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MASTER CONTRACT AGREEMENT

between the

THREE RIVERS BOARD OF EDUCATION
of the
THREE RIVERS LOCAL SCHOOL DISTRICT
HAMILTON COUNTY, OHIO

and the

THREE RIVERS EDUCATION ASSOCIATION
an affiliate of the
OHIO EDUCATION ASSOCIATION
and the
NATIONAL EDUCATION ASSOCIATION

Effective:

AUGUST 1, 2024 THROUGH JULY 31, 2027

TABLE OF CONTENTS

Page

ARTICLE I: RECOGNITION

1.01 ASSOCIATION RECOGNITION 1
1.02 BOARD RECOGNITION 1
1.03 PROOF OF ASSOCIATION REPRESENTATION 1
1.04 DEFINITIONS 1

ARTICLE II: NEGOTIATIONS

2.01 DEFINITIONS 3
2.02 NEGOTIATIONS PROCEDURE 4
2.03 IMPASSE PROCEDURE 5
2.04 NEGOTIATIONS REOPENER 6

ARTICLE III: GRIEVANCE PROCEDURES

3.01 DEFINITIONS 7
3.02 GENERAL PROVISIONS 7
3.03 ASSOCIATION RIGHTS AND NON-RETALIATION 7
3.04 GRIEVANCE PROCESS 8
3.05 GENERAL POLICIES 9

ARTICLE IV: ASSOCIATION RIGHTS

4.01 USE OF INTER-SCHOOL MAIL SYSTEM 10
4.02 BULLETIN BOARDS 10
4.03 USE OF SCHOOL BUILDINGS, EQUIPMENT AND FACILITIES 10
4.04 BOARD AGENDAS & MINUTES 10
4.05 ASSOCIATION LEAVE 10
4.06 ACCESS 10
4.07 FINANCIAL DOCUMENTS 11
4.08 PUBLIC ADDRESS SYSTEM 11
4.09 PROFESSIONAL RELATIONS COMMITTEE 11
4.10 CALENDAR COMMITTEE 11

ARTICLE V: BARGAINING UNIT MEMBER RIGHTS

5.01 PERSONNEL RECORDS 12
5.02 VACANCIES, PROMOTIONS, AND TRANSFERS 13
5.03 COMPLAINTS ABOUT BARGAINING UNIT MEMBERS 14
5.04 CONTINUOUS CONTRACTS 14
5.05 15

ARTICLE VI: WORKING CONDITIONS

6.01 WORK YEAR 16
6.02 WORKDAY 16
6.03 DUTY-FREE LUNCH 16
6.04 PLANNING PERIODS 16
6.05 TRAVELING BARGAINING UNIT MEMBERS 17
6.06 CLASS SIZE 17
6.07 CONFERENCE DAYS, UNENCUMBERED WORKDAY, AND PROFESSIONAL DEVELOPMENT 17
6.08 SCHOOL CALENDAR 18
6.09 STUDENT TEACHERS/MENTORS 18
6.10 REDUCTIONS IN FORCE 19
6.11 PROGRESSIVE DISCIPLINE 19
6.12 CALAMITY DAYS 20
6.13 UNENCUMBERED TEACHER WORKDAY 20
6.14 INTERVIEW PROCESS FOR CURRENT EMPLOYEES 20
6.15 OPEN HOUSE 20

ARTICLE VII: LEAVES
7.01 ASSAULT LEAVE 21
7.02 PERSONAL LEAVE 21
7.03 SICK LEAVE 21
7.04 COURT APPEARANCE AND JURY DUTY 23
7.05 PARENTAL LEAVE 23
7.06 MEDICAL LEAVE 24
7.07 UNPAID LEAVES 24

ARTICLE VIII: SALARY AND FRINGE BENEFITS
8.01 HORIZONTAL PLACEMENT/ADVANCEMENT ON SALARY SCHEDULE 25
8.02 PART-TIME BARGAINING UNIT MEMBERS 26
8.03 BASE SALARY 26
8.04 SUPPLEMENTAL CONTRACTS 33
8.05 SUPPLEMENTAL SALARY SCHEDULES 34
8.06 EXTENDED PAY 39
8.07 REGULAR SALARY PAYMENTS 39
8.08 PAYROLL DEDUCTIONS 39
8.09 SEVERANCE PAY 40
8.10 GROUP TERM LIFE INSURANCE 40
8.11 HOSPITALIZATION 41
8.12 DENTAL PLAN 41
8.13 INSURANCE RIGHTS ON LEAVE 41
8.14 STRS TAX SHELTER PICK-UP 41
8.15 EDUCATIONAL PREROGATIVE 43
8.16 TUTORS AND COMMITTEES 43
8.17 INTERNAL SUBSTITUTIONS 43
8.18 EMPLOYMENT OF RETIRED TEACHERS 44

ARTICLE IX: CONCLUSION
9.01 CONTRARY TO LAW 46
9.02 DURATION OF AGREEMENT 46
9.03 MEMORANDA OF UNDERSTANDING 46
9.04 FORMS 46
9.04 SIGNATURE PAGE 47

APPENDIX "A-1" GRIEVANCE FORM – STEP TWO 48
APPENDIX "A-2" GRIEVANCE FORM – STEP THREE 49
APPENDIX "A-3" GRIEVANCE FORM – STEP FOUR 50

APPENDIX "B" APPLICATION FOR USE OF SICK LEAVE 51
APPENDIX "C" VISITING DAY REQUEST 52
APPENDIX "D" APPLICATION FOR USE OF PERSONAL LEAVE 53

APPENDIX "E" SICK LEAVE BANK 54

APPENDIX "F" OTES 2.0 56

MEMORANDUM OF UNDERSTANDING (OTES 2.0) 60

MEMORANDUM OF UNDERSTANDING (PERSONAL LEAVE) 63

ARTICLE I:
RECOGNITION

1.01 ASSOCIATION RECOGNITION

The Three Rivers Local School District Board of Education, hereinafter referred to as the "Board," recognizes the Three Rivers Education Association, an affiliate of the Ohio Education Association and the National Education Association, hereinafter referred to as the "Association," as the exclusive and sole professional representative for all certificated employees who are under contract with this Board or on leave of absence excluding substitute teachers and administrative staff and/or supervisory employees who have the administrative authority to employ, evaluate, transfer, assign, discipline or discharge bargaining unit members.

1.02 BOARD RECOGNITION

The Association recognizes the Board as the locally-elected body charged with the establishment of policy of public education in the Three Rivers Local School District and as the employer of all personnel of this school system under state law.

