01 PROCEDURES

When, by reason of continual decrease in pupil enrollment, return to duty of regular teachers after leaves of absence, by reason of suspension of schools, territorial changes affecting the District, or financial reasons, the Board decides that it will be necessary to reduce the number of teachers, it may make a reasonable reduction.

A. Prior to taking such action for financial reasons, upon request, GEA will be provided a copy of the financial forecast annually, by November 30, and an opportunity to have the financial forecast reviewed by an accountant or other individual/organization of its choice. The Superintendent shall also meet with the designated GEA official to discuss the reasons for the intended staff reduction no later than May 1.

B. In making such determination, the Superintendent shall:

1. Make available to every certified/licensed employee as soon as possible, but prior to February 1, a seniority list of all teachers in the system stating continuous years of service in Green and area(s) of certification/license. Corrections to the seniority list shall be submitted to the Superintendent's office by March 15th.

2. Proceed to suspend a contract in accordance with the preferential order following:

a. Part-time bargaining unit members and all tutors shall be the first reduced in the area(s) affected. Tutors shall have a separate seniority list. Reductions in force for tutors shall follow the same procedure as stated herein.

b. Recommend not employing replacements in those positions open for the next school year, when eligible certified/licensed employees on the layoff list are available for those positions.

c. Recommend any additional reductions continue with limited contract personnel at Green in their area(s) of certification/licensure.

d. Recommend, if additional reductions are still necessary, suspension of those continuing contracts in Green, in their area(s) of certification/licensure, pursuant to ORC 3319.17.

e. If teachers' evaluation ratings are comparable, the reduction in force shall be made in order of seniority, the less senior being reduced first.

f. In determining the extent of the reduction in force, the Superintendent may recommend, and the Board may suspend a fractional portion of a teacher's contract in accordance with ORC 3319.17.

3. Comparable Teachers

The Definition of comparable evaluations shall be as follows:

a. The rating scale for comparable evaluations shall be determined by a numerical scale based on a three-year (3) weighted average. Evaluations from the immediate preceding three years prior to the RIF year shall be used.

b. Points for each evaluation rating shall be awarded based upon the following scale:
    i. Accomplished = four (4) points
    ii. Skilled = three (3) points
    iii. Developing = two (2) points
    iv. Ineffective = zero (0) points

c. The sum of the rating over three (3) years shall be applied to the following scale to determine comparable evaluations:
    i. Group "A" = 9-12 points
    ii. Group "B" = 6-8 points
    iii. Group "C" = 0-5 points

    ***Example**: Where a bargaining unit member is rated "Accomplished" for two (2) years and "Skilled" for one (1) year, the comparable evaluation score would be calculated as follows: "Accomplished" (4) + "Accomplished (4) + Skilled (3) = 11 {4+4+3=11} This member would be placed in Group A for determining comparable evaluations.*

d. Where only one (1) evaluation is available, the category for determining comparable evaluations would be determined by multiplying the bargaining unit member's numerical rating by three (3).

    ***Example:** A bargaining unit member rated "Skilled" (3) would have a score of nine (9). {"Skilled" (3) x 3 = 9}. This member would be placed in Group A for determining comparable evaluations.*

e. Where only two (2) evaluations are available, the ratings for both years would be added and the sum would be multiplied by 1.5 to determine the comparable rating score.

    ***Example**: A bargaining unit member rated "Developing" (2) for each year would have a score of 6 {("Developing" 2 + "Developing" 2) x 1.5= 6} OR 4 x 1.5 = 6. This member would be placed in Group B for determining comparable evaluations.*

4. Determine seniority by length of continuous service with the Green Local School District. Among those with the same length of continuous service, seniority shall be determined by:

   a. The date of Board meeting at which the teacher was hired.

   b. In the event that two (2) or more teachers were hired at the same Board meeting, seniority will be decided by a mutually agreed upon lottery with the GEA, and GEA shall have the right to be present during the lottery process.

   c. Length of continuous service will not be interrupted or affected by authorized leaves of absence. The continuous service of any employee who has returned to employment following resignation or other termination of employment will be measured from the date of return to service.

5. The Board shall act on or before May 15th to implement a RIF for the succeeding school year.

4.02 BUMPING

Teachers that must "bump" as the result of a reduction in force shall do so in the following manner:

A. When reduction in force in the District is necessary, teachers displaced will be placed in teaching positions for which they are certified/licensed as long as the teacher displacing another has a higher evaluation rating or, if their evaluation ratings are comparable, is more senior than the teacher being displaced and according to their positions on the seniority list.

B. Staff who have not taught in the certified/licensed area within the past five (5) years will be required to upgrade competency in the new assignment area prior to the start of the subsequent school year, and/or demonstrate evidence of current activity in that area of certification/licensure.

C. In the event of relocation due to reduction, the teacher will be given the option to return to the grade level or building from which he/she came should a vacancy occur in that area. This shall be done on a last-out/first-in basis.

D. Part time teachers and all tutors may not bump full time teachers. However, part time teachers and all tutors will have the right to bump one another according to the Reduction In Force procedures.

4.03 RESTORATION OF STAFF

In the area of restoration of staff following a reduction in force, the Board shall:

A. Offer re-employment by comparability when a position becomes available for which the teacher is certified/licensed.

B. Offer to teachers on the reduction in force list, positions for which they are certified/licensed in order of seniority and comparable evaluation ratings at the time of contract suspension.

   1. No new teachers shall be employed by the Board while there are teachers on the reduction in force list who are certified/licensed for any opening of a teaching position.

2. Teachers shall be restored to employment on a last-out/first-in basis to any position for which they are certified/licensed by the State of Ohio.

3. The date of certification(s)/licensure(s) shall not affect the seniority status of any teacher.

4. Teachers who can achieve new certification/licensure in other areas for which their system-wide seniority could make them eligible, shall be given until April 15 of the layoff year to show evidence that such eligibility does, or will, occur prior to September 1. The Superintendent shall change the reduction in force list according to the aforementioned procedure.

C. Give written notice of re-employment by sending a registered or certified letter to said teacher at his/her last known address, with a simultaneous copy to the Association.

1. It shall be the responsibility of each teacher to notify the Board of any change of address. The teacher's address, as it appears on the Board's record, shall be conclusive when used in connection with an offer of reemployment or of other notice to the teacher.

2. If a teacher fails to accept the offer of re-employment in writing within fifteen (15) calendar days, excluding Saturdays/Sundays/holidays, or within five (5) days if the offer is delivered within ten (10) days prior to the start of a school year or semester, from the date said offer is delivered by email and at the last known address of the teacher, unless an extension is granted in writing by the Board, said teacher shall be considered to have rejected said offer and shall be removed from the reduction in force list. Delivery shall be considered complete on the third (3rd) day following the date of certified mailing by the Board.

3. A teacher on the reduction in force list shall, upon accepting an offer of re-employment, return to the system with the same seniority, accumulation of Sick Leave days, and salary schedule placement as the teacher would have received in the year following layoff or contract suspension.

4. Teachers will remain on the reduction in force list for a period of twenty-four (24) months following the layoff.

ARTICLE V -- STAFF RESPONSIBILITIES

5.01 CURRICULUM

A. The Board agrees to pay the individual at the academic work rate (see Article 9.11 F) or provide release time for curricular work done outside the school day when bargaining unit members develop, revise, or implement new curriculum for their department/grade level.

The Superintendent or designee, in consultation with the persons involved, may approve the project proposal and, if approved, will establish the number of hours needed to complete the curricular work prior to the start of the project. Hours may be provided via release time or compensated by direct payment, or a combination of both, at the Board's option. A stipend agreement will be signed prior to the start of the project. A stipend(s) will be paid upon the satisfactory completion of the curriculum work.

B. Teachers shall be asked to participate in voluntary joint study committees, including, but not limited to, reviewing of textbooks for adoption, writing courses of study, or performing any other curriculum-oriented projects, with the Superintendent or designee to discuss and make recommendations on matters of educational development as recommended by the Superintendent. Participation by teachers shall not be related to or dependent on affiliation or non-affiliation with any teacher organization, nor should such teachers be considered as representing such an organization.

5.02 LOCAL SCHOOL PROFESSIONAL DEVELOPMENT COMMITTEE

A. The Green Local School's Professional Development Committee, hereinafter termed the LPDC, will be established as the name of the entity required by Senate Bill 230. The LPDC for the staff eligible for GEA membership shall consist of a maximum of eight (8) members. A majority of the committee shall be teachers who shall be selected by the GEA President and ratified by the Green Education Association Executive Committee. The committee shall be representative of elementary and secondary teachers. The remaining members shall be a combination of two (2) district administrators who shall be selected or appointed by the district administration.

B. The LPDC for district administrators shall consist of the two (2) administrator members of the teacher LPDC and the LPDC Chairperson.

C. The two (2) LPDCs shall be district wide in scope and shall be the only committees of this type authorized to operate within the School district. Their purpose is to review Green educators' Individual Professional Development Plans for approval of the renewal of professional licenses.

D. Members will serve a staggered three (3) year term. New members will receive training from the LPDC Chair. Each member shall abide by the by-laws of the LPDC. The by-laws for the rules and regulations of the LPDCs shall include provisions for an appeal committee comprised of staff members of the Stark County Educational Service Center.

E. The LPDC Chairperson and committee members shall be compensated in accordance with Article 10.

5.03 SCHOOL CALENDAR

A. The school calendar shall be developed by the Superintendent with input from the GEA before presentation to the Board for approval and subject to the requirements regarding school calendar adoption.

B. In the event that the number of teacher days is increased in excess of one hundred eighty-four (184) days, the staff will be compensated one/one-hundred eighty-fourth ($1/184^{th}$) of the salary schedule then in existence for each additional day.

C. The school calendar may be extended by one (1) day for teacher staff development. Teachers shall be given 1 day of compensation at their per diem rate for attending.

D. The school calendar may be extended by two (2) days for teacher staff development. Attendance is optional on any extended days. Those teachers attending shall receive the equivalent of one half (1/2) of their per diem rate or academic work rate, whichever is higher, for each day of attendance.

E. Beginning with the 2024-2025 school year, there will be three (3) teacher preparation days at the opening of the school year, the second of which will be teacher-directed. The schedule for Open House will be determined by consensus of each building's Faculty Advisory Committee (FAC) and shall not occur prior to the first teacher preparation day.

F. For teachers of students in grade K-3, time may be utilized for parent conferences during the fall professional development days if determined appropriate by the Building Principal.

5.04 NEOEA DAY

NEOEA Day is a non-attendance day. Teachers are encouraged, but not required to attend one of the programs scheduled on this day. In the event NEOEA Day should conflict with the State ADM Count Week, this day will be scheduled as a student day.

5.05 STAFF DEVELOPMENT

Each member of the bargaining unit will be required to attend three (3) days of staff development, scheduled by the District at no cost to the employee, during the school year. These scheduled days will become part of the District calendar. Continuing Education Units will be given. Administration will consult with District Leadership Team programming for at least one of the days. Additionally, the Board shall grant GEA one hour at the end of convocation day programming for union business.

5.06 COMMITMENTS BEYOND THE NORMAL SCHOOL DAY

A. Open House will be scheduled, outside the workday, by consensus of each building's Faculty Advisory Committee. Teachers are required to attend this event for two (2) hours. There will be no staff meetings outside of school hours at the building level during the week an Open House is scheduled except in case of an emergency. This event will be included in the district-wide school calendar or published on the building level calendar.

B. Attendance at parent-teacher conferences, including evening conferences is mandatory. Compensatory time for evening parent teacher conferences will continue to be provided. There will be no staff meetings during parent-teacher conference weeks except in case of an emergency. Upon prior approval of the Building Principal, teachers will attend four (4) hours during the school year. which

may include but not be limited to: graduation, literacy night, fund raisers, extracurricular activities, community outreach and teacher projects.

C. The final day checkout will not be longer than one and one-half (1.5) hours starting at 8:00 a.m. Teachers who participate in administrator-directed curriculum training on the final checkout day will receive AWR, rounded up to the nearest half hour, for time spent in the training, in addition to the teacher's regular pay for the day.

D. Teachers who are requested by administration to attend an IEP or medical plan meeting on one of the two teacher workdays at the start of the school year shall receive AWR for time spent in the meeting, in addition to the teacher's regular pay for the day.

E. In the event of transportation delays after the first three (3) weeks of the school year, teachers who are requested by administration to stay beyond the teacher workday will be compensated at the AWR in increments of 15 minutes, rounded to the nearest 15 minutes.

5.07 DUTY DAY

A. The required teaching school day shall be no greater than seven and one-half (7 1/2) hours. The day shall include a thirty (30) minute duty-free lunch period.

B. The Green Education Association President will be released from all non-teaching duties as practical within the building assignments as determined by the Building Principal.

5.08 RESIDENT EDUCATOR PROGRAM

A. The District will provide an entry year program as defined and required by the Ohio Department of Education.

ARTICLE VI -- STAFF RIGHTS

6.01 WORKING CONDITIONS

Teachers concerned with working conditions, including teaching materials, should attempt to resolve the difficulties with the building administrator.

6.02 MULTI-YEAR CONTRACT

A. Upon the recommendation of the Superintendent and the agreement of the teacher, multi-year contracts may be used. Part time teachers and all tutors are excluded from this provision.

B. Teachers may be recommended for one- or two-year contracts after three (3) years of service in Green Local Schools, and may be recommended for a one, two, or three-year contract after expiration of a two-year contract.