1.03 PROOF OF ASSOCIATION REPRESENTATION

1.0301 The Board agrees to negotiate with and recognize the Association as the sole bargaining agent for the certificated staff as previously defined herein.

1.0302 At the request of the Board, the Association shall present a copy of its active membership rolls to a representative designated by the Board. The Board's request shall be made between November 1 and November 10 of each year. The Association shall comply with said request within seven (7) days of its receipt of same.

1.04 DEFINITIONS

1.0401 Bargaining Unit:
All certificated personnel employed by the Board whether on leave, on per diem basis, employed, or to be employed, excluding the Superintendent of Schools, all assistant superintendents, principals, assistant principals, substitutes, aides, hourly paid tutors, and all others for whom certification in supervision or administration is required as a condition of employment.

1.0402 Full-Time Employee:
An employee who is employed to perform a full day's work as defined by this Contract for a minimum of one hundred twenty (120) days or more in a work year, or five (5) workdays per week.

1.0403 Part-Time Employee:
An employee who works less than a full day as defined by this Contract and/or less than the minimal standard of one hundred twenty (120) workdays per work year, or less than five (5) workdays per week.

1.0404 Sole and Exclusive Agent:
The Association granted such status, shall be recognized by the Board as the official voice of all members of the instructional staff. The exclusive representative shall further represent members of the bargaining unit regardless of their race, color, creed, national origin, sex, age, marital status, or handicap.

1.0405 Days:
Unless specified elsewhere in this Contract, days shall mean calendar days.

1.0406 Seniority:
The length of continuous employment in a bargaining unit position as verified by Board minutes.

A. Seniority shall begin to accrue from the first day worked in the bargaining unit position.

B. Seniority shall accrue for all time an employee is on active pay status or is receiving Workers' Compensation benefits, is in military services, or on professional growth leave.

C. Time spent on inactive pay status (unpaid leave or layoff) shall not contribute to the accrual of seniority but shall not constitute a break in seniority.

D. Full-time employees shall accrue one (1) year of seniority for each year (120 days) worked as determined by the minimal full-time standard as defined by this Contract.

E. Part-time employees who work less than the normal workday shall accrue seniority at one-half (½) year per year worked.

F. No employee shall accrue more than one (1) year of seniority in any work year.

G. Bargaining unit members who resign their positions and are later reemployed shall lose that seniority acquired before resignation.

H. When two (2) or more bargaining unit members have the same seniority, past service in the District shall be used to break the tie. If a tie remains, the following tie breakers will be utilized in establishing seniority rankings:

1. Date the bargaining unit members signed their initial limited contract of employment as bargaining unit member with the District.

2. If a tie remains, said bargaining unit members shall participate in a drawing to establish their seniority ranking. A representative from the Association and the Board shall be present at the drawing.

ARTICLE II:
NEGOTIATIONS

2.01 DEFINITIONS

2.0101 Day
In the negotiations procedure section of this Contract, the word "day" shall mean calendar day unless otherwise indicated.

2.0102 Party:
"Party" when used herein shall mean the Association and/or the Board.

2.0103 Negotiations:
To confer, discuss, propose, consider, make concessions, and counterproposals, in good faith, in an effort to reach mutual agreement on items under consideration. Such negotiations shall be conducted by representatives of the Board and the Association with authority to negotiate in good faith.

2.0104 Negotiation Meeting Period:
That period of time from the first negotiation session until agreement has been reached, or the time factor of forty-five (45) days, or as mutually extended. The period of time when negotiations are recognized to be taking place.

2.0105 Negotiation Session:
The actual conferring of the representatives of the Board and the Association.

2.0106 Negotiation Team:
The body of official representatives of the Board and the Association.

2.0107 Executive Session:
A meeting with admittance to be limited to the discretion of the participants calling the meeting or the provisions of such a session as provided by this Article II.

2.0108 Consultants:
Advisors to the negotiations teams. Individuals due to special training, experience, and talents have abilities to assist in clarifying points under consideration and to assist in resolving misunderstandings.

2.0109 Caucus:
A limited break in a negotiation session.

2.0110 Good Faith:
The willingness to consider, propose, make concessions and counterproposals in an effort to reach a mutually agreed position. Good faith requires the participants in the negotiations to provide explanations for proposals and counterproposals. Good faith does not mean that either negotiations team is given authority to make final commitment for the Board or the Association.

2.0111 News Release:
A report on the status of negotiations, given directly to public news media personnel (i.e., the newspaper, radio or television news bureaus).

2.0112 Progress Report:
Reports made to the Board or Association while negotiations are in process.

2.0113 Ad Hoc Study Committee (joint study committee):
A group given a specific assignment to develop a more meaningful understanding of a given area to assist the negotiation teams in coming to a mutual agreement. The responsibility of such study committees shall be determined by the negotiation teams at the time that the study committee is organized. Information reported by the study committee shall be advisory only and not a directive or in any way impose a recommendation or compliance to the members of the negotiation teams.

2.0114 Mediation:
An assistive process and procedure that attempts to help the parties to recognize their differences and similarities under the rules and regulations of the Federal Mediation and Conciliation Service.

2.0115 Impasse:
Disagreement, a deadlock on a given item being negotiated. Impasse is reached when no further change of positions by the members of the negotiation teams is taking place and agreement is not reached within the specified time limit.

2.0116 Writing Disposition:
The findings and recommendations of parties used to resolve an impasse situation. Such a disposition is an advisory notice and should be given the greatest consideration by both the Board and the Association in an effort to obtain agreement.

2.0117 Memorandum of Understanding
A memorandum of understanding is a written agreement which adds to, deletes, modifies or clarifies existing contract language.

2.02 NEGOTIATIONS PROCEDURE

2.0201 No earlier than February 15, but no later than May 15 of the calendar year in which the contract expires, the Association shall request a meeting with the Board or its representatives. This meeting shall be scheduled not more than fifteen (15) calendar days following receipt of the request at a time mutually agreeable, unless a later date is mutually agreeable. At this meeting the Association and the Board shall exchange proposals, comprehensively written. Thereafter, counterproposals and amendments may be submitted during the course of negotiations. From the date of this first meeting, a period of forty-five (45) calendar days shall be considered the normal period for negotiations, which period may be extended by mutual agreement. At the end of the forty-five (45) day period, either the Association or the Board shall be entitled to invoke the impasse procedure.

2.0202 Both parties agree that Chapter 4117 of the Ohio Revised Code shall govern the procedures of bargaining between the Association and the Board, unless otherwise provided for within this Contract.