C. Continuing contract eligibility shall be consistent with the provisions of the Ohio Revised Code.

6.03 CLASSROOM STUDENT COMPOSITION

Every reasonable effort shall be made to work cooperatively among the Administration and teachers in determining class assignments. Annually, a committee shall be formed in each building by the K-6 building principal that shall include two (2) teachers from each grade level (K-6), Intervention Specialists and Guidance Counselor for the purpose of determining the best placement of all students.

6.04 CONFERENCE PERIODS/ and PLANNING PERIODS

A. Teachers (K-6) or those traveling to/from a K-6 building shall be provided with at least one (1) duty free daily conference/planning period of a minimum of forty (40) consecutive minutes in duration for completing on-site professional responsibilities (does not include planned professional development or administratively directed activities). Pre-school teachers shall be provided with at least one (1) duty free daily conference/planning period of a minimum of forty (40) consecutive minutes in duration, if possible, but in no case less than thirty (30) minutes. Principals will extend this conference/planning time if possible. The total number of duty-free conference/planning minutes per week shall be at least three hundred (300) minutes, and never provided in less than ten (10) minute increments. Part-time teachers and tutors are excluded from this provision. Building committees will be established to review master schedules to see if additional preparation time can be found without losing instructional time.

B. Teachers (7-12) or those traveling to/from a 7-12 building shall be provided with at least one (1) duty free daily conference/planning period of a minimum of one (1) academic period or a minimum of forty (40) minutes–whichever is greater, for completing on-site professional responsibilities (does not include planned professional development or administratively directed activities). The total number of duty-free conference/planning minutes per week shall be at least three hundred (300) minutes, and never provided in less than ten (10) minute increments.

6.05 NOTIFICATION OF CERTIFICATE/LICENSE EXPIRATION

The LPDC shall provide notification by October 1st of each year of the expiration of teaching certificates/licenses to permit re-application, however it is the sole responsibility of individual bargaining unit members to stay current with licensure expiration dates and re-application timeframes.

The failure to have a valid teaching certificate/license for his/her area(s) of assignment on file with the Board of Education or show proof that such is currently in process at the Ohio Department of Education by October 15 shall result in the removal of the teacher from his/her regular assignments and any supplemental directly related to teaching responsibilities without further pay. During the period between the first student day of the school year and the actual date of removal, the teacher shall be paid according to the certified salary schedule and shall receive all other benefits afforded to bargaining unit members. During the period of removal, the teacher may remain under the insurance benefits if he/she pays to the Board the full amount of the premiums in advance. During this removal, the teacher shall not have access to any leave of absence. The teacher shall be reinstated to his/her former position with all previous seniority restored as soon as a valid teaching certificate/license for his/her area(s) of assignment has been approved by the Ohio Department of Education, if prior to February 1st. Failure to have a valid certificate/license by February 1st shall serve as good and just cause for the removal of the teacher from the employment of the Board.

6.06 INTENT FORMS

Intent forms shall be issued by the Superintendent or designee to all teachers during the month of February. Intent forms must be returned to the Superintendent's Office by March 15.

6.07 JOB POSTING

A. Job notices shall be posted on the district website (www.greenlocalschools.org) and emailed to employees. The Job postings shall include: the position title; entry level qualifications; licensing and/or certification requirements; a job description reference number; the name of individual to respond to for interview; date of initial posting; last date to apply for position, and anticipated start date.

B. The posting period shall be for a minimum of five (5) weekdays.

C. All candidates meeting qualifications shall have right to an interview.

6.08 OPEN ENROLLMENT

A Bargaining Unit Member who resides outside the Green Local School District, who desires his/her natural, adoptive, stepchild or foster child to attend Green Local School District shall be guaranteed placement of all present and future children through open enrollment in the District.

6.09 JOB SHARING PROGRAM

A. A job-sharing team shall be composed of two (2) full-time employees sharing one (1) full-time position. Each employee must have at least three (3) years of seniority in order to be considered for this program. Each member of a team shall be committed to this arrangement for the entire year in which they apply.

B. The job-sharing team shall present a proposed teaching schedule, including all building responsibilities, to the Building Principal. While it may not be possible to make the teaching schedules and responsibilities exactly equal, reasonable efforts shall be made to make the teaching schedules and responsibilities equitable. Based on this schedule and on the needs of the students in his building, the Building Principal shall determine if the job-sharing proposal is workable.

C. Members of a job-sharing team shall work at least one half (1/2) hour each day of overlapping time in order to coordinate and plan their class(es). Members of a job-sharing team shall not be assigned other duties or responsibilities which are in excess of one (1) full-time position. Both members of the team shall attend the Pre-School Orientation Day, In-Service Day(s), Open House, and system-scheduled Parent Conferences. Staff meetings will be attended by one (1) member of the team depending on when they are held (a.m. or p.m.), and that member shall inform the other member of the team of the meeting content.

D. Reapplication to job-sharing must be made by March 1st of the preceding school year. No employee may be permitted to job-sharing for more than three (3) school years unless special approval is granted by the Superintendent. If both members do not reapply to continue job sharing by the deadline, the team member with the greater seniority shall retain the assignment of the job-sharing team. The team member with the lesser seniority shall be reassigned to a position within his/her area of certification or license. Should only one (1) member of the job-sharing team

reapply for job sharing, the remaining member shall be given the opportunity to find a new partner and continue the job-sharing team. In this case, if the senior member has not reapplied for job-sharing, that member shall retain the assignment held by the job-sharing team, and the member with the lesser seniority shall assume half the position held by the new job-sharing member. If the member with lesser seniority does not reapply for job sharing, the member with the greater seniority shall retain the position held by the job-sharing team with his/her new partner, and the member with the lesser seniority shall be reassigned to a position within his/her area of certification or license.

E. Each member of the job-sharing team will accrue years on the seniority schedule at one half (1/2) a year for each year that they job-share.

F. Job-share employees are ineligible for dental and life insurance benefits. Job-share employees are eligible for medical and prescription insurance at the Bronze Plan level.

G. Members of a job-sharing team may substitute for each other on a casual basis at the additional rate of pay for period subbing listed in this contract.

H. Job sharing shall consist of one half (1/2) of each day on the school calendar. Sharing shall not be permitted on a two and one half (2 1/2) day a week scenario.

I. Sick leave balance and accumulation will be adjusted to reflect the one half (1/2) day arrangement. Each member of the job-sharing team shall receive three one-half days of personal leave.

6.10 PERSONNEL FILES

A. All personnel shall have access to their files. The only personnel file shall be maintained in the Central Administration Building ("CAB").

B. Personnel files shall be made available within one (1) workday after receiving written notice. A representative of the Association and the Superintendent or designee may accompany a teacher who is reviewing his/her personnel file. A teacher shall be notified, by email, within one (1) workday after any negative item is inserted in his/her personnel file. If an unfavorable statement or notation is in the file, the staff member shall be given an opportunity, within thirty (30) days, to place a statement of rebuttal or explanation in his/her file.

C. Any document in the personnel file that cannot be documented to the satisfaction of the Board as to source, accuracy, relevance, completeness, or timeliness shall be deleted from the file, in accordance with the process governing the District's Records Commission. No document shall be removed from a teacher's file without the teacher first being notified in writing. No anonymous material shall be placed in an employee's personnel file.

D. Each teacher may request and receive, within a reasonable time, a copy of every item within his/her file dated prior to May 1, 1984. These copies will be provided on a one-time-only basis free of charge. All items added to the file after this date will be copied and sent to the teacher free of charge within two (2) workdays of the insertion of the copy into the file.

E. If a person disputes the accuracy, relevancy, timeliness, or completeness of information in his/her file, he/she may request, in person or in writing, of the

Superintendent, an investigation of the current status of that information. This investigation may include a conference with the Superintendent.

F. Upon a teacher's request and so long as there has been no repetition of misconduct of a similar nature, disciplinary materials in the personnel file shall be removed in accordance with the following schedule:

a. Written Verbal Warning – after four (4) years from the date issued:
b. Formal Written Reprimand – after eight (8) years from the date issued.

Materials removed from a personal file shall not be considered in terms of future disciplinary action. Such materials shall be maintained in a separate file kept by the Treasurer's Office.

This section shall be effective with the start of the 2021-2022 school year.

6.11 TEACHER TRANSFER

A. Requests for transfer should be submitted in writing using the District's intent form. Consideration shall be given to internal candidates. If the transfers are to be made, the teacher shall be notified prior to the last day of school whenever possible.

B. A teacher who is involuntarily transferred will receive written notification of the reasons, which shall not be arbitrary, capricious, or unreasonable. If an involuntary transfer is necessary, consideration will be given to seniority, certification/licensure, and experience in the areas of transfer.

6.12 TEACHERS ON SPECIAL ASSIGNMENT

Those certified/licensed teachers assigned to non-teaching positions under their regular employment contract shall be assigned on the mutual consent of the Administration and the teacher. Teachers accepting these positions shall have an annual opportunity to return to the regular classroom schedule of teaching or their specific area of certification/license.

6.13 SUPERVISORY DUTY RELIEF

The Administration shall assign a minimum of six (6) monitors to supervise lunch and/or recess at all K-6 schools in the district.

6.14 RELEASE TIME

A. Full-time Intervention Specialists and Therapists will be allotted three (3) release days to prepare for IEP conferences. If all three (3) days are taken at the CAB with the assistance of special education coaches, the intervention specialists may request additional days from the Director of Student Services. These release days shall be scheduled with the prior approval of the building administrator.

If the scheduled IEP writing release day is at least two (2) weeks before the scheduled IEP conference, and the writing release day is cancelled by administration and not rescheduled before the IEP conference, the therapist and intervention specialist can choose to write the IEP on their own time and will be paid the AWR for up to two (2) hours for that time.

B. Teachers allotted release days shall prepare for the IEP conferences in their assigned building or at an appropriate District location.

C. Resident Educators, Mentor Teachers and RESA Facilitators allotted release days for mentoring activities shall collaborate in their assigned building or at an appropriate District location. These release days shall be scheduled with the prior approval of the building administrator and Resident Educator Program Coordinator.

6.15 PROGRESSIVE DISCIPLINE – JUST CAUSE

No teacher shall be disciplined or terminated except for just cause.

A. Informal Procedure

It is expected that most cases will be disposed of by an informal conference between the Administrator and the teacher. This informal conference may or may not include a verbal warning and is not considered formal disciplinary action. A verbal warning, if issued, will be considered as a "written verbal warning."

B. Formal Procedure

1. Formal disciplinary action shall be commensurate with the employee's offense, including repeated offenses of a similar nature, and may be addressed without progressing to the next higher step of the discipline procedure. However, nothing herein prevents the skipping of a step and progressing to a higher level of discipline dependent upon the totality of the circumstances.

2. The formal disciplinary steps shall be:

   a. First Step - Written Reprimand - the employee shall have an opportunity to respond to the reprimand in writing. Both the reprimand and the response shall be a part of the personnel file;

   b. Second Step - suspension(s) one (1) day with or without pay;

   c. Third Step - suspension(s) three (3) days with or without pay;

   d. Fourth Step - suspension(s) not to exceed ten (10) days with or without pay;

   e. Fifth Step – termination.

   Only the Superintendent shall have the right to suspend a teacher.

3. A recommendation for termination shall be preceded by an investigation and completion of the due process procedure. An investigation consists of, at least, a review of allegations; conversation with relevant parties and witnesses; and a review of relevant documents or other evidence, if any.

C. Due Process Procedures

No employee shall be formally disciplined without first having been given due process in accordance with the following procedure. The Parties agree and understand that investigatory procedures may occur prior to the start of these due process procedures, and that the due process procedures set forth herein are intended to take place only after Administration determines it may take formal disciplinary action against the teacher. The Parties also intend, to the fullest extent allowed by law, for this Section to supersede and take the place of the Ohio Revised Code and all provisions addressed by this Section, even where the ORC is not specifically reference, except where otherwise expressly stated.

Title IX complaints will be handled in accordance with Board policy and federal law, and the provisions of this Section shall not be construed to interfere with the mandated Title IX process.

1. Notice of Allegation(s) and Conference - A written notice setting forth the allegations, which, if substantiated could result in disciplinary action, shall be sent by electronic mail and hand-delivered or sent to the employee's home address on file with the District by certified mail. The employee will sign to acknowledge receipt of a hand-delivered notice. Acknowledgement of receipt shall not be deemed to be agreement with the allegations. If notice is sent by certified mail, delivery will be deemed complete within three (3) days after the postmark on the certified mail. Said notice shall include the date, time, and location of the conference to discuss said allegations.

2. Conference – The conference to discuss the allegations shall be attended by the employee, the employee's Association representative(s) and the Board's representative(s) at the time and place identified in the Notice of Allegations. The employee has the right to decline Association representation, but must do so in writing. Either party may request an extension of time or continuance of the hearing date, which request shall not be unreasonably denied.

3. Notification of Disposition - The employee and the Association President shall be notified of the disposition by email and hand-delivery. If hand delivery is not an option, disposition shall be sent by certified mail within three (3) workdays of the conference. If a determination has been made to take formal disciplinary action, the notice of disposition shall include the disciplinary action to be taken and the reasons(s) for said action. Dispositions shall not be delivered at the conference described in (C) (2) above.

D. Privacy of Proceedings

No employee shall be disciplined in the presence of other bargaining unit employees or in public. To the extent permitted by law, all matters herein shall be kept confidential.

6.16 COMPLAINT PROCEDURE

A "Complaint" for the purposes of this section, and only for the purposes of the section, is defined as an allegation made by a parent or community member against the bargaining unit member that could result in discipline, and/or a report by the district to the Ohio Department of Education's Office of Professional Conduct "OPC" and does not fall under the districts anti-harassment, and or title IX policies.

A. Prior to the District making a report to OPC, the District shall provide a copy of the complaint to the bargaining unit member.

B. Complaint Resolution Procedure:

1. Anyone registering a complaint regarding a bargaining unit member shall be directed (at the discretion of the Principal) to discuss the matter first

directly with the bargaining unit member. If requested by the bargaining unit member, a building administrator will facilitate that meeting.

2. Anonymous letters or material shall not be placed in a bargaining unit member's personnel file, and will only be referenced in a personnel file if the complaint leads to an investigation and discipline of the bargaining unit member.

3. These complaint procedures do not apply when confidentially is required in connection with an imminent or ongoing police investigation, or when the Complaint involves Title IX or other allegations of discrimination and/or harassment, which will be addressed in accordance with Board policy. Bargaining unit members are entitled to due process prior to the imposition of discipline related to a violation of Title IX.

6.17 REMOTE LEARNING

A. In lieu of concurrent instruction, teachers will utilize conference/planning time to communicate in-person, live, through virtual means with online students and/or post videotaped lesson plans to promote student learning.

B. In regard to remote learning options, necessitated by building closures as determined by the Superintendent, quarantine orders and/or social distancing as required for in-person instruction, a committee of five (5) GEA members and five (5) Administrators will be developed to determine instructional options for the 2021-2022 school year. With the goal of almost all students returning to in-person instruction, the committee will focus on designing a remote option for the students who necessitate online instruction.

C. In the event concurrent learning is contemplated as the only reasonable option to address the District's on-going educational program, the parties agree to engage in mid-terms negotiations prior to implementation.

ARTICLE VII -- DISTRICT PROCEDURES

7.01 BOARD POLICY AND PROCEDURE GUIDE

Board of Education bylaws, policies and administrative guidelines are available at http://go.boarddocs.com/oh/greensumoh/Board.nfs/Public and on the Board's website.

7.02 STANDARDS FOR TEACHER/SCHOOL COUNSELOR EVALUATION

The Board will follow the provisions of the Ohio Revised Code ("ORC") and the Ohio State Board of Education approved OTES 2.0 framework regarding teacher evaluations.

A. Who Will Be Evaluated

1. All licensed/certificated teachers and school counselors shall be formally evaluated annually as outlined in the ORC and the Ohio State Board of Education approved OTES 2.0 framework.

2. The following licensed/certificated staff members will be evaluated using a local evaluation tool approved by the Green Evaluation Committee ("GEC").

    a. Related service providers, library media specialists and instructional coaches;

    b. Licensed/certificated staff members assigned to teach students less than fifty percent (50%) of the time.

3. All other licensed/certificated staff members will be evaluated using the Performance Evaluation Rubric as prescribed in the ORC.

    a. No video/audio recording will be used as evidence in OTES evaluations.

B. Credentialed Evaluators

Informal and formal observations, walkthroughs, and final holistic ratings shall be completed by contracted administrative employees of the Green Local School District. The evaluator shall not be a bargaining unit member.

C. Green Evaluation Committee

1. The GEC is a joint committee that includes three (3) Association Members appointed by the Association President/designee and three (3) Building Administrators appointed by the Superintendent/designee. The joint committee will:

    a. Create, interpret, and revise, as necessary, procedures, instrument(s), and forms associated with educator evaluation in the Green Local School District; and

    b. Develop the Green Evaluation Handbook. Once the Handbook is complete, it will become a part of the Master Agreement, with the understanding that revisions and changes will be made to this

document. The goal for completion of the Handbook is August 1, 2021.

c. Interpret and resolve questions that may arise during the implementation of the educator evaluation system in Green Local Schools.

d. Members of the GEC shall receive training in all aspects of OTES, professional teaching standards and High Quality Student Data ("HQSD"), which cost shall be borne by the Board.

2. The GEC may establish joint sub-committees to research and recommend additions and modifications to the Green Evaluation Handbook. Such recommendations shall be evaluated by the GEC.

3. All recommendations for subsequent changes to the evaluation system made by the GEC shall be submitted to the Association and the Board for review and agreement.

4. If no agreement is reached, as a result of the GEC's submission of recommended changes, the issue(s) shall be tabled until negotiations and newly negotiated language shall be subject to ratification by the Board and the Association.

5. If agreed changes are ratified by both parties, the agreed changes shall be incorporated into the Master Agreement and will be effective at the start of the next school year.

6. In the event that legislative action by the Ohio General Assembly impacts educator evaluations in a way that is not resolved by the GEC, the Association and the Board agree to reconvene bargaining to address necessary changes to the evaluation system language, policy, procedures, instrument, and forms, as required in accordance with Ohio Revised Code Chapter 4117.

7. GEC Chairperson and committee will be provided release time for committee work and/or academic work rate, when needed, as approved by the Superintendent or designee.

7.03 TRANSFER OF EXPERIENCE

The Board shall allow credit of not less than five (5) years of experience of combined military and full-time teaching [one hundred twenty (120) days in one (1) year], nor more than ten (10) years on the current Green salary schedule.

7.04 ELEMENTARY COUNSELORS

The Board will provide an elementary counselor for Grades K-5.

7.05 STAFF MEETINGS

A. A designated day of the week not to exceed three (3) weeks per month shall be set aside for a building staff meeting. A weekly building staff meeting may or may not be held at the discretion of the Principal. In lieu of an in-person staff meeting the Building Principal may communicate to staff through electronic means, requiring a staff response to confirm receipt, review of information provided and acknowledge that any required action will be taken. All staff members are required to attend the meeting unless excused from attendance by the Building Principal. The building staff meetings shall start as soon as practical after the close of the regular school day, unless by mutual consent they are held in the morning. The building staff

meeting shall not exceed one (1) hour beyond the starting time of the meeting, unless mutually agreed upon by the principal and the GEA. There shall be no staff meeting during any week in which building parent-teacher conferences are also scheduled.

B. In the interest of coordinating all educational programs within the system, and in providing the maximum amount of efficiency to school operations, all building staff meetings shall be scheduled on the same day of the week, as determined by the Administration and the GEA. All GEA meetings shall be scheduled not in conflict with the building staff meeting day as determined by the GEA.

C. Meetings of an emergency nature may be called by either party.

7.06 PAYROLL DEDUCTIONS

A. Payroll deductions shall be made for employees signing authorization cards, as provided by the Treasurer, for city income tax, tax-sheltered annuities, and any other deductions authorized before September 1977.

B. Authorization for these deductions must be in the Treasurer's Office on the Monday before the first payroll in September; and will be deducted twice per month, September through August of each school year, except for professional dues which will be deducted October through May. Those authorizations would have to be in by October 1. Dues deductions shall continue for members of the Association and will be resumed for non-members if Fair Share Fees are restored by legislation or a final court ruling, after exhausting all appeals. (Appendix B).

C. Employees who did not elect deductions in September would have an opportunity to do so during the period of the last two (2) weeks in January, to be effective twice per month through August. Exceptions to this clause can be granted by the Superintendent. One (1) additional optional deduction will be granted to the employee, upon request, for taxes and Credit Union. This additional optional deduction may be requested at any time.

D. In the case of professional dues, the Board and its Treasurer assume no obligations, financial or otherwise arising out of the provisions of this Section; and the Association shall indemnify and hold the Board and its Treasurer harmless for any and all claims, grievances, arbitrations, awards, suits, attachments, or any other proceedings arising out of or by reason of any action taken by the Board or its Treasurer for the purpose of complying with any of the provisions of this Agreement, except in those cases where negligence or malice can be proven.

7.07 LABOR/MANAGEMENT COMMITTEE

A. A Labor Management Committee is established. The Committee shall include the GEA President or designee and representatives of the GEA executive committee or other GEA representatives when appropriate. The Board will be represented by the Superintendent or designee and Administrators selected by the Superintendent when appropriate. The Committee will meet four (4) times per year.

B. The Labor Management Committee will have the authority to discuss issues of mutual interest. It will also evaluate school reform issues which may be legislated into effect during the term of this agreement. The Labor Management Committee shall not be construed as collective bargaining.

C. Decisions by this committee cannot supersede Superintendent and Board authority, nor the authority of the GEA/OEA/NEA as the exclusive bargaining unit representative.

D. A Faculty Advisory Committee (FAC) shall be formed in each building. This committee shall meet quarterly to discuss concerns within the building. The FAC shall comprise up to five (5) faculty members and the principal. Participation in the FAC shall be voluntary and uncompensated.

7.08 EMPLOYMENT OF RETIRED CERTIFIED PERSONNEL

A. The Board is authorized to fill any certificated vacancy, with a previously retired certificated/licensed applicant (i.e., retired from any public school district in Ohio, including the Green Local School District) subject to conditions provided below.

B. For purposes of salary schedule placement, a previously retired teacher ("PRT") will be granted a maximum of two (2) years of service credit upon initial employment. A PRT may not advance beyond Step 2 on the certificated/licensed salary schedule.

C. PRTs will be credited with all earned training/education for purposes of salary schedule placement.

D. PRTs will be awarded one-year contracts of employment that will automatically expire at the end of the applicable school year without notice of non-renewal. No performance evaluations shall be required.

E. PRTs may be re-employed from year to year under limitations described in paragraph D., above, with Board approval, but shall not be eligible for continuing contract status.

F. For purposes of Part C, Reduction in Force, PRTs will not accrue seniority.

G. PRTs shall not be eligible to participate in a contractual retirement incentive program, if any, or for severance pay upon separation from employment.

H. Prior employment in the District is no guarantee of post-retirement employment or a particular assignment, if hired. A current employee who retires and intends to return under provisions of this Article must completely fulfill the provisions of his/her last pre-retirement individual contract of employment in order to be considered for additional employment.

I. PRTs shall be entitled to all other contract benefits available to bargaining unit members unless otherwise limited by specific provisions of this contract. For the purposes of insurance benefits, the PRT shall only be eligible to receive single health insurance coverage at the premium contribution rate applicable to bargaining unit members.

This section intentionally supersedes Ohio Revised Code, including but not limited to 3317.13, 3317.14, 3319.11, 3319.111, and 3319.17.

7.09 DIRECT DEPOSIT

Direct deposit of paychecks for employees at their designated financial institution will be mandatory for all members of the bargaining unit. All employees must provide a deposit slip that shows the correct bank routing number and account number to the Treasurer's office. Each new employee shall provide a deposit slip upon hire. Failure to do so on a timely basis will authorize the Treasurer to hold any paychecks until the requirement is met. Employees will have their direct deposit stub e-mailed to them. New hires shall be provided thirty (30) calendar days to make the aforementioned request upon written notification. Employees may elect to change their aforementioned election by September 15th of each year.

ARTICLE VIII -- HEALTH INSURANCE and STRS

8.01 HEALTH INSURANCE

A.

Effective Date:	Employee share of the insurance premium
July 1, 2023	15%
July 1, 2024	15%

8.02 ELIGIBILITY

In order to be eligible for insurance, an employee must be contracted for at least thirty-two (32) hours per week.

Employees may not be paid cash in lieu of insurance benefits.

Coverage Overview: See Plan Booklet for COG adopted coverage information.

A. Contribution

The Board will pay eighty-five percent (85%) of the premium and the employee will pay fifteen percent (15%) for full-time employees as provided in section 9.01 above for the 2023-2024 and 2024-2025 school years.

B. Stark County Schools Council

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of Stark County Schools Council (COG). The Board shall provide health, dental, and life insurance through the COG. The coverage shall be the standardized COG specifications. The COG specifications for medical, prescriptions and dental are under separate cover.

C. Preferred Provider — Doctors/Hospital

1. The parties agree that one or more preferred provider organization (PPO) programs for hospital and physicians' services may be provided through the Stark County Council of Governments (COG) health insurance program.

2. The selection of the PPO(s), the types of benefits/programs, or any changes therein shall be mutually determined by the representative(s) of the COG and the Stark County/Canton OEA office representative.

D. Preferred Provider — Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the district's insurance.

2. The employee will pay the 20% co-payment to the provider, and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.

3. The deductible will be waived.

4. The list of covered expenses shall be agreed upon by the COG and the Stark County/Canton OEA office representative.

5. Mail Order prescription: mail order must be used for maintenance drugs in order for the insurance provisions to apply.

6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

E. Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount equal to one (1) times the employee's present salary rounded to the nearest thousand.

Bargaining unit members may purchase additional term life insurance at the group rate, in five-thousand-dollar ($5,000) increments, up to a maximum of sixty thousand dollars ($60,000) coverage in addition to Board paid coverage. Modification to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces to 50% at age 65. The specific terms of the policy are contained in the insurance contract.

F. Dental Insurance

The Board shall provide dental coverage and pay eighty-five percent (85%) of the premium.

The Association President will be provided with current copies of all official insurance policies governing the teachers' insurance coverages that are available to the Board and the Superintendent.

G. Tax Shelter

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under Internal Revenue Code (IRC) SECTION 125.

ALL COG employers must offer the IRC SECTION 125 tax shelter provided through the COG. The IRC Section 125 Tax Shelter allows for health insurance premiums to be deducted on a pre-tax basis. There is no separate administrative fee for this service.

The Board through the COG offers two Flexible Spending Accounts (FSA's), a Health Care Reimbursement Account and a Dependent Care FSA which a governed by IRS Section 125, and also allows pre-tax payroll deductions for certain medical and dependent care expenses. There is not separate administrative fee for this service.

H. Premium Holidays

If the employer received a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

I. Spousal Coverage

Any new participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who had insurance with one (1) COG employer and immediately thereafter, moved to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

J. Same Sex Marriage

If state law recognizes same sex marriage, the COG plan specifications will be modified to include those individuals.