2.0203 All meetings shall be in executive session, at a time and place mutually agreeable to both parties. While negotiations are in progress:

A. The chairperson of either team may recess his/her group for an independent caucus.

B. No action to coerce or censor or penalize any negotiations participant shall be made or implied on either side.

C. As tentative agreements are reached, they shall be reduced to writing, initialed by both chairpersons, and set aside. Such initialing shall not be considered binding nor as a final agreement by the parties and may be withdrawn by either party.

D. While no final agreements shall be executed, without ratification by the Association, and subsequent adoption by the Board, the parties mutually pledge that their representatives shall have all necessary power and authority to make and consider proposals and counterproposals, and to make concessions in the course of negotiations so as to reach agreements.

E. Both parties shall negotiate in "good faith." "Good faith" is the obligation of the parties to meet at reasonable times for the purpose of effecting a free exchange of facts, opinions, and proposals and counterproposals in a sincere effort to reach mutual understanding and agreement. All parties are obliged to deal openly and fairly with each other on all matters and to conduct such negotiations in good faith, but such obligation does not compel either party to agree to a proposal. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons; however, such obligation shall not require either party to change its proposal on any matter being negotiated. Good faith requires all parties to recognize negotiations as a shared process.

2.0204 When negotiations have been concluded, the agreement shall be reduced to writing and signed by both chairpersons. The negotiated Contract shall be presented to the Association within ten (10) workdays of the final negotiations session for ratification. Upon ratification by the Association, written notice shall be sent by the Association to the Board. At that time, the negotiated Contract shall be placed on the agenda of the next regularly scheduled meeting of the Board at least one week in the future for ratification. Upon adoption by the Board, the negotiated Contract shall replace and supersede any and all previously negotiated contracts between the Association and the Board and any Board policies with which it may be in conflict.

2.0205 The scope of negotiations and management rights shall be as defined in ORC 4117.08 (A & C).

2.03 IMPASSE PROCEDURE

2.0301 If an agreement has not been reached after forty-five (45) days from the first meeting between the bargaining teams, either party may declare impasse and call for the services of the Federal Mediation and Conciliation Service (FMCS) to assist in negotiations. If a party calls for FMCS involvement, the other party shall join in a joint request.

2.0302 The mediation period shall be forty-five (45) calendar days from the first meeting with the mediator. After the forty-five (45) day period has expired and if an agreement has not been reached, then the Impasse Procedures of this Contract shall be deemed to have been completed and an impasse shall exist.

2.0303 Meetings
The mediator shall meet with both parties forthwith, either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement. The mediator shall not, without the consent of both parties, publicly make findings of fact or recommend terms of settlement.

2.04 NEGOTIATIONS REOPENER

2.0401 If either party wishes to amend this negotiated Contract during its term, such party shall notify the other party in writing of the specific detailed change it wants.

A. The party receiving this request shall notify the other party of its decision to negotiate or not within fifteen (15) calendar days of such receipt.

B. If the other party agrees to reopen negotiations on the requested change(s), negotiations shall commence within fifteen (15) calendar days following the mutual agreement to reopen unless a later date is mutually agreeable.

C. Negotiations shall follow the procedures outlined in this negotiated Contract.

2.0402 Only the terms of amount of annual base salary, supplemental salary and insurance benefits shall be negotiated at the request of either party when made on or after March 1 of each calendar year. The initial request shall be made in accordance with this Contract.

2.0403 Negotiations shall commence within fifteen (15) calendar days following the receiving party's receipt of the request to reopen unless a later date is mutually agreeable. The scope of bargaining on a successor contract shall be wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this agreement.

2.0404 In the event all of the impasse procedures set forth in this Contract have been fully completed and no agreement has been reached between the parties and the effective date of the Contract provisions at issue has expired, and/or the entire Contract has expired and the Association has given the statutory notice to strike required by ORC Chapter 4117, then, in that event only, the Association may exercise it statutory right to strike on those issues which are negotiable in accordance with the provisions of this Contract. The Board agrees that this provision of the Master Contract provides the Association the contractual right to strike on the issues that are negotiable under the reopener provisions of this Contract.

ARTICLE III:
GRIEVANCE PROCEDURES

3.01 DEFINITIONS

3.0101 A "grievant" shall be an individual bargaining unit member, group of bargaining unit members, or, in situations concerning rights secured by the Association in the Negotiations Agreement, the Association.

3.0102 A "grievance" shall be defined as an alleged misinterpretation and/or misapplication of any of the provisions of the negotiated agreement.

3.0103 The term "day" in this procedure shall mean:

A. A school day of the regular school year, excluding Saturdays, Sundays, and legal or school holidays; or,

B. Any day outside the regular school year, excluding Saturdays, Sundays, and legal holidays.

3.02 GENERAL PROVISIONS

3.0201 Time limits provided herein shall be adhered to strictly as maximums to insure rapid resolution of the grievances. Time limits may be extended only by mutual agreement of the parties in writing. It is the obligation of the grievant to pursue his/her remedy with diligence. A failure on the part of the grievant to comply with the time limits prescribed herein shall be deemed as an acceptance by the grievant of the answer, response or resolution made at the last step of the grievance procedure. A failure on the part of the principal, the Superintendent, or the Board, or by any party acting on their behalf for the purpose of adjusting grievances, to respond within the prescribed time limits shall be deemed to be denial of the grievance allowing the grievant to take the grievance to the next step of the grievance procedure.

3.0202 Both parties agree that grievances shall be handled confidentially to the extent that such effort to maintain confidentiality does not violate the laws of the State of Ohio pertaining to the keeping of public records. A grievant may be accompanied at any step by a representative of the Association and/or his/her legal counsel. Witnesses, affidavits, documentation or other evidence may be presented at Step Three and any succeeding steps.

3.03 ASSOCIATION RIGHTS AND NON-RETALIATION

3.0301 Matters dealing with alleged violations of Association rights shall be initiated at Step Three.

3.0302 No reprisals of any kind will be taken by or against any party of interest, any participant in the grievance procedure, or any member of the Association by reason of such participation. All documents, communications, and records dealing with the processing of a grievance shall be kept separately from the personnel files of the participants.

3.04 GRIEVANCE PROCESS

The following procedure shall be followed in all attempts to resolve a grievance. Each successive step shall be followed only if the grievant is dissatisfied with the disposition at the previous step. The parties may waive deadlines by indicating so in writing.

3.0401 Step One - Informal

Within twenty (20) days after an event or occurrence of an alleged violation of this Agreement, the grievant and a representative(s) of the Association shall discuss the problem with the grievant's immediate supervisor or building principal, and said supervisor or building principal shall reply to the grievant with reference to the grievance within five (5) days. In matters dealing with alleged violations of Association rights, the grievance shall be initiated at Step Three.