K. Healthcare Review Committee

A Healthcare Review Committee will be created beginning with the 2023-2024 contract year in an effort to educate and inform the bargaining unit members of any planned changes to insurance coverage. This committee shall be briefed on information from the COG regarding: insurance coverage options, cost containment strategies, rates, products, and any other information shared by the COG regarding premiums and plan costs. HRC meetings may be scheduled outside the workday and members shall not receive any additional compensation for participating. The Parties acknowledge and understand the neither the District nor the Association has any authority to change COG offerings or strategic decisions.

8.03 STRS PICK-UP: SALARY REDUCTION METHOD

(Employer Pick-Up of Employee Contributions to STRS)

The Board herewith agrees with the Association to pick-up (assume and pay contributions to the State Teachers Retirement System (STRS) by salary reduction method), upon behalf of the employees in the bargaining unit, on the following terms and conditions:

A. The amount to be picked up and paid on behalf of each employee shall be one hundred percent (100%) of the employee's contribution. The employee's annual compensation shall be reduced by an amount equal to the amount picked up and paid by the Board.

B. The pick-up percentage shall apply uniformly to all members of the bargaining unit.

C. No employee covered by this provision shall have the option to elect a wage increase or other benefits in lieu of the employer pick-up.

D. The pick-up shall become effective May 1, 1984, and shall apply to all compensation including supplemental earnings thereafter.

E. For Federal and State Tax purposes, the annual contribution shall be the amount of compensation for each member reduced by the current mandatory rate.

8.04 STIPEND FOR GEA OFFICERS

The Green Education Association (GEA) President, Vice President, Secretary and Treasurer have the option to be paid a stipend by the Board as identified by the GEA. The GEA shall reimburse the Board for the cost for the stipends, state/federal taxes, and any applicable retirement costs payable to the Ohio STRS.

ARTICLE IX -- COMPENSATION

9.01 COMPENSATION RATE SUMMARY

Academic Work Rate (AWR): ..... AWR

Curriculum Work ..... AWR (10-35 hr. max.)

Audio Technician ..... AWR

Part-Time Instructors ..... AWR

Home Instruction ..... AWR

Professional Development Teaching ..... AWR

9.02 MILEAGE

A. Payment shall be made at the Board rate to any approved teacher who must travel from school within the school system during school hours.

Payment shall be made at the end of the school year based on the following distances times thirty-six (36) weeks:

High School to Intermediate/Middle School ..... 0.5 Miles

High School to Greenwood/Green Primary ..... 1.5 Miles

High School to Portage Lakes Career Center (PLCC)..... 1.0 Miles

Intermediate/Middle School to Greenwood/Green Primary ..... 1.8 Miles

Intermediate/Middle School to PLCC ..... 0.5 Miles

Greenwood/Green Primary to PLCC. .....2.0 miles

B. When travelling outside the district for approved meetings/work, mileage will be calculated from/to the teacher's assigned building to/from the event location.

9.03 PART-TIME INSTRUCTORS

A. Effective at the beginning of the 2003-04 school year, part-time instructors (e.g., Title I instructors) shall be paid the Academic Work Rate for the first five years of service.

Part-time instructors paid on an hourly rate will be paid for one hundred seventy-nine (179) instructional days and two (2) parent conference days. Part-time instructors will receive their hourly rate in cases of snow and other calamity days.

B. Part-time instructors with five (5) years of service in Green will be placed on the regular salary schedule at the 0 step with full benefits. Advancement on the salary schedule is capped at seven (7) years. Hours and days for such part-time instructors will be in accordance with the regular teaching contract.

C. All part-time instructors shall be provided a job description.

D. Effective for the 2007-2008 year and thereafter, the current ESL tutor position will

be defined as a teaching position and afforded all rights and benefits under the contract.

9.04 HOME INSTRUCTION

All home instructors will be paid the academic work rate. All home instruction positions shall be announced to the staff by the Superintendent's Office. Those staff members interested shall contact the Superintendent, or his/her designee, within five (5) business days of the announcement. Staff members will be given first consideration.

If tutor positions are brought back under any terms or name change, they will be part of the GEA bargaining unit.

9.05 DEPARTMENT HEADS

A. Department chairpersons will have released time of one (1) full day per year. Released time will be arranged with the building administrator. Department chairpersons may be assigned non-teaching duties as practical within the building assignments as determined by the Building Principal.

9.06 SUPPLEMENTAL CONTRACTS

A. Salaries will be determined as a percentage of the base salary.

For the duration of this Agreement, the following percentages shall apply. A chart from the Supplementals Committee will be inserted subject to final agreement within the committee.

A	*34.0%*	*Head Football Coach*		
B	*27.0%*	*Head Basketball Coach*		*Head Band Director**
C	*17.5%*	*Head Wrestling Coach* *Head Soccer Coach* *Head Baseball Coach* *Head Softball Coach*	*Head Volleyball Coach* *Head Lacrosse Coach* *Head Swimming Coach*	*Assistant Band Director*
D	*13.0%*	*Head Cheerleader Coach (HS)* *Head Gymnastics Coach* *Head Cross Country Coach (HS)* *Head Bowling Coach* *Head Tennis Coach*	*Head Golf Coach* *Head Track Coach* *Assistant Basketball Coach (HS)* *Assistant Football Coach (HS)* *Assistant Wrestling Coach (HS)*	*Vocal Music Director (HS)** *District Drama Director**
E	*11.0%*	*Athletic Scheduler/Athletic Director (MS)* *9th Basketball Coach* *9th Wrestling Coach*	*Dance Team Coach (HS)* *9th Assistant Football Coach*	*Yearbook Advisor (HS)**
F	*9.6%*	*Assistant Baseball Coach (HS)* *Assistant Lacrosse Coach* *Assistant Soccer Coach (HS)* *Assistant Track Coach (HS)* *Assistant Volleyball Coach (HS)*	*Basketball Coach (MS)* *Assistant Football Coach (MS)* *Track Coach (MS)* *Wrestling Coach (MS)* *Assistant Swim Coach*	*Academic Challenge Advisor (HS)** *Percussion Instructor* *Instrumental Music Director (MS)**

G	*8.0%*	*Volleyball Coach (MS)* *Assistant Track Coach (MS)* *Assistant Cheerleading Coach (HS)* *Assistant Wrestling Coach (MS)* *Cross Country Coach (MS)*	*9th Baseball Coach* *9th Volleyball Coach* *9th Soccer Coach* *9th Softball Coach*	
H	*6.5%*	*Athletic Manager* *Assistant Tennis Coach* *Cheerleading Coach (MS)* *9th Cheerleading Coach* *Assistant Golf Coach* *Assistant Cross Country Coach (HS)* *Assistant Cross Country Coach (MS)* *Assistant Bowling Coach*		*LPDC Chairperson (HS)* *Department Head (HS)* *Majorette Advisor* *Student Council Advisor (HS)** *Girls of Green Advisor (HS)** *Senior Class Advisor** *Drama Music Director (HS),* *Chain Reaction/All-In Advisor (HS, MS)** *National Honor Society Advisor (HS)**
I	*4.5%*			*Lead Mentor* *Newspaper Advisor (HS)** *Junior Class Advisor** *Jazz Ensemble Director (HS)* *Percussion Ensemble Director (HS)* *Pit Orchestra Director* *Pep Band Director (HS)* *Vocal Music Director (MS)**
J	*3.0%*			*Year 1 Resident Educator Mentor* *Curriculum Team Leader (K-8)* *Art Club Advisor** *Key Club Advisor (HS)** *STEM Club Advisor** *Student Council Advisor (MS)** *Audio-Visual Club Advisor (MS)** *Outdoor Education** *Drama Director (GWD, GPS, GIS, MS)** *Drama Music Director (GWD, GPS, GIS, MS)*
K	*2.0%*			*RE Summative Assessment Facilitator* *Mock Trial (HS)** *Yearbook (GWD, GPS, GIS, MS)* *Drama Support (GPS, GIS, MS)* *Additional Student Club, as needed (GWD, GPS, GIS, MS)*
L	*1.5%*			*LPDC Member* *Entry-Year Mentor* *French Club Advisor** *German Club Advisor** *Spanish Club Advisor**
M	*1.0%*			*Read/Write Festival Advisor (MS)**

B. Teachers performing extra-duty activities will receive a supplemental contract. They will be paid according to the category breakdown listed above. At their request, teachers will receive half (1/2) of their pay at the end of the first semester. Positions may be added or deleted from the list upon the recommendation of the Administration and the approval of the Board. Salaries for new positions will be reached through the mutual agreement of the Superintendent, Building principal, sponsor, and the GEA representative. Staff interested in proposing the establishment of new positions should consult the faculty handbook for the proper procedure.

C. Advisors of all non-athletic extra-duty positions must submit to the Building principal, no later than the end of the third week of school, an outline of proposed activities and a schedule of activity meetings, if applicable. At the end of the school year or at the end of the activity, whichever comes first (e.g., Ski Club), the advisor will submit a list of those participating and the activities/accomplishments of the club, with any recommendations for the coming school year.

D. The Parties agree to pilot for the duration of the contract beginning July 1, 2023, a Supplemental Advisory Committee ("SAC"). This Section 9.06 (D) shall automatically sunset at the conclusion of that Negotiated Agreement unless the Parties mutually agree to extend the terms of this Section.

1. The SAC shall review and provide recommendations regarding available non-athletic supplemental contracts and adjustments to the non-athletic supplemental salary schedule.

2. The SAC shall comprise three (3) members of the Association and an equal number of administrators appointed by the Superintendent.

3. The SAC shall meet at least once per year, between January and March, to review supplementals. In any year when the Negotiated Agreement expires, the SAC shall meet at least two times in the first semester and shall produce recommendations regarding any change to contract language to the bargaining teams no later than January 30 of the year in which negotiations will commence.

9.07 SEVERANCE PAY

A. A teacher in Green Local Schools, upon retirement from active service under the provisions of the State Teachers Retirement System, or by death, shall receive severance pay equal to forty percent (40%) of his/her accumulated sick leave days up to a maximum of sixty-four (64) days.

B. Such payment shall be based on the daily rate of pay of the retiree at the time of retirement or death; provided, however, that the retirement be affected within one (1) year of the last day of active service. A teacher who has completed fifteen (15) years or more in the Green Local School District may have up to three (3) years after the last day of active service to collect severance pay.

C. The above payment shall be exempt from deductions as provided by law.

9.08 RETIREMENT INCENTIVE

All teachers who retire, based on STRS eligibility requirements, during the school year with thirty (30) years or less of service and retire before June 30 of that school year shall receive a one-time lump sum of up to $15,000. The Board shall allocate the amount of $100,000.00 each year (July through June) for the retirement incentive. If the aggregate amount of the incentive requested for any year exceeds the allocated amount, the individual one-time lump sums shall be prorated. If the aggregate amount of the incentive requested for any year is less than the allocated amount, the remaining balance shall not be carried over to the next year. Teachers who wait to retire until after the thirtieth (30^{th}) year of service will forfeit the opportunity to receive this payment. To be eligible to receive this lump-sum payment, the teacher must turn in his/her resignation by January 1, remain in the employment of the Board through January 1 of the year of retirement and complete and turn in the "Request for Payment of Retirement Incentive". Payment of the one-time lump sum shall be after completion of the eligibility requirements and proof of receipt of the teacher's first retirement benefit from STRS. The teacher may defer the lump sum payment to the second pay of the January following receipt of the STRS retirement benefit but the teacher does so with the understanding that the lump sum may be taxable in the year when the teacher could have first received the lump sum.

9.09 TUITION REIMBURSEMENT

The Board will reimburse teachers fifty percent (50%) for Graduate credit hours up to the maximums defined below per school year. A year is defined as June to May. Course credit must be earned from an institution accredited for Advanced/Graduate Preparation by the Council for the Accreditation of Educators Preparation Programs (CAEP).

Beginning July 1, 2023, one thousand dollars ($1,000) per teacher per year with a thirty thousand dollars ($30,000) annual fund total.

Course of Study selected is subject to prior approval of the Superintendent or designee. The payment shall apply only towards work beyond the B.A. level. If a teacher applies for an educational growth payment, application should be made to the Superintendent or designee by supplying a copy of the registration form after registration before the course work has been completed. Satisfactory evidence of completion of the course work (evidence of completion and evidence of payment) will be presented to the Superintendent or designee upon completion of the course work.

The amount payable to any teacher for completed coursework between June and May shall not exceed one thousand dollars ($1,000) per year. Annually, all requests for tuition reimbursement shall be submitted to the building principal or administrator at year-end checkout. If the reimbursements requested exceed the annual fund total, thirty thousand dollars ($30,000), each member shall be reimbursed according to the percentage calculated by dividing the total in the fund by the total cost of all semester hours requested for reimbursement. If the fund exceeds the total reimbursements requested reimbursements shall be made in full not to exceed one thousand dollars ($1,000). In no event shall payment exceed the actual cost per semester hour.

All payments shall be reimbursed to all bargaining unit members who are eligible for payment on or before September 15 of each year for the preceding year. Any member who is no longer employed by the District on September 15th will not be eligible for reimbursement for the preceding year.

9.10 STIPENDS

A. In-House Subbing:

When a substitute teacher cannot be hired, the Administration may ask a teacher to cover a classroom during their conference or prep time. The teacher has the option of covering that class. In return for the coverage, the teacher will receive the AWR rate of payment. A list of teachers will be made who wish to cover classes and they will be asked on a rotating basis. For any day when the AWR rate is paid for conference or prep time, the teacher will conduct his/her planning activities for that day outside of school hours.

Elementary teachers who must cover a special, due to the absence of the specials teacher, will be paid the AWR. A special is defined as art, music, and gym. Every effort will be made to secure a substitute when a specials teacher is absent.

B. Professional Development Teaching:

Green teachers providing in-service for Green staff members as a part of the Green Staff development program will be paid at a rate of $25.00 (twenty-five dollars) per instructional hour.

9.11 SALARY SCHEDULE — COMPENSATION

Base Increase:
July 2023 3.5%
July 2024 3.5%

A. Increments:

Salary increments (vertical and horizontal) on the Salary Schedule in effect shall occur in September of each year in accordance with established practice. Steps 28 and 29 on the Bachelor, 5 year, and BA + 20 columns are effective only for those teachers on step 22 and above as of January 1, 1996.

B. B.A. Column:

For Teachers employed after September 1, 1991, the B.A. Column in the Salary Schedules set forth in this Master Agreement shall end at Step 13. For teachers employed after January 1, 1995, the B.A. Column in the Salary Schedules set forth in this Master Agreement shall end at Step 10.

C. Five Year Column (150 Undergraduate Hours):

For teachers employed after January 1, 1995, the FIVE-YEAR Column in the Salary Schedules set forth in this Master Agreement shall end at Step 13. A teacher must have earned one hundred fifty (150) undergraduate hours since beginning of his/her college work.

D. Additional Columns:

A B.A. plus 20 graduate hours column is added to the salary schedule effective September 1, 1995. A Masters plus 15 hours column is added to the salary schedule effective September 1, 1997.

E. Years That First Pay Is Delayed for One Week: The first pay date of the new contract year will be determined as follows:

In the event where there are 27 pays scheduled for that year due to the calendar "creep," the Treasurer will implement a skip pay creep to take place over the course of four pay dates during the summer months. The Treasurer's office will supply the dates of the new pays by March 1 of the skip pay years to all employees.

F. Academic Work Rate:

The Academic Work Rate is as follows:

2023-2024	$30.00
2024-2025	$30.00

G. Doctorate Degree:

An employee with a Doctorate’s degree will be paid five hundred dollars, ($500) over the MA + 30 column.

ARTICLE X -- GRIEVANCE PROCEDURE

10.01 DEFINITION

A. There are two (2) types of grievances:

1. One (1) type of grievance is a claim by any certified/licensed teaching personnel and/or counselors based upon an event which affects a condition or circumstance of employment of a teacher or teachers, which is an alleged misinterpretation or misapplication of this Agreement, excluding PREFACE (page 1), between the GEA and the Board. These grievances may be grieved through Level V.

2. The other type of grievance may be filed to seek solutions regarding matters and problems not defined in Paragraph A.1., above. These grievances may be grieved only through Level IV.

B. If a grievance is not initiated within fifteen (15) days after the aggrieved party knew or should have known of the event or condition upon which it is based, the grievance shall be considered waived.

C. A "grievance procedure" is a method by which any certified/licensed teaching personnel can express a complaint, problem, or dispute, without fear of reprisal and obtain a fair hearing at progressively higher levels.

D. An "Aggrieved" person is any certified/licensed teaching personnel having a grievance.

E. The "party in interest" is an individual or individuals who are in conflict with the aggrieved person or persons.

F. A "representative" is an individual who advises or accompanies the aggrieved person or the party in interest.

G. The limits in days under each level shall be counted as school days. The number of days indicated at each level shall be considered as maximum, and every effort should be made to expedite the process.

H. Extensions of prescribed time may be made by written mutual agreement. Failure to advance the grievance to the next available level of this procedure within the time prescribed shall consider the grievance to be waived. Failure on the part of the Administration to respond within the time prescribed shall result in the advancement of the grievance to the next level by the aggrieved.

I. The term "teacher" includes all teaching personnel and counselors.

J. Nothing in this Grievance Procedure shall be construed so as to deny an individual, the GEA, or its representatives, the right to redress before any appropriate administrative agency or through the courts, if such a course seems to the involved party or parties, at their sole discretion, more appropriate.

10.02 PROCEDURE

A. The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to grievances, which may arise from time to time. Both parties agree that the proceedings will be kept confidential, limited to parties involved or affected.

B. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be regarded as maximum, and every effort shall be made to expedite the process. The time limits may, however, be extended by mutual agreement of the parties concerned. In the event a grievance is filed just prior to or at the end of the school year, the time limits set forth herein shall be reduced so that the Grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

C. The grievance forms shall not become part of the permanent personnel record but will be kept in a grievance file in the Treasurer's Office. The pertinent case may be accessible to the official Board representative or the GEA for purposes of research for legal matters or precedents which have been established.

10.03 LEVEL ONE

A. Any teacher or teachers who have a grievance shall discuss it first with the Immediate Supervisor in an attempt to resolve the matter informally. The teacher shall state verbally that a grievance is being initiated. If additional informal meetings are required, representatives may be present.

B. At the completion of Level I, if the "Immediate Supervisor" is the Superintendent, Level II will be by-passed and the grievance moved directly to the Level III procedure.

10.04 LEVEL TWO

A. If, as a result of the discussion or discussions, the matter has not been resolved to the satisfaction of the aggrieved person within five (5) days, he/she shall set forth his/her grievance in writing on the Grievance Form (Appendix C):

1. to the party in interest;

2. with the Immediate Supervisor; and

3. if he/she chooses to involve the GEA, to the Green Education Association President or designee.

B. Within five (5) days of receipt of a written grievance, at Level II or subsequent levels, the Green Education Association shall decide whether or not there is a legitimate grievance.

C. If the situation requires such, the Immediate Supervisor shall then initiate a hearing to investigate the grievance. The hearing shall include the party in interest, the aggrieved person, the Immediate Supervisor, and any other person who may be needed to give information concerning the grievance.

D. The Immediate Supervisor shall communicate his/her decision and reasons to the aggrieved person and the party in interest, in writing, within five (5) days of receipt of the written grievance.

10.05 LEVEL THREE

A. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level II, or no decision has been rendered within five (5) days from the date of the receipt of the grievance at Level II, or no decision has been rendered within five (5) days from the date of the receipt of the grievance by the Immediate Supervisor, the aggrieved may appeal to the Superintendent. The appeal to the Superintendent must be made in writing within ten (10) days of the immediate Supervisor's decision and must set forth the grounds upon which the grievance is based.

B. The Superintendent or designee shall request a report from the Immediate Supervisor and shall confer with the concerned parties. Upon request, a separate conference with the party in interest or the aggrieved person shall be granted.

C. The Superintendent or designee shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) days. The Superintendent or designee shall communicate his/her decision in writing, along with supporting reasons, to the aggrieved person, the Green Education Association, to the party in interest, and to the immediate Supervisor.

10.06 LEVEL FOUR

If, after receiving the answer at Level Three, the aggrieved person remains aggrieved, the aggrieved person shall, in writing, request that the matter be submitted to grievance mediation with the Federal Mediation and Conciliation Service (FMCS). This request shall be made within ten (10) days from the receipt of the decision given at Level Three. The parties agree to participate in the mediation of all the issues set forth in the grievance(s) at the first meeting date available to the mediator, but no later than thirty (30) days from the filing of the request for mediation. If the mediation process is not successful or is not completed, and the employee remains aggrieved, the aggrieved person may proceed to Level Five.

10.07 LEVEL FIVE

A. Within ten (10) days after the conclusion of mediation, the aggrieved may request the issue he/she submitted to arbitration by notifying the GEA. The GEA shall have the responsibility of deciding the advisability of arbitration. If there is a subsequent demand for arbitration filed with the American Arbitration Association (AAA), the GEA will forward a copy of the request to the Superintendent. A designee of the Superintendent and designee of the GEA shall select an arbitrator under the Voluntary Rules and Regulations of the AAA.

B. The arbitrator shall not have the authority to alter any of the provisions of the collective bargaining contract, nor modify the language therein in arriving at a determination of any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and in no way interfere with the Board under its policies, except as is proper within the limitations expressed here in the Contract between the parties.

C. The arbitrator shall make a report and decisions in triplicate to the aggrieved, the Superintendent, and the GEA. The report and decisions shall be issued as soon as possible, but in no event more than thirty (30) days after the initial hearing.

D. The decision of the arbitrator, if rendered within and in accordance with the above-stated power, shall be final and binding on the GEA, its members, the teacher, or teachers involved, and the Board.

E. The cost of the arbitrator's services shall be shared equally by the Board and the Association. The expenses of witnesses and other representatives shall be borne by the party they represent. If a stenographic record of the arbitration proceedings is made, each party shall share equally the cost of the arbitrator's copy. The Board and the GEA shall pay for any copies they request.

ARTICLE XI -- CONCLUSION

11.01 CONTINUITY CLAUSE

All items not changed, revised, deleted and/or otherwise altered will remain in full force and effect for the duration of any subsequent agreement.

11.02 EFFECT AND DURATION OF CONTRACT

A. Amendment Procedure:

This Contract represents the full understanding and commitment between the parties, and replaces all previous Contracts, agreements, or understandings, whether written or verbal or based on alleged past practices, between the Board and the Association and constitutes the entire agreement between the parties. This Agreement represents a completion of negotiations on all issues that were raised or could have been raised for the duration of the agreement. This Contract may be added to, deleted from, or otherwise changed only by an amendment properly signed and ratified by each party.

B. Personnel Policies and Practices:

The Board shall change its personnel policies and practices as may be necessary in order to give full force and effect to this Contract. Should there be a conflict between this Contract and any such policy or practice, then the terms of this Contract shall prevail.

C. This Agreement is made and entered into at the Green Local School District, Ohio, on this _____, 2023, by and between the parties as attested to by the representative whose signatures appear below.

D. Copies of this Contract will be distributed to each employee in electronic format.

E. The terms of this Agreement shall be for two (2) years from July 21, 2023 – June 30, 2025.

SIGNATURE ON NEXT PAGE

FOR THE GREEN EDUCATION ASSOCIATION:

Shawn Thomas, President

12/5/23
Date

Chris Kriebel, Vice President

12/5/23
Date

FOR THE BOARD OF EDUCATION OF THE GREEN LOCAL SCHOOL DISTRICT:

Jeffrey L. Miller, II, Superintendent

12-6-23
Date

Eydie Snowberger, Treasurer

12.6.23
Date

Robert Campbell, Board President

12/7/2023
Date

STATEMENT OF INTENTIONS

Working through the District Leadership Team ("DLT") and the District Technology Committee, over the life of this Agreement, the parties will establish a District-wide technology plan. A collaborative effort will be made to include preventative maintenance, replacement schedules, periodic review of technology resources, utilization at various buildings, integration of technology, professional development, learning management system, and upgrades and advancements that will support student learning.

DEFINITIONS GLOSSARY

PERSONNEL

"Full-time Tutors" will be defined as tutors who work one hundred twenty (120) days or more a year and five (5) hours or more a day.

"Part-time Instructors" (e.g., Title I instructors) shall be defined as those grant-funded positions contracted for up to 6 hours. Full-time teachers will not be reduced to part-time instructors.

"Certificated/licensed personnel" shall be defined as those whose position requires a valid Ohio teacher, counselor, or educational media certificate/license.

SALARY COLUMNS

To be paid according to the "Five Year" column on the salary schedule, a teacher must have earned one hundred fifty (150) semester hours since beginning his/her college work.

To be paid according to the "Masters +30" column on the salary schedule, a teacher must have earned thirty (30) graduate semester hours after the date of his/her Master's degree.

For the Bachelors +20 column a teacher must have earned 20 semester graduate hours. Up to fifteen CEU's may be substituted for up to five (5) graduate credit hours (3:1 ratio).

For the Masters +15 column a teacher must have earned 15 semester graduate hours after the date of his/her Master's degree. Up to twelve CEU's may be substituted for up to four (4) graduate credit hours (3:1 ratio).

All credit hours earned for placement or advancement on the salary schedule must be earned at an institution that is accredited by CAEP.

ACADEMIC WORK RATE (AWR)

The hourly rate paid to a member of the bargaining unit who is performing work outside of the regular teaching schedule. This rate is only paid when referenced in this agreement or approved by the Superintendent.

HOLIDAY

A scheduled non-attendance day.