3.0402 Step Two - Formal

Within five (5) days after the grievant receives an answer as provided in Step One, or if no response is received within five (5) days, the grievant shall have the option within fifteen (15) days to file a formal written grievance on a Grievance Form (Appendix A) with the building principal or supervisor. Within five (5) days after receipt of the written grievance, the principal shall meet with the Association. Within five (5) days after the meeting, a written statement of the action taken and the reasons therefore shall be sent to the Association and added to the Grievance Form.

3.0403 Step Three - Superintendent

Within five (5) days of the receipt of the written response of the action as provided in Step Two, the grievant, at his/her option, shall continue the grievance to the Superintendent or his/her designee. Within five (5) days of receipt of the grievance, the superintendent or his/her designee shall meet with the grievant and the principal or supervisor involved. Within five (5) days of the meeting, the Superintendent or his/her designee shall take action on the grievance, reporting the action and reasons for it to the Association and the principal and adding his/her disposition to the Grievance Form.

3.0404 Step Four - Arbitration

A. If the grievant(s) is/are dissatisfied with the decision of the Superintendent, the Association may submit the grievance to arbitration by giving written notice to the Superintendent of its intent.

B. The arbitrator shall be chosen by the parties from a list provided by AAA. Selection and hearing shall be in accordance with the voluntary rules and regulations of the AAA. The arbitrator shall hold a hearing promptly and issue the decision within thirty (30) days of the close of the hearing. The decision shall be in writing and a copy sent to all parties present at the hearing. The decision of the arbitrator shall be binding on the Board, the grievant and the Association.

C. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue(s) not so submitted to him/her. The arbitrator shall have the authority to determine arbitrability if such is at issue.

D. The costs for arbitration shall be the responsibility of the non-prevailing party.

3.05 GENERAL POLICIES

3.0501 Any grievance may be withdrawn at any step without prejudice. Records of grievances shall be kept in the Central Office. Each grievance shall be recorded on a grievance form (see Appendix A). Grievance forms shall be printed by the Board. Forms will be available in the office of every school, and will be kept in an area accessible for all bargaining unit members without request to their administrator.

3.0502 No bargaining unit member may be represented by any bargaining unit member organization other than the Association in any grievance initiated pursuant to this Agreement. No bargaining unit member will be denied the right to Association representation and Association counsel at any time. Should any meeting or hearing required by the General Provisions be scheduled during the teaching day, the grievant(s) and his/her Association representative(s) shall be released without loss of pay or benefits.

ARTICLE IV:
ASSOCIATION RIGHTS

4.01 USE OF INTER-SCHOOL MAIL SYSTEM

The Association shall be allowed the use of the inter-school mail system, including mailboxes. General Association flyers and newsletters shall be distributed to the Superintendent and principals simultaneously with their distribution to Association members. All correspondence shall be identified as to its source.

4.02 BULLETIN BOARDS

The Association may post materials on bulletin boards in staff lounges, provided all items are identified as Association communications.

4.03 USE OF SCHOOL BUILDINGS, EQUIPMENT AND FACILITIES

5.0301 The Association shall be allowed the use of all school buildings, equipment, and facilities for Association business, provided that such use does not conflict with school business and is in accordance with customary school practices. Requests for meetings shall be in accordance with Board policy.

5.0302 The Association shall reimburse the Board annually on June 1st for consumable materials (such as paper, supplies, etc.) use and/or photocopying charges.

4.04 BOARD AGENDAS & MINUTES

The Association shall be provided upon request, free of charge, at the same time that they are distributed to Board members, all agendas and minutes.

4.05 ASSOCIATION LEAVE

The Association shall be provided a maximum of six (6) days of leave with pay (Association Leave) per school year to Association members elected or appointed to represent the Association. All applications for Association Leave must be made in writing by the Association President to the Superintendent at least one (1) week before the day requested. In the last year of the term of this collective bargaining agreement, up to four Association officers shall be provided with one and one-half (1.5) additional days of leave with pay that shall be used for purposes of collective bargaining negotiations.

4.06 ACCESS

Representatives or agents of the Association may transact official business on school property and may visit schools during lunch, before and after the school day, provided that this shall not interfere with or interrupt normal school operations.

4.07 FINANCIAL DOCUMENTS

The Association shall, upon request, be provided free of charge, copies of all public financial documents prepared by the School District.

4.08 PUBLIC ADDRESS SYSTEM

The Association shall have the right to have public address system announcements made of all Association meetings and other scheduled events at a time approved by the principal. The Association shall have the right to make announcements at building, grade-level, and all other meetings, if previous arrangements have been made with the principal

4.09 PROFESSIONAL RELATIONS COMMITTEE

A Professional Relations Committee shall be established. The Superintendent shall appoint three (3) members of the Committee, and the President of the Association shall appoint three (3) members of the Committee; one (1) each from the high school middle school and an elementary school. The Professional Relations Committee shall meet at the call of the Superintendent or TREA President, but not more than four (4) times per school year to discuss items of mutual interest and to resolve problems which may arise. Minutes of each meeting shall be taken by a person appointed by the Administration or by the Association on an alternate meeting basis. These minutes shall be distributed to all committee members as soon as possible after the meeting.

4.10 CALENDAR COMMITTEE

A Calendar Committee shall be formed between the Association and the District and shall be open to all employees. The Committee shall have five (5) people appointed by the Association and five (5) people appointed by the administration. The Calendar Committee shall make a recommendation to the Superintendent no later than December 15 each year.

ARTICLE V:
BARGAINING UNIT MEMBER RIGHTS

5.01 PERSONNEL RECORDS

5.0101 A personnel file of each bargaining unit member shall be maintained at the Board office. This file shall be considered confidential to the extent permitted by law and the only file of information pertaining to each bargaining unit member maintained at the Board office. In addition, the principal of each building may maintain a confidential file for each bargaining unit member assigned to his/her building.

5.0102 Material that may be maintained in the personnel or principal's file of each bargaining unit member shall include, but not be limited to:

A. Application for employment, including references which shall be kept confidential except as required by law.

B. Official transcript(s) of college credits showing the official records of the degree(s) granted.

C. Official certification records approved by the Ohio Department of Education.

D. Records of appraisal.

E. Records of employment including assigned duties, regular and supplemental, and years of service in the District and experience outside the District.