GREEN EA INDEX						
STEPS	**BACHELORS**	**Five Years**	**BACHELORS + 20**	**MASTERS**	**MASTERS + 15**	**MASTERS + 30**
STEP 0	1.0000	1.0310	1.0510	1.0710	1.0810	1.0910
STEP 1	1.0500	1.0878	1.1113	1.1348	1.1467	1.1585
STEP 2	1.1001	1.1446	1.1716	1.1986	1.2124	1.2261
STEP 3	1.1501	1.2015	1.2320	1.2625	1.2781	1.2937
STEP 4	1.2001	1.2583	1.2923	1.3263	1.3438	1.3613
STEP 5	1.2501	1.3151	1.3526	1.3901	1.4095	1.4288
STEP 6	1.3002	1.3719	1.4129	1.4539	1.4752	1.4964
STEP 7	1.3502	1.4287	1.4732	1.5177	1.5409	1.5640
STEP 8	1.4002	1.4855	1.5335	1.5815	1.6065	1.6315
STEP 9	1.4502	1.5423	1.5938	1.6453	1.6722	1.6991
STEP 10	1.5003	1.5992	1.6542	1.7091	1.7379	1.7667
STEP 11	1.5503	1.6560	1.7145	1.7730	1.8037	1.8343
STEP 12	1.6003	1.7128	1.7748	1.8368	1.8693	1.9018
STEP 13	1.6503	1.7696	1.8351	1.9006	1.9350	1.9694
STEP 16	1.7004	1.8264	1.8954	1.9644	2.0007	2.0370
STEP 19	1.7504	1.8832	1.9557	2.0282	2.0664	2.1045
STEP 22	1.8004	1.9401	2.0161	2.0920	2.1321	2.1721
STEP 25	1.8504	1.9969	2.0764	2.1558	2.1978	2.2397
STEP 27	1.9386	2.0950	2.1796	2.2642	2.3090	2.3537
STEP 29	1.9886	2.1500	2.2300	2.3150	2.3630	2.4037

2023-2024	Green Salary Schedule				Base: $41,626	
STEPS	**BACHELORS**	**Five Years**	**BACHELORS + 20**	**MASTERS**	**MASTERS + 15**	**MASTERS + 30**
STEP 0	41,626	42,916	43,749	44,581	44,998	45,414
STEP 1	43,707	45,281	46,259	47,237	47,733	48,224
STEP 2	45,793	47,645	48,769	49,893	50,467	51,038
STEP 3	47,874	50,014	51,283	52,553	53,202	53,852
STEP 4	49,955	52,378	53,793	55,209	55,937	56,665
STEP 5	52,037	54,742	56,303	57,864	58,672	59,475
STEP 6	54,122	57,107	58,813	60,520	61,407	62,289
STEP 7	56,203	59,471	61,323	63,176	64,142	65,103
STEP 8	58,285	61,835	63,833	65,832	66,872	67,913
STEP 9	60,366	64,200	66,344	68,487	69,607	70,727
STEP 10	62,451	66,568	68,858	71,143	72,342	73,541
STEP 11	64,533	68,933	71,368	73,803	75,081	76,355
STEP 12	66,614	71,297	73,878	76,459	77,811	79,164
STEP 13	68,695	73,661	76,388	79,114	80,546	81,978
STEP 16	70,781	76,026	78,898	81,770	83,281	84,792
STEP 19	72,862	78,390	81,408	84,426	86,016	87,602
STEP 22	74,943	80,759	83,922	87,082	88,751	90,416
STEP 25	77,025	83,123	86,432	89,737	91,486	93,230
STEP 27	80,696	87,206	90,728	94,250	96,114	97,975
STEP 29	82,777	89,496	92,826	96,364	98,362	100,056

2024-2025	Green Salary Schedule				Base: $43,083	
STEPS	**BACHELORS**	**Five Years**	**BACHELORS + 20**	**MASTERS**	**MASTERS + 15**	**MASTERS + 30**
0	43,083	44,419	45,280	46,142	46,573	47,004
1	45,237	46,866	47,878	48,891	49,403	49,912
2	47,396	49,313	50,476	51,639	52,234	52,824
3	49,550	51,764	53,078	54,392	55,064	55,736
4	51,704	54,211	55,676	57,141	57,895	58,649
5	53,858	56,658	58,274	59,890	60,725	61,557
6	56,017	59,106	60,872	62,638	63,556	64,469
7	58,171	61,553	63,470	65,387	66,387	67,382
8	60,325	64,000	66,068	68,136	69,213	70,290
9	62,479	66,447	68,666	70,884	72,043	73,202
10	64,637	68,898	71,268	73,633	74,874	76,115
11	66,792	71,345	73,866	76,386	77,709	79,027
12	68,946	73,793	76,464	79,135	80,535	81,935
13	71,100	76,240	79,062	81,884	83,366	84,848
16	73,258	78,687	81,660	84,632	86,196	87,760
19	75,412	81,134	84,257	87,381	89,027	90,668
22	77,567	83,585	86,860	90,130	91,857	93,581
25	79,721	86,032	89,458	92,878	94,688	96,493
27	83,521	90,259	93,904	97,549	99,479	101,404
29	85,675	92,628	96,075	99,737	101,805	103,559

APPENDIX B

In the event an agency fee/fair share fee is legislatively restored or reinstated as a result of a judicial decision, after exhaustion of all appeals, ARTICLE VIII., AGENCY FEE, as it appeared in the 2017-2021 collective bargaining agreement between the Green Local School District Board of Education and the Green Education Association, reprinted below, shall be included in the collective bargaining agreement between the parties, effective on the date of legislative enactment or final judicial ruling.

ARTICLE VIII-- AGENCY FEE

8.01 PAYROLL DEDUCTION OF FAIR SHARE FEE

The Employer shall deduct from the pay of members of the bargaining unit who elect not to become members of the Association, a fair share fee for the Union's representation of such non-members during the term of this contract. (No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Union's work in the realm of collective bargaining.)

8.02 NOTIFICATION OF THE AMOUNT OF FAIR SHARE FEE

Notice of the amount of the annual fair share fee, which shall not be more than 100% of the unified dues of the Union, shall be transmitted by the Union to the Treasurer of the Board on or about September 15 of each year during the term of this Contract for the purpose of determining amounts to be payroll-deducted, and the Employer agrees to promptly transmit all amounts to the Union.

8.03 SCHEDULE OF FAIR SHARE FEE DEDUCTIONS

A. All fair share fee payors' payroll deduction of such annual fair share fees shall commence on the first pay date which occurs on or after January 15th annually. In the case of unit employees newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the later of:

1. Sixty days employment in a bargaining unit position, or

2. January 15th.

B. Upon termination of membership during the membership year, the Treasurer of the Board shall, upon notification by the Union that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member. The amount of the fee yet to be deducted shall be the annual fair share fees less the amount previously paid through payroll deduction. The deduction of said amount shall commence on the first pay date occurring on or after forty-five (45) days from the termination of membership.

8.04 TRANSMITTAL OF DEDUCTIONS

The Employer further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.

8.05 PROCEDURE FOR REBATE

The Union represents to the Employer that an internal rebate procedure has been established in accordance with Section 4117.09(c) of the Revised Code, and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the bargaining unit who does not join the Union, and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and of Ohio.

APPENDIX C Grievance Form

GREEN LOCAL SCHOOL DISTRICT
GREEN EDUCATION ASSOCIATION (EA)

Grievance Form

Employee Name: _____ Building: _____

Immediate Supervisor: _____

Date(s) of Alleged Contract Violation(s): _____

Section(s) of the Negotiated Master Agreement allegedly violated, misinterpreted, or misapplied:

_____

_____

Description of alleged violations(s): _____

_____

_____

_____

_____

Relief requested: _____

_____

_____

Grievant signature:

_____

GEA Representative signature:

_____

Date submitted at:
Level I: _____
Level II: _____
Level III: _____
Level IV: _____
Level V: _____

GREEN LOCAL SCHOOL DISTRICT
GREEN EDUCATION ASSOCIATION (EA)

GREEN LOCAL SCHOOLS

EVALUATION HANDBOOK

Developed by the Joint Green Evaluation Committee (GEC).

September 2023

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INTRODUCTION & OVERVIEW

WELCOME

This Green Evaluation Handbook was developed by the Green Evaluation Committee (GEC) as per the Green Education Association (GEA) Master Agreement.

★ **Green Local Schools OTES Joint Evaluation Committee Members**

- Cindy Brown, *Green High School*
- Maureen Gibson, *Green Primary School*
- Caitlyn Taylor, *Green Intermediate School*
- Krista Seals, *Green Primary School*
- Andrew Snavely, *Green Intermediate School*
- Natalie Tannehill, *Green High School*

PURPOSE

The goal of the Green Evaluation Handbook is to provide helpful information, resources, and tools that will ease the process of understanding OTES 2.0 and navigating the overall evaluation process.

OTES 2.0: A PROFESSIONAL GROWTH MODEL

The State Board of Education and the GEC value the importance of promoting educator professional growth that leads to improved instructional performance and student learning. OTES 2.0 is:

- A professional growth model and is intended to be used to continually assist educators in enhancing teacher performance.
- A consideration of a teacher's instructional strengths, while supporting identified areas for growth according to the profile of each educator.
- A collaborative, ongoing method to support professional growth of the teacher anchored in the Ohio Standards for the Teaching Profession.

OHIO EVALUATION SYSTEM (OhioES)

The OTES 2.0 process will be managed in the Ohio Evaluation System (OhioES**)** portal which is replacing eTPES. To access OhioES, go to: https://ohioes.com/login

The OhioES portal is the platform used by Ohio districts and schools to meet the statutory requirements for reporting in accordance with Ohio Revised Code (ORC) 3319.111. Evaluators will collect and store Professional Growth Plans (PGP) and Improvement Plans (IMP), evidence and observations, used to determine educator performance based upon the Teacher Performance Evaluation Rubric. Educators are responsible to provide evidence by uploading documents in OhioES. All related

documentation, notes, scripting, etc. related to a teacher's evaluation will be collected and housed within OhioES. The OhioES system will follow the frameworks for educator evaluation as adopted by the State Board of Education, which include multiple measures of educator performance.

WHO IS EVALUATED

1. All licensed/certificated teachers who meet the required criteria of the law shall be evaluated annually as specified in ORC 3319.111. This includes:
    a. Those employed under a teaching license or professional/permanent teaching certificate; and
    b. Those who spend at least 50% of time employed providing student instruction.
2. All licensed/certified school counselors will be evaluated using the Ohio School Counselors Evaluation System (OSCES).
3. All other licensed/certificated staff members will be evaluated using a local evaluation tool approved by the GEC.
4. The Board of Education may elect not to conduct an evaluation of a teacher who:
    a. Was on leave for 50 percent (50%) or more of the school year or
    b. Who has submitted and the board has approved notice of retirement on or before December 1 of the school year.

CREDENTIALED EVALUATORS

Informal/walkthroughs and formal holistic/focused observations and Final Holistic Ratings shall be completed by contracted administrative employees of the Green Local School District. The evaluator shall not be a bargaining unit member. All evaluators shall hold the licenses set forth in ORC §3319.01 or §3319.02 and the credentialing required by the Ohio Department of Education. If an employee has more than one credentialed and licensed administrator, one shall be designated as the evaluator.

ASSESSMENT OF TEACHER PERFORMANCE

Throughout the entire evaluation cycle, assessment of teacher performance shall be based on the preponderance of evidence as categorized in the Teacher Performance Evaluation Rubric. Such performance will be used to determine the teacher's final holistic evaluation rating and will be assessed through a holistic process by professionally trained, credentialed evaluators.

Note that for OTES 2.0, the Teacher Performance Evaluation Rubric is based upon the Ohio Standards for the Teaching Profession, which focuses on:

1. Understanding student learning and development, respecting student diversity, and holding high expectations for all students to achieve and make progress at high levels;

2. Knowing and understanding the content area for which they have instructional responsibility;

3. Understanding and using varied assessments to inform instruction, evaluate and ensure student learning;

4. Planning and delivering effective instruction that advances individual student learning;

5. Creating learning environments that promote high levels of student learning and achievement for all students;

6. Collaborating and communicating with students, parents, other educators, District administrators, and the community to support student learning; and

7. Assuming responsibility for professional growth and performance as an individual and as a member of a learning community.

DEFINING PERFORMANCE RATINGS [1]

In accordance with Ohio Revised Code, the rubric describes four levels of teacher performance for each component within the six rubric domains. Each performance rating can also be described in more general terms as a holistic rating of teacher performance.

Accomplished: This rating is the highest level of achievement. A rating of Accomplished indicates the teacher consistently meets expectations for performance and fully demonstrates competency in most or all of the teaching standards. The teacher addresses the needs of individual students. The Accomplished teacher uses a strong foundation of knowledge, skills and abilities to innovate and enhance their classroom, building and potentially the profession. The teacher consistently strives to improve his or her instructional and professional practice and contributes to the school, building or district through the development and support of colleagues. The Accomplished teacher is a leader who empowers and influences others.

[1] "OTES 2.0 Teacher Performance Rating Definitions - Ohio ...." https://education.ohio.gov/getattachment/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES-2-0/Teacher-Performance-Rating-Definitions.pdf.aspx?lang=en-US. Accessed 15 Sep. 2021.

Skilled: This rating is the rigorous and expected performance level. A rating of Skilled indicates the teacher consistently meets expectations for performance and fully demonstrates competency in most of the teaching standards. The teacher addresses the needs of groups of students. The Skilled teacher integrates knowledge, skills and abilities needed for effective classroom instruction. The teacher consistently strives to improve his or her instructional and professional practice. The Skilled teacher demonstrates purposefulness, flexibility and consistency.

Developing: This rating indicates the teacher is working to utilize his or her growing knowledge and skills. A rating of Developing indicates the teacher demonstrates competency in some of the teaching standards but needs improvement in others. The teacher attempts to meet the needs of the whole group. The Developing teacher is in the process of refining his or her skills and abilities. The teacher strives to improve his or her instructional and professional practice. The teacher may be making progress, but performance requires ongoing professional support for necessary growth to occur.
Ineffective: This rating indicates the teacher fails to demonstrate minimum performance expectations. A rating of Ineffective indicates the teacher consistently fails to demonstrate competency. The teacher is not effectively meeting the needs of his or her students. The teacher requires immediate assistance through ongoing intensive support.

EVALUATION PROCEDURES OVERVIEW

No video/audio recording will be used as evidence or in any procedure within any evaluation, including OTES 2.0 (GEA Master Agreement 7.02.3a.) Teachers shall only be evaluated on his or her work performance.

All personnel, annually by September 30, shall be advised by Administration as to the evaluative procedure and instruments.

1. Definition of Full and Less-Frequent Evaluation Cycles:

A. Full (Formal) Evaluation Cycle shall consist of:

a. Annually either a Professional Growth Plan (PGP) OR an Improvement Plan (IMP) and submit HQSD sources in OhioES by September 30. Upload evidence pertaining to PGP to OhioES on or before April 15.
b. Two (2) pre-observation conferences*
c. One (1) formal holistic observation by January 15.
d. One (1) formal focused observation by May 1.
e. One (1) post-observation conference
f. At least two (2) walkthroughs/informal observation by May 1.

g. One (1) final holistic conference by May 10.
**may vary depending on rating*

B. Less-Frequent (Informal) Evaluation Cycle shall consist of:

a. Annually a Professional Growth Plan (PGP) and submit HQSD sources in OhioES by September 30. Upload evidence pertaining to PGP to OhioES on or before April 15.

b. At least one (1) informal observation/walkthrough by May 1.

c. One (1) conference which will include a discussion of the teacher's progress on their PGP by May 10.

2. Frequency of Evaluations

A. A teacher with a Final Holistic Rating of Accomplished will follow the Less-Frequent (Informal) cycle for two years, to be followed by a Full (Formal) evaluation cycle in the 3rd (third) school year.

B. A teacher with a Final Holistic Rating of Skilled will follow the Less-Frequent (Informal) cycle for one (1) year, to be followed by a Full (Formal) evaluation cycle in the 2nd (second) school year.

C. A teacher with a Final Holistic Rating of Developing or Ineffective will follow the Full (Formal) evaluation cycle during the following year.

D. A teacher who is under consideration for non-renewal and employed under a limited contract shall receive three (3) Full (Formal) Observations within their evaluation cycle.

PROFESSIONAL GROWTH PLANS & IMPROVEMENT PLANS[2]

PROFESSIONAL GROWTH PLANS

Annually, each teacher must develop either a Professional Growth Plan (PGP) or an Improvement Plan (IMP). These documents will be completed in the OhioES portal. The plan must be based on the Final Holistic Rating from the most recent evaluation cycle and observations.

A teacher who is new to the profession or district develops a Professional Growth Plan collaboratively with the evaluator.

- A teacher with a Final Holistic Rating of ***Accomplished*** develops a self-directed Professional Growth Plan annually.
- A teacher with a Final Holistic Rating of ***Skilled*** develops a Professional Growth Plan annually, working jointly with the evaluator.
- A teacher with a Final Holistic Rating of Developing annually develops a Professional Growth Plan guided by the evaluator.
- A teacher with a Final Holistic Rating of Ineffective will be placed on an Improvement Plan developed by the evaluator.

HOW TO DEVELOP PROFESSIONAL GOALS

OTES 2.0 goal-setting process is a way for teachers to enhance or improve specific aspects of teaching. Clear professional goals identify the focus and direction for improving practice and make a direct impact on student learning. Growth plans will be developed and submitted by September 30. Evaluators will respond via email or OhioEs by no later than October 15. Newly hired teachers may request a two week extension from their evaluator. Evidence pertaining to Professional Growth Plans will be uploaded in the Professional Growth section within OhioES by April 15 (see the *Conferences* tab and “Notes & Attachments”, click on “+Add Note”).

To make a positive impact on instruction and achievement, goals must be based on an accurate assessment of teacher performance and student learning needs. The Professional Growth Plan should **focus on only one or two goals**.

When developing goals, teachers and evaluators should:

- Base on the most recent evaluation and observations;

[2] "OTES 2.0 | Ohio Department of Education." http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-Syste m/OTES-2-0. Accessed 15 Sep. 2021.

Align to District Strategic Plan;

- Ensure evidence of progress toward the goals is measurable.
- Consider using the Self-Assessment Tool to promote reflective practices.

IMPROVEMENT PLANS

The purpose of an Improvement Plan is to identify specific areas of improvement in performance and foster growth through professional development and targeted support. If the teacher does not make adequate progress within the time specified in the Improvement Plan, the evaluator may make a recommendation either to dismiss the teacher or continue the plan. The Ohio Teacher Evaluation System 2.0 required an educator who has a Final Holistic Rating of Ineffective to be placed on a written Improvement Plan. A teacher may be placed on an Improvement Plan at any time based on any individual deficiency in the evaluation system.

When an administrator initiates an Improvement Plan, he or she must:

- Identify, in writing, the specific area(s) for improvement, aligned to the Ohio Standards for the Teaching Profession;
- Specify, in writing, the level of performance the teacher is expected to reach and a reasonable timeframe to correct the deficiencies;
- Develop and implement a written plan for improvement that will be initiated immediately and include available resources and assistance;
- Determine additional education or professional development the teacher needs to improve in the identified area(s); and
- Gather evidence of progress or lack of progress.

An evaluator must reassess the educator's performance in accordance with the written Improvement Plan (IMP). This reassessment should include multiple performance observations. When the reassessment is completed at the end of the evaluation cycle, if the evaluator has documented an acceptable level of performance improvement, the teacher may transition to a PGP. If the teacher's final performance rating remains Ineffective, the administrator may reinstate the Improvement Plan with additional recommendations for improvement or take the necessary steps to recommend dismissal.



THE FORMAL EVALUATION PROCESS

The formal observation process consists of pre/post conferences, formal observations, and walkthrough/informal observations, along with the annual PGP or IMP.

Observations of teaching provide important evidence when assessing a teacher's performance and effectiveness. As an evaluator observes a teacher engaging students in learning, the evaluator collects valuable evidence on multiple levels. Ongoing communication and collaboration between the evaluator and teacher during the formal observation process help foster a supportive, productive professional relationship that leads to professional growth and development. Educators shall be given the opportunity to provide evidence until five (5) work days following the post conference.

Required conferences for an evaluation cycle shall be conducted during a teacher's scheduled work hours, which includes professional conference/planning periods.
All ratings noted below pertain to the educator's Final Holistic Rating from the previous year.

☐ Annually either a **Professional Growth Plan (PGP)** OR an **Improvement Plan (IMP)** and submit **HQSD sources** in OhioES by September 30.

☐ Pre-Conference #1 (optional for educators rated Accomplished, required for educators with a rating of Skilled, Developing and/or Ineffective).

At the pre-conference, the evaluator and teacher discuss what the evaluator will observe during the classroom visit. The teacher shares important information regarding the characteristics of the learners and learning environment as well as lesson objectives and how student learning will be monitored and assessed. The pre-conference gives the teacher an opportunity to identify areas in which he or she would like feedback during the classroom observation. This also gives the teacher an opportunity to provide evidence of student learning that may not be visible during the observation.

- Pre-conference Planning Questions (*optional* for educators rated *Accomplished, required* for educators with a rating of *Skilled, Developing,* and/or *Ineffective.* Pre-conference questions should be completed in OhioES by the pre-conference meeting). *Per OhioES: *"The questions provided are intended to guide thinking and conversation. All questions will not apply to all observations. The purpose of the pre-observation conference is to promote communication, understanding and reflection of professional practices. Educators may choose to write responses or discuss their responses. Evaluators may want to enter notes as a record of their conversation with the Educator."*

☐ **One (1) Formal Holistic Observation** of at least thirty (30) continuous minutes.
During the formal holistic observation, the evaluator documents specific evidence related to teaching and learning. The evaluator organizes evidence from the observation using the Teacher Performance Evaluation Rubric. The rubric helps evaluators align the

gathered evidence to the established performance ratings. The rubric also helps evaluators identify patterns of evidence and of performance trends throughout the school year. When completing the performance rubric, evaluators are not expected to gather evidence on all indicators, however evaluators should have gathered evidence to provide a performance rating level that best describes the preponderance of evidence.

☐ **One (1) Post-Conference** to determine focus area(s)**,** completed by January 15.

A conference between the teacher and evaluator will occur after the Formal Holistic Observation. The post-conference is designed to support teacher reflection, and provide feedback to the teacher on the observed lessons. The evaluator may use the post conference as a coaching opportunity for the evaluator to identify strategies and resources for the teacher to incorporate to increase growth.

This will be used to determine the identified area(s) of focus. The number of focus area(s) may vary according to areas of strength, refinement, or both. Teachers with a Final Holistic Rating of Accomplished will select their own focus area(s). Teachers with a rating of Skilled will select focus area(s) in collaboration with their evaluator. Teachers with a rating of Developing will receive guidance from their evaluator to determine focus area(s). Evaluators will select the focus area(s) for teachers with a rating of Ineffective.

During the post-conference, the evaluator and teacher collaborate to make recommendations on the teacher's Professional Growth Plan or Improvement Plan.

☐ **Pre-Conference #2** (*optional* for educators rated *Accomplished or Skilled*, required for educators with a rating of *Developing* and/or *Ineffective*).

At the pre-conference, the evaluator and teacher discuss what the evaluator will observe during the classroom visit. The teacher shares important information regarding the characteristics of the learners and learning environment as well as lesson objectives and how student learning will be monitored and assessed. The pre-conference gives the teacher an opportunity to identify areas in which he or she would like feedback during the classroom observation. This also gives the teacher an opportunity to provide evidence of student learning that may not be visible during the observation.

- Pre-conference Planning Questions (*optional* for educators rated *Accomplished or Skilled*, required for educators with a rating of *Developing* and/or *Ineffective.* Pre-conference questions related to your identified focus area(s) should be completed in OhioES by the pre-conference meeting).

☐ **One (1) Formal-Focused Observation** of at least thirty continuous (30) minutes with an emphasis on focus area(s) by May 1.

The second formal observation will emphasize the focus area(s) identified after the earlier Formal Holistic Observation. While evaluators will collect evidence related to the identified focus area(s), they also will document evidence to support a Final Holistic Rating at the end of the evaluation cycle.

☐ **At Least Two (2) Walkthroughs/Informal Observations** by May 1.

At least two (2) walkthrough/informal observations will be conducted during the full (formal) evaluation year.

Walkthroughs are informal observations of no less than fifteen (15) continuous minutes with an emphasis on identified focus area(s) when applicable; walkthroughs may be announced or unannounced. The focus may be area(s) of strength, area(s) for refinement, or both. During walkthroughs, evaluators are not limited to collecting evidence on the identified focus area(s). The evaluator will likely not observe all the teaching elements listed on the walkthroughs/informal observation checklist in any one informal observation, nor is this an exhaustive list of evidence that may be observed.

As an evaluator observes a teacher engaging students in learning, valuable evidence may be collected on multiple levels. While many of these interactions take place in the classroom, a more formal instructional setting, it is noted that evidence of teacher practice is visible in many settings. Some teacher behaviors are observable in the classroom, while other evidence may be obtained from formal conferences, team meetings, and professional interactions within the contractual workday.

☐ **Final Holistic Conference,** completed by May 10.

Teacher performance is to be evaluated holistically. Evaluators will assess which performance level provides the best overall description of the teacher's practice. The evaluator is to consider evidence gathered during any pre-conferences, the formal observations, the post-conference(s), walkthroughs, and evidence of practice and professionalism. Looking at the larger picture of performance across all domains, the evaluator will issue a Final Holistic Rating based on evidence from the entire evaluation cycle. The evaluator will consider the preponderance of evidence collected throughout the evaluation process to assist in the determination of the Final Holistic Rating. Additionally, this conference will include a discussion and review of progress on the teacher's Professional Growth Plan (PGP).

USE OF HIGH-QUALITY STUDENT DATA (HQSD)[3]

Using high-quality student data (HQSD) to guide instructional decisions and meet student learning needs is key in making sound instructional decisions for students. Each teacher will use at least **two (2)** measures of **district-determined high-quality student data** to provide evidence of student learning attributable to the teacher being evaluated. When applicable to the grade level or subject area taught by a teacher, HQSD shall include a value-added progress dimension and the teacher shall use at least one (1) other measure of HQSD to demonstrate student learning. HQSD may be used as evidence in any component which aligns with the Teacher Performance Evaluation Rubric.

[3] "High Quality Student Data | Ohio Department of Education." 17 Aug. 2021, http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/OTES-2-0/High-Quality-Student-Data. Accessed 21 Sep. 2021.

➔ [Link to **Green Local Schools HQSD Sources**]

➔

It is recognized that there are many types of data that can be used to support student learning, and the data include much more than just test scores. These types of data and their uses are important and should continue to be used to guide instruction and address the needs of the whole child but may not meet the definition of high-quality student data for the purpose of teacher evaluations.

Use the *High-Quality Student Data* section in OhioES to complete the High Quality Student Data Verification Form to document HQSD sources (use "+Add Measure" to type sources). The HQSD sources must follow the guidelines below. **All educators, regardless of evaluation cycle (formal or informal), are required to identify and submit HQSD sources in OhioES by September 30.**

The high-quality student data instrument used must be rigorously reviewed by locally determined educators to meet all of the following criteria:

- ➔ Align to learning standards;
- ➔ Measure what is intended to be measured;
- ➔ Be attributable to a specific teacher for course(s) and grade level(s) taught;
- ➔ Demonstrate evidence of student learning (achievement and/or growth);
- ➔ Follow protocols for administration and scoring;
- ➔ Provide trustworthy results; and
- ➔ Not offend or be driven by bias.

AND
The teacher must use the data generated from the high-quality student data instrument by:

- ➔ Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning;
- ➔ Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class as well as individual students;
- ➔ Informing instruction, adapting instruction to meet student need based upon the information gained from the data analysis; and
- ➔ Measuring student learning (achievement and/or growth) and progress towards achieving state/local standards.

THE INFORMAL EVALUATION PROCESS

For a teacher with a previous Final Holistic Rating of *Skilled* or *Accomplished*, the informal observation process consists of walkthrough/informal observation(s) and one (1) conference.
As an evaluator observes a teacher engaging students in learning, valuable evidence may be collected on multiple levels. While many of these interactions take place in the classroom, a more formal instructional setting, it is noted that evidence of teacher practice is visible in many settings. Some teacher behaviors are observable in the classroom, while other evidence may be obtained from formal conferences, team meetings, and professional interactions within the contractual workday.

☐ Annually complete a **Professional Growth Plan (PGP)** and submit **HQSD sources** in OhioES by September 30.