F. Copies of contract(s) of employment with the Board.

G. Records of sick leave.

H. Health records.

I. Criminal background check results.

J. Other items required by law.

5.0103 Each bargaining unit member shall have access to his/her personnel file(s) upon request and upon twenty-four (24) hours advance written notice at the Board office and/or at his/her school office between 8:00 a.m. and 4:00 p.m. or by appointment, if not scheduled to take place during those hours, Monday through Friday, exclusive of holidays. An administrative employee shall be present during any inspection of the bargaining unit member's file(s). The bargaining unit member shall have the right to be accompanied by an Association representative during an inspection. Upon request, the bargaining unit member may receive a copy of any document in his/her file. The actual cost of making copies may be billed to the bargaining unit member.

5.0104 Except as may be required by law, at no time nor under any circumstances shall the confidential files of any bargaining unit member be opened to the public or to any other person not authorized by that bargaining unit member.

5.0105 A copy of all disciplinary material placed in any of the bargaining unit member's files shall be given to the bargaining unit member at the time of placement in his/her file. The bargaining unit member shall have the right to place a written rebuttal to any material placed in his/her file.

5.0106 Anonymous letters shall not be placed in a bargaining unit member's file(s) nor will they be made a matter of public record unless required by law.

5.02 VACANCIES, PROMOTIONS, AND TRANSFERS

5.0201 Requests for Transfer

The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its bargaining unit members. Requests by a bargaining unit member for transfer to a different class, building, or position shall be made in writing, one (1) copy of which shall be filed with the Superintendent by March 1st. The application shall set forth the reasons for transfer, the school, grade, or position sought, and the applicant's academic qualifications. Such requests shall be renewed once each year to assure active consideration by the Superintendent. Since transfers are not vacancies, openings by transfers need not be posted.

5.0202 Notification of Vacancies

The Board declares its desire to continue its consideration of present teaching staff when filling vacancies, including vacancies in supervisory positions. A vacancy is a position in the bargaining unit that is vacant because of resignation, retirement, or increased need (usually enrollment). A transfer of personnel between positions is not a vacancy. A current list of vacancies including the buildings in which the vacancies exist shall be promptly posted to the staff through the District website throughout the year. Vacancies shall be posted at least five (5) days before being filled.

The five (5) day notice period may be omitted between July 15 and September 15. This procedure will be used only when necessary to avoid scheduling a special Board of Education meeting solely to employ personnel after the normal five (5) day posting period. Requests for transfer made pursuant to Section 6.0201 herein shall be considered by the Superintendent in filling the vacancy. The only vacancies in supplemental positions to be posted pursuant to Section 6.0202 above shall be vacancies due to resignation, retirement, nonrenewal, or termination notwithstanding the provisions of 3319.11(1) of the Ohio Revised Code; however, the provisions of 6.0202 do not apply to supplemental contracts if the Board intends to fill the supplemental position with the incumbent.

5.0203 Voluntary Transfer

Should a vacancy exist in a position for which a bargaining unit member has filed a transfer request according to the above provisions, for which the bargaining unit member is certificated, and for which the bargaining unit member has been interviewed, the bargaining unit member will be notified as soon as possible by the Superintendent or his/her Administrator of his/her decision concerning the request.

5.0204 Involuntary Transfer

The term "involuntary transfer: shall mean an administrator-initiated transfer of a bargaining unit member. The following procedure will be used for involuntary transfers:

A. The Superintendent or designee shall identify and discuss the reasons for each involuntary transfer with each bargaining unit member involved at least fourteen (14) days prior to the effective date of the transfer except if such a transfer is made necessary by reason of increased or decreased enrollment during the first week of the school year.

B. The bargaining unit member involved may request and shall receive, if requested, a meeting with the Superintendent and his/her Administrator. The bargaining unit member may have an Association representative at this meeting.

5.03 COMPLAINTS ABOUT BARGAINING UNIT MEMBERS

5.0301 Any person who wishes to register a complaint about a bargaining unit member to a Board member or an administrator shall be requested to first contact the building principal and/or Superintendent. The principal/Superintendent shall urge the complainant to discuss his/her complaint with the bargaining unit member involved. However, the principal/Superintendent may, if he/she deems it advisable, first discuss and attempt to resolve the situation with the complainant.

5.0302 Likewise, bargaining unit members and/or the Association shall follow the proper administrative channels in voicing complaints concerning the administration to the Board of Education. Such complaints shall first be indicated to the immediate supervisor and thence up the proper administrative channels prior to complaining to a Board member. This provision shall not be interpreted as prohibiting a bargaining unit member and/or the Association from communicating with a Board member, but it shall require proper prior communications.

5.0303 The Board shall follow the proper administrative channels in voicing complaints concerning a bargaining unit member that are brought directly to a Board member. Bargaining unit members should be given the opportunity to consider the issues and attempt to resolve the problems prior to involvement by the Board. Anonymous complaints shall not be considered.

This provision does not apply to complaints a Board member has that involve his or her own children. In that case, the Board member shall follow the proper channels for voicing parental/guardian complaints.

5.0304 No bargaining unit member may be reprimanded, penalized, appraised adversely, or otherwise administratively directed as a result of any such complaint unless the complaint has been discussed with the bargaining unit member by the principal/Superintendent. Association representation shall be permitted at each meeting with the principal/Superintendent.

5.04 CONTINUING CONTRACTS

All continuing, limited and supplemental contracts shall be issued in accordance with law and shall not be contrary to the provisions of the contract between the Association and the Board.

However, any employee who wishes to be considered for a continuing contract must notify their Administrator by October 15 that he/she will become eligible for a continuing contract at the end of the school year and wishes to be evaluated for the purpose of the awarding of a continuing contract. If a bargaining unit member does not provide this notice and subsequently requests or becomes eligible for continuing contract consideration, that bargaining unit member will not be eligible to receive a continuing contract until he/she has been evaluated for continuing contract purposes for one (1) full year.

5.05 Certificates or licenses held by current bargaining unit members and on the date of employment for all new hires must be maintained throughout employment except as authorized by the Superintendent. In the event of reassignment or reduction in force (3319.17, R.C.), if the bargaining unit member has not been employed in the field of his/her certification or licensure within the past five (5) years, he/she shall be ineligible for reassignment or bumping rights and his/her contract shall be suspended. This subsection supersedes the provisions of Section 3319.17, R.C.

ARTICLE VI:
WORKING CONDITIONS

6.01 WORK YEAR

6.0101 The bargaining unit member work year shall be one hundred eighty-four (184) days in length.

6.0102 Should the Board determine to increase the number of workdays in a work year, the Board shall increase the salary schedule then in effect on a basis which shall reflect the percentage of additional days added by an amount equal to the per diem rate of each bargaining unit member.