☐ **At Least One (1) Walkthroughs/Informal Observations** by May 1.

At least one (1) walkthrough/informal observation will be conducted during an evaluation cycle for educators.
Walkthroughs are informal observations of no less than fifteen (15) continuous minutes with an emphasis on identified focus area(s) when applicable; walkthroughs may be announced or unannounced. The focus may be area(s) of strength, area(s) for refinement, or both. During walkthroughs, evaluators are not limited to collecting evidence on the identified focus area(s). The evaluator will likely not observe all the teaching elements listed on the walkthroughs/informal observation checklist in any one informal observation, nor is this an exhaustive list of evidence that may be observed.

☐ **One (1) Conference** which will include a discussion of the teacher's progress on their PGP**,** completed by May 10.

One (1) conference will be held between the evaluator and teacher that consists of discussion of progress on the teacher's Professional Growth Plan. The evaluator uses the Final Holistic Rating Carry Forward Form to determine if the teacher has:

- ➔ "Showing Progress" on the PGP and will continue with rating and cycle sequence until time for a full/formal evaluation cycle.
- ➔ Made "Not Showing Progress" on the PGP and will automatically be placed on a full/formal evaluation cycle for the next evaluation school year.

ADDITIONAL PROVISIONS

If the teacher believes the evaluation procedures (such as errors with: data sources, data collection or calculation) have been violated, and if no appropriate remedy is found, the teacher may utilize the grievance process. A teacher's overall rating is not subject to the grievance process.

1. No teacher or evaluator will be directed to upload and/or agree to submit, upload or approve errant data regarding evaluations conducted.

2. Teachers shall be permitted to request a different credentialed evaluator. Such requests shall be documented and considered by the District.

3. A teacher shall be entitled to Association representation at any procedure within an evaluation cycle.

4. The Board shall amend its evaluation policy to conform to the terms of this agreement.

5. A teacher who plans to retire and submits a letter of intent to the Superintendent by December 15 will be exempt for the remainder of the evaluation cycle requirements thereafter.

GLOSSARY OF TERMS

Evaluation Cycle: The period from the establishment of a Professional Growth Plan (PGP) or Improvement Plan (IMP) through the issuance of a final holistic rating, as required by Ohio Revised Code.

Evaluation Factors: Pre/post conferences, formal observations, and walkthrough/informal observations, along with the annual PGP or IMP required by Ohio Revised Code to be used in the teacher evaluation procedure.

Evaluation Framework: The document created and approved by the ODE that establishes the Standards-Based evaluation of teachers in accordance with Ohio Revised Code.

Evaluation Instruments: The forms used by the teacher's evaluator.

Evaluation Procedure: The procedural requirements set forth in this agreement which conform with and provide specificity to the statutory obligations established by Ohio Revised. Code.

Evaluation Rating: The final summative evaluation level that is assigned to a teacher based on the holistic review of all Evaluation Factors, observed during the Evaluation Cycle. The rating shall be “accomplished”, “skilled”, “developing”, or “ineffective”. The final rating shall not be weighted in such a way that one (1) domain or component of the evaluation system has a higher importance than another, except that any area marked N/A shall not negatively impact the evaluation rating. Evaluators should have gathered evidence to provide a performance rating level that best describes the preponderance of evidence.

Evidence: Information collected by the evaluator and/or information provided to the credentialed evaluator in OhioES by the teacher, to support and inform the accurate reflection of the Evaluation Factors. Examples may include, but are not limited to: student information affecting educational progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, student portfolios, summative assessments, and student work samples.

High Quality Student Data (HQSD): Quantitative information, derived from instrument(s) rigorously reviewed and approved by locally determined educators, which provides evidence of student learning that can be directly attributed to the teacher being evaluated.

Holistic: The definition of holistic is relating to the idea that things should be studied as a whole and not just as a sum of their parts.

Improvement Plan (IMP): A detailed, written plan jointly developed between the teacher and evaluator based upon any individual deficiency in the evaluation system.

Jointly Developed: The educator and evaluator collaborate.

Ohio Evaluation System (OhioES): The electronic system used by the District to report aggregate, summative teacher evaluation ratings to the Ohio Department of Education (ODE).

Ohio Teacher Evaluation System (OTES): The teacher evaluation system required by Ohio Revised Code.

Professional Growth Plan (PGP): A written plan designed for the sole purpose of continuing teacher growth focused on areas identified in the teacher’s observations and/or evaluation.

Teacher Performance: The assessment of a teacher, during the evaluation cycle, which is based upon the Ohio Standards for the Teaching Profession.

Walkthroughs: Informal observations that provide evidence of teacher performance.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") between the Green Local School District Board of Education (the "Board") and the Green Education Association (the "Association") (collectively, the "Parties") is regarding the extension of the collective bargaining agreement in place between the Board and the Union, effective July 1, 2025 through June 30, 2026 (the "2025-26 CBA").

WHEREAS, the Parties desire to carry over the terms of the Agreement for an additional two years.

NOW, THEREFORE, the Parties agree as follows:

1. Subject to the terms herein, 2025-26 CBA will remain in full force and effect beginning July 1, 2026 through June 30, 2028. All language from the 2025-26 CBA, including insurance contribution rates, will be carried forward in the successor agreement for the 2026-27 and 2027-28 school years (the "2026-28 CBA") except as otherwise indicated in this MOU.

2. For the 2025-26 Agreement, bargaining unit members shall receive the following base salary increases:

Effective July 1, 2026	2.75 percent
Effective July 1, 2027	3 percent

An updated salary schedule for the 2026-28 CBA is attached hereto as Exhibit A and shall become the new Appendix A for the 2026-28 CBA.

3. For the 2026-28 CBA, Section 11.02(C) and (E) shall be modified to state:

C. This Agreement is made and entered into at the Green Local School District, Ohio, on this 22 day of September, 2025, by and between the parties as attested to by the representative whose signatures appear below.

E. The terms of this Agreement shall be for two (2) years from July 1, 2026, through June 30, 2028.

4. This MOU shall not have any precedential nature or effect beyond as described herein.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized representatives on the date(s) set forth below.

FOR THE GREEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Superintendent
Date 9-19-25
Jeffrey Miller

Treasurer
Date 9 22 25
Eydie Snowberger

Board Ratification Date: 9 22 25

FOR THE GREEN EDUCATION ASSOCIATION

Union President
Date
Shawn Thomas

Union Representative
Date
Natalie Tannehill

Union Ratification Date: September 5, 2025

2026-2027	Green Salary Schedule				Base: $45,595.00	
Steps	BA	5YR	BA20	MASTERS	MASTERS15	MASTERS30
0	45,595	47,008	47,920	48 832	49,288	49,744
1	47,875	49,598	50,670	51,741	52,284	52,822
2	50,159	52,188	53,419	54,650	55,279	55,904
3	52,439	54,782	56,173	57,564	58,275	58,986
4	54,719	57,372	58,922	60,473	61,271	62,068
5	56,998	59,962	61,672	63 382	64,266	65,146
6	59,283	62,552	64,421	66,291	67,262	68,228
7	61,562	65,142	67,171	69,200	70,257	71,311
8	63,842	67,731	69,920	72,108	73,248	74,388
9	66,122	70,321	72,669	75,017	76,244	77 470
10	68,406	72,916	75,423	77,926	79,240	80,553
11	70,686	75,505	78,173	80,840	82,240	83,635
12	72,966	78,095	80,922	83,749	85,231	86,713
13	75,245	80,685	83,671	86,658	88,226	89,795
16	77,530	83,275	86,421	89,567	91,222	92,877
19	79,809	85,865	89,170	92 476	94,218	95,955
22	82,089	88,459	91,924	95,385	97,213	99,037
25	84,369	91,049	94,673	98,294	100,209	102,119
27	88,390	95,522	99,379	103,236	105,279	107,317
29	90,670	98,029	101,677	105,552	107,741	109,597

2.75%

2027-2028	Green Salary Schedule				Base: $46,963.00	
Step	BA	5YR	BA20	MASTERS	MASTERS15	MASTERS30
0	46,963	48,419	49,358	50,297	50,767	51,237
1	49,311	51,086	52,190	53,294	53,852	54,407
2	51,664	53,754	55,022	56,290	56,938	57,581
3	54,012	56,426	57,858	59 291	60,023	60,756
4	56,360	59,094	60,690	62,287	63,109	63,931
5	58,708	61,761	63,522	65,283	66,194	67,101
6	61,061	64,429	66,354	68,280	69,280	70,275
7	63,409	67,096	69,186	71,276	72,365	73,450
8	65,758	69,764	72,018	74,272	75,446	76 620
9	68,106	72,431	74,850	77,268	78,532	79,795
10	70,459	75,103	77,686	80,264	81,617	82,970
11	72,807	77,771	80,518	83,265	84107	86,144
12	75,155	80,438	83,350	86,262	87 788	89,314
13	77,503	83,106	86,182	89,258	90,873	92,489
16	79,856	85,773	89 014	92,254	93,959	95,664
19	82,204	88,441	91,846	95,250	97,044	98,834
22	84,552	91,113	94,682	98,247	100,130	102,008
25	86,900	93,780	97,514	101,243	103,215	105,183
27	91,042	98,387	102,361	106,334	108,438	110,537
29	93,391	100,970	104,727	108,719	110,974	112,885

3.00%

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2025-2026	Green Salary Schedule				Base: $44,375	
Step	**BA**	**5 YR**	**BA 20**	**MASTERS**	**MASTERS 15**	**MASTERS 30**
0	44,375	45,751	46,638	47,526	47,969	48,413
1	46,594	48,271	49,314	50,357	50,885	51,408
2	48,817	50,792	51,990	53,188	53,800	54,408
3	51,036	53,317	54,670	56,023	56,716	57,408
4	53,254	55,837	57,346	58,855	59,631	60,408
5	55,473	58,358	60,022	61,686	62,547	63,403
6	57,696	60,878	62,697	64,517	65,462	66,403
7	59,915	63,399	65,373	67,348	68,377	69,403
8	62,134	65,919	68,049	70,179	71,288	72,398
9	64,353	68,440	70,725	73,010	74,204	75,398
10	66,576	70,965	73,405	75,841	77,119	78,397
11	68,795	73,485	76,081	78,677	80,039	81,397
12	71,013	76,006	78,757	81,508	82,950	84,392
13	73,232	78,526	81,433	84,339	85,866	87,392
16	75,455	81,047	84,108	87,170	88,781	90,392
19	77,674	83,567	86,784	90,001	91,697	93,387
22	79,893	86,092	89,464	92,833	94,612	96,387
25	82,112	88,612	92,140	95,664	97,527	99,387
27	86,025	92,966	96,720	100,474	102,462	104,445
29	88,244	95,406	98,956	102,728	104,858	106,664

2026-2027	Green Salary Schedule				Base: $45,595.00	
Step	**BA**	**5 YR**	**BA 20**	**MASTERS**	**MASTERS 15**	**MASTERS 30**
0	45,595	47,008	47,920	48,832	49,288	49,744
1	47,875	49,598	50,670	51,741	52,284	52,822
2	50,159	52,188	53,419	54,650	55,279	55,904
3	52,439	54,782	56,173	57,564	58,275	58,986
4	54,719	57,372	58,922	60,473	61,271	62,068
5	56,998	59,962	61,672	63,382	64,266	65,146
6	59,283	62,552	64,421	66,291	67,262	68,228
7	61,562	65,142	67,171	69,200	70,257	71,311
8	63,842	67,731	69,920	72,108	73,248	74,388
9	66,122	70,321	72,669	75,017	76,244	77,470
10	68,406	72,916	75,423	77,926	79,240	80,553
11	70,686	75,505	78,173	80,840	82,240	83,635
12	72,966	78,095	80,922	83,749	85,231	86,713
13	75,245	80,685	83,671	86,658	88,226	89,795
16	77,530	83,275	86,421	89,567	91,222	92,877
19	79,809	85,865	89,170	92,476	94,218	95,955
22	82,089	88,459	91,924	95,385	97,213	99,037
25	84,369	91,049	94,673	98,294	100,209	102,119
27	88,390	95,522	99,379	103,236	105,279	107,317
29	90,670	98,029	101,677	105,552	107,741	109,597

2027-2028	Green Salary Schedule				Base: $46,963.00	
Step	**BA**	**5 YR**	**BA 20**	**MASTERS**	**MASTERS 15**	**MASTERS 30**
0	46,963	48,419	49,358	50,297	50,767	51,237
1	49,311	51,086	52,190	53,294	53,852	54,407
2	51,664	53,754	55,022	56,290	56,938	57,581
3	54,012	56,426	57,858	59,291	60,023	60,756
4	56,360	59,094	60,690	62,287	63,109	63,931
5	58,708	61,761	63,522	65,283	66,194	67,101
6	61,061	64,429	66,354	68,280	69,280	70,275
7	63,409	67,096	69,186	71,276	72,365	73,450
8	65,758	69,764	72,018	74,272	75,446	76,620
9	68,106	72,431	74,850	77,268	78,532	79,795
10	70,459	75,103	77,686	80,264	81,617	82,970
11	72,807	77,771	80,518	83,265	84,707	86,144
12	75,155	80,438	83,350	86,262	87,788	89,314
13	77,503	83,106	86,182	89,258	90,873	92,489
16	79,856	85,773	89,014	92,254	93,959	95,664
19	82,204	88,441	91,846	95,250	97,044	98,834
22	84,552	91,113	94,682	98,247	100,130	102,008
25	86,900	93,780	97,514	101,243	103,215	105,183
27	91,042	98,387	102,361	106,334	108,438	110,537
29	93,391	100,970	104,727	108,719	110,974	112,885