6.0103 Any increase in the number of workdays in a work year shall be in consecutive days at the beginning or end of the school year, provided, however, that one (1) day each may be scheduled at Christmas and spring break.

6.0104 Bargaining unit members are not required to report for work on days closed for reasons described in ORC 3317.01(B) and they shall not suffer loss of pay for those days. However, in the event makeup days are scheduled, no extra compensation will be paid for work on those days.

6.0105 Prior to the first day of school for students, the Board shall ensure a half day of release for classroom work or permit the half day to be used at the discretion of the bargaining unit member, as opposed to instituting training sessions, meetings or mandated time.

6.02 WORKDAY

The workday for all bargaining unit members shall not exceed seven (7) hours and thirty (30) minutes, exclusive of faculty meetings and voluntary duties or those necessitated by supplemental contracts. The starting and ending times shall be established by the Superintendent.

6.03 DUTY-FREE LUNCH

Each bargaining unit member employed by the Board for more than one-half (½) of a workday shall be granted at least thirty (30) consecutive duty-free minutes for lunch each workday, during which time he/she shall not be required to perform any duty or activity.

6.04 PLANNING PERIODS

6.0401 The schedule for each full-time equivalent classroom bargaining unit member, who is assigned to an elementary school with a bargaining unit member day of six (6) hours or longer exclusive of the lunch period, shall include two hundred (200) minutes per week for instructional planning and evaluation and conferences. Should the bargaining unit member present a no-cost alternate plan that overcomes a scheduling problem, the alternate plan will be considered. The final decision for scheduling in a building rests with the Superintendent and/or principal. This provision is not subject to the Grievance Procedure.

6.0402 Each full time bargaining unit member who works at the middle school and/or senior high school (grades 5-12) shall be provided at least five (5) planning periods per week. Each planning period shall be equal in length to one (1) regularly scheduled class period.

6.0403 Each planning period shall be exclusive of the bargaining unit member's duty-free lunch period.

6.05 TRAVELING BARGAINING UNIT MEMBERS

6.0501 The term "traveling bargaining unit member" shall be defined as a bargaining unit member who has assigned duties in more than one (1) school building in the District on any workday, exclusive of supplementals.

6.0502 The traveling time required of any traveling bargaining unit member shall not cause his/her workday to exceed that of the workday as defined in this Contract, and it shall not cause his/her duty-free lunch to be fewer than thirty (30) minutes in length. A planning period shall be included in each traveling bargaining unit member's workday, in accordance with the Planning Periods provision of this Contract.

6.0503 Any bargaining unit member who is required to use his/her personal automobile for District business, as part of fulfilling his/her regular teaching assignment, or at the direction of the Superintendent or his/her designee, shall be reimbursed at the current IRS rate per mile. Reimbursement payments will be made on the second pay following the end of each fiscal quarter (i.e., last pay day in December, March, June and September).

6.06 CLASS SIZE

Students who are legally blind or deaf, severely behaviorally handicapped or permanently confined to a wheelchair and requiring significantly more physical and/or medical assistance than typical non-handicapped students will be given greater weight when determining the number of students assigned to any given classroom.

6.07 CONFERENCE DAYS, UNENCUMBERED WORKDAY, AND PROFESSIONAL DEVELOPMENT

6.0701 There will be two (2) days or their equivalent for parent-teacher conferences each school year. Conferences may be scheduled mornings, afternoons or evenings but will not be scheduled for more than a total of fifteen (15) hours annually. Conferences may be scheduled after one regular school day and, on such day only, the maximum workday may exceed the workday specified in Section 6.02.

6.0702 There shall be at least four (4) one half unencumbered workdays for all bargaining unit members to conduct records keeping, grading, and other classroom duties incorporated into the actual annual work schedule.

6.0703 In lieu of attending scheduled professional development, bargaining unit members may submit a self-study plan to the LPDC by May 15th of each year for self-study to be conducted during the upcoming summer break, or September

1st of each year for self-study to be conducted during that school year. Bargaining unit members may seek to substitute for up to three (3) scheduled professional development days each school year.

Such plan must seek to substitute from entire professional development days (increments of a day may not be excused) and must provide meaningful self-directed professional development to the bargaining unit members equivalent to the number of professional development days that are sought to be substituted.

For purposes of scheduling self-study professional development days, bargaining unit members will plan for 7 hours of self-study professional development to equate to one whole day.

All self-study professional development days must be completed by March 1st once approved by the LPDC.

The LPDC shall promptly provide the Superintendent with copies of all approved self-study plans.

6.08 SCHOOL CALENDAR

6.0801 Association shall be furnished the proposed school calendar by the Superintendent or his/her designee by December 15th in advance of the submission by the Superintendent or his/her designee of his/her school calendar recommendation to the Board.

6.0802 In the event a school calendar is changed and/or amended, the Association President or his/her designee will be consulted by the Superintendent or his/her designee for the Association's input on changes and/or amendments no fewer than five (5) calendar days prior to its submission to the Board.

6.0803 The calendar and/or any amendments thereto shall be determined by the Board.

6.09 STUDENT TEACHERS/MENTORS

6.0901 No bargaining unit member of the bargaining unit shall be assigned a student teacher or mentee without his/her prior consent.

A. Student teacher supervision/mentoring is not considered a regular duty as covered by the teaching contract of any bargaining unit member, and shall be a voluntarily-accepted assignment.

B. No teacher shall be evaluated negatively because of his/her refusal to accept a student teacher/mentee.

C. Mentors do not evaluate.

6.0902 Upon his/her request, the teacher considering the acceptance of student bargaining unit member supervision shall be given the opportunity to review the contract between the Board and the student teacher's college or university. A copy of that contract will be provided at the teacher's request, at his/her cost.

6.0903 All resident educator bargaining unit members in the District will participate in all

activities as designed by the state or District in order to successfully complete the resident educator program.

6.10 REDUCTIONS IN FORCE

If it becomes necessary to reduce the number of staff positions of members of the bargaining unit for the reasons set forth in R.C. §3319.17 of the Ohio Revised Code, upon recommendation of the Superintendent, the Board shall first suspend the contracts of members within each teaching field affected, giving preference to those on continuing contract. In implementing the reduction, the Board shall identify the staff person(s) currently assigned to a position or assignment to be reduced.

Seniority shall not be the basis for making a decision regarding a reduction in force except between bargaining unit members who have comparable evaluations. A bargaining unit member's evaluation rating for the purposes of reduction in force shall be based on a rolling three year average and shall not include student growth measures. The order of reductions shall be:

1st: Limited contract teachers with ineffective rating
2nd: Limited contract teachers with developing, skilled, or accomplished rating by seniority
3rd: Continuing contract teachers with ineffective rating
4th: Continuing contract teachers with developing, skilled, or accomplished rating by Seniority

6.11 PROGRESSIVE DISCIPLINE

6.1101 Members shall be disciplined if there is good and just cause to do so. In the event it becomes necessary to reprimand, or otherwise discipline, a member of the bargaining unit, the principles of progressive discipline shall be followed. For the same offense/violation or a similar offense/violation, the disciplinary progression shall be:

1. oral warning
2. written reprimand – a written reprimand may be placed in the employee's personal file.
3. suspension up to ten (10) days with or without pay
4. contract termination

(The placement of an employee on paid administrative leave shall not be considered a disciplinary consequence under the provisions of this Article.)

6.1102 The aforementioned discipline progression may be accelerated for conduct which is deemed to be of such a serious or egregious nature as to make the progressive discipline procedure inappropriate.

6.1103 A written and/or oral reprimand may be removed from a member's personnel file two (2) years after the date it was issued, provided the member has not be subject to further disciplinary action during the two (2) year period. A member must make a written request to remove the disciplinary material.

6.1104 The member shall be provided a representative of his/her choosing during any step involved in this procedure. A hearing with the Superintendent/designee shall take place prior to the suspension of any member. The hearing shall take place no sooner than forty-eight (48) hours after the member has been notified of the hearing.

6.1105 Except in emergency situations, no bargaining unit member shall be issued an oral warning or reprimanded within hearing range of other employees (excluding administrators) or in the presence of the public.

6.1106 Members shall be provided a representative of his/her choosing during any steps involved in this procedure.

6.1107 Disciplinary consequences may be challenged through the grievance process contained at Article III of this Agreement with the following exceptions:

1. Oral warnings and written reprimands may not be advanced to arbitration at Step Four of the grievance procedure.

2. Teacher contract termination shall be accomplished in accordance with the provisions of Ohio Revised Code §3319.16 and may not be challenged through the grievance process.

6.12 CALAMITY DAYS

On calamity days, members of the bargaining unit shall stay at home and not be required to work. There shall only be remote learnings days if the District is within the equivalent of five (5) school days of not satisfying the required number of hours of instruction under Ohio Law. In the event it appears likely that the District is in jeopardy of not satisfying the required number of hours of instruction under Ohio Law, the administration will provide a learning plan for students and staff to address "make-up" school days. The administration will seek input and recommendations from the TREA and will ensure adequate and reasonable notice of the plan is provided to staff.

6.13 UNENCUMBERED TEACHER WORKDAY

There shall be at least four (4) one-half (1/2) unencumbered teacher workdays for all teachers to conduct records keeping, grading, and other classroom duties incorporated into the actual annual work schedule, effective with the 2024-2025 contract year.

6.14 INTERVIEW PROCESS FOR CURRENT EMPLOYEES

No current employee shall be subject to the same initial screening process as outside applicants. Internal posting would last for at leave five (5) business days.

6.15 OPEN HOUSE

The Board shall schedule Open Houses for all buildings on or before the end of the prior school year.

ARTICLE VII:
LEAVES

7.01 ASSAULT LEAVE

Any bargaining unit member who is unable to perform his/her duties due to an employment related assault upon the bargaining unit member shall receive assault leave up to a maximum of ten (10) days. Upon request from the Superintendent, the bargaining unit member shall provide the Superintendent with a statement from said bargaining unit member's physician indicating that said bargaining unit member is unable to perform the duties due to the injury.

7.02 PERSONAL LEAVE

7.0201 Each employee of the Three Rivers School District will have available three (3) personal days each school year starting July 1 and ending June 30. The days may be taken without stated reasons.

7.0202 All personal day requests must be made twenty-four (24) hours in advance unless there is an emergency. A personal day may not be used to extend a vacation or holiday weekend, on parent-teacher conference days, scheduled professional days, and/or the first or last student days of the contract year. No more than four (4) teachers K-3, four (4) teachers per 4-6, four (4) teachers per 7-8 and four (4) teachers per 9-12 may use a personal leave day on any given day.

7.0203 Such absence is not to be charged against sick leave. Personal leave days are not cumulative. Personal leave may not be used when sick leave is applicable.

7.0204 Unused personal days shall rollover to sick leave up to the sick leave maximum.

7.0205 Any bargaining unit member not using his/her entire three (3) days of personal leave may elect one of two options for utilization of unused personal leave:

A. Convert unused personal leave to sick leave provided the employee has not accumulated the maximum allowable sick leave amounts.

B. Elect to receive $175.00 for each unused personal leave day.

7.03 SICK LEAVE

7.0301 Accumulation

A. Pursuant to the Ohio Revised Code, each bargaining unit member who is employed shall be granted sick leave at the rate of one and one-fourth (1¼) days per calendar month of completed service; annual accumulation shall be limited to fifteen (15) days per school year.

B. A bargaining unit member may be advanced additional days beyond the number accumulated upon request of the bargaining unit member and at the sole discretion of the Superintendent.

C. There shall be no limit on the number of sick days an employee may accumulate. Members shall continue to accrue sick days each year.

7.0302 Use

Bargaining unit members may use sick leave for any of the following reasons:

A. Personal illness, injury;

B. Illness due to pregnancy;

C. Exposure to contagious disease which could be communicated to others;

D. Illness, injury, or death in the immediate family. "Immediate family" shall mean: spouse, father, mother, sister, brother, child, or person in loco parentis to the employee.

E. Accumulated sick leave days, up to a maximum of five (5) days, may be used for illness, injury, or death in the "expanded family" which shall include: aunt, uncle, nephew, niece, grandchild, grandparents, in-laws, or other person living in the same household.

F. The Superintendent, at his sole discretion, may approve sick leave for illness, injury, or death of persons other than those specified in paragraphs (D) and (E) above.

G. Doctor's appointments; dental appointments.

7.0303 Records

A. Sick leave days as accumulated and used by each bargaining unit member shall be reflected on the employee's payday direct deposit notice.

B. Unless physically unable to do so, a bargaining unit member absent more than five (5) consecutive days shall complete and return a sick leave justification form to the Board Treasurer's office prior to receipt of his/her biweekly paycheck.

C. A doctor's statement may be required for sick leave after an absence of more than five (5) days in succession. In the event the Board requires a doctor's statement and the bargaining unit member has not consulted a physician during his/her illness or sick leave, the Board shall compensate the unit member's physician for his/her customary charge for furnishing said statement.

D. Abuse of the use of sick leave may subject the bargaining unit member to termination pursuant to Section 3319.16 of the Ohio Revised Code.

7.0304 Bargaining unit members who have exhausted personal sick leave may apply via the Sick Leave Bank (Appendix E) for additional sick days.

7.0305 One-half (1/2) day sick leave will be 3.75 hours. One-half day morning leave shall end at 11:15 a.m. One-half day afternoon leave shall commence at 11:15 a.m. For the elementary school, a half day shall be considered from 8:20 a.m. to 12:05 p.m. One half (1/2) day sick leave will be 3.75 hours. For the middle and high schools, one-half day morning leave shall end at 11:15 a.m. One-half day afternoon leave shall commence at 11:15 a.m. For the elementary school, one half day morning leave shall end at 12:05 p.m. One-half day afternoon leave shall commence at 12:05 p.m.

7.04 COURT APPEARANCE AND JURY DUTY

Each member who reports for, and/or who serves on, a jury(ies) on a member workday shall receive his/her full salary while serving on a jury duty and shall retain jury duty fees paid to him/her for serving on a jury. Any member who is subpoenaed to an administrative hearing and/or court involving a member arising out of the performance of his/her contractual duties when the Association or the member is not a party to the proceeding shall receive no loss in salary while responding to said subpoena and, additionally, shall retain as his/her own any witness fees paid to him/her for responding to said subpoena. Such court appearances shall be considered professional leave.

7.05 PARENTAL LEAVE

A bargaining unit member shall be granted a leave of absence without pay for the purpose(s) of childbearing and/or child rearing, subject to the following conditions:

7.0501 He/she shall submit a written request to the Superintendent for parental leave no less than thirty (30) calendar days prior to the date of which that bargaining unit member desires his/her leave to commence. This notice shall be waived in the event of unexpected and/or premature birth. In the case of adoption, the bargaining unit member shall notify the Superintendent that placement of a child(ren) is likely to occur during the current semester, or within thirty (30) days, whichever is earlier, if the bargaining unit member has knowledge of such placement. If the bargaining unit member has no prior knowledge of the placement, notice shall be given as soon as possible. Such leave shall commence on the date requested by the bargaining unit member, or in the case of adoption, when he/she receives custody of the child(ren).

7.0502 The length of the parental leave combined with FMLA leave shall not exceed one (1) calendar year unless the return coincides with the beginning of a semester. The return date shall be at the start of a semester, except as approved by the Superintendent. The twelve (12) weeks of FMLA shall include sick leave and parental leave.

7.0503 Bargaining unit members who are on a Board approved leave of absence and upon return to teaching who are not placed in the position they held when they started their leave of absence will have the rights of a bargaining unit member in an involuntary transfer. However, the Association recognizes the right of the administration to assign bargaining unit members in accordance with Ohio

Revised Code 3319.01. The bargaining unit member shall notify the Superintendent at the time of requesting leave, pursuant to Section 8.0501 above, of his/her date of return.

7.0504 Members on parental leave, while not utilizing FMLA leave, will be allowed to purchase health insurances at the group rates.

7.0505 The bargaining unit member returning from parental leave shall suffer no loss of seniority.

7.06 MEDICAL LEAVE

7.0601 Upon the written request of a bargaining unit member, the Board shall grant leave for a period of not more than two (2) consecutive school years where illness or other disability is the reason for that bargaining unit member's request. Upon subsequent request, such leave may be renewed by the Board.

7.0602 Upon the return to service of a bargaining unit member at the expiration of his/her leave of absence, he/she shall resume the contract status which he/she held prior to such leave. The bargaining unit member returning from medical leave shall suffer no loss of seniority.

7.0603 Members on medical leave will be allowed to purchase health insurance at the group rates.

7.07 UNPAID LEAVES

Unpaid leave must be approved by the Superintendent at least forty-eight (48) hours in advance. A recommendation concerning the unpaid leave is required from the supervisor. Requests for unpaid leave shall be on the specified form. Absence from work without authorization is cause for disciplinary action including possible dismissal since all leaves including unpaid leave must be approved in advance. Benefits will not be affected by any unpaid leave.

ARTICLE VIII:
SALARY AND FRINGE BENEFITS

8.01 HORIZONTAL PLACEMENT/ADVANCEMENT ON SALARY SCHEDULE

8.0101 Salary increases for additional semester and/or quarter hours shall be limited to the start of the school year.

A. The official transcript indicating the completion of the courses must be filed by September 15. If the hours or degree have been earned by September 15 and the transcript has been ordered but not received, official alternate evidence (letter from university, copy of actual degree or other suitable document) may temporarily substitute for the transcript for up to sixty (60) days.

B. Any hours to be counted for credit on the salary schedule beyond the Master's degree must be graduate hours. Undergraduate hours may be accepted beyond the Master's degree only with prior approval of the Superintendent. Undergraduate hours counted for BA 150 must satisfy the requirements of 8.0103.

C. Categories on salary schedule shall be interpreted to mean 8, 12, 21, and 30 semester hours, or the equivalent in quarter hours respectively, of graduate credit earned since the date of the award of the Master's Degree.

D. The annual salary notice described in ORC 3319.12 shall not be issued. However, the District shall issue its SALBEN notice to members of the bargaining unit no later than September 15 of each school year.

8.0102 Upon receipt of the official transcript(s), the member will be placed in the appropriate column of the salary schedule and receive a lump sum payment for the amount accrued prior to the filing of the transcript(s) retroactive to the beginning of the semester only.

8.0103 All credit to be accepted for horizontal placement/advancement on the salary schedule must meet the following criteria:

A. Credit must be from an accredited university or college. The credits must be from an institution that would be recognized as acceptable by the State Department for Teacher Certification; and,

B. Course work must be in the area of professional education as defined in the regulations for teacher certification in Ohio; or,

C. Course work is in the area of certification for which the person is presently certified; or,

D. Course work is in an area of certification for which the member is pursuing a planned program toward additional certification (the planned program must be verified by the college or university advisor); or,

E. Course work has been approved in advance by the Local Professional Development Committee as being pertinent to the member's improvement as a teacher in the District.

8.0104 All references to certificates throughout this Contract shall also include licenses.

8.0105 VERTICAL PLACEMENT ON SALARY SCHEDULE

A. The Superintendent may grant a newly employed bargaining unit member with 0 years' experience a signing bonus in any amount up to the difference between the BA-0 salary and the BA-1 year experience salary.

B. The Superintendent may place a rehired former employee at any level on the salary schedule as agreed to by the Superintendent and employee.

C. In order to be eligible for annual vertical movement on the salary schedule, a member must complete one hundred twenty (120) days of service in the contract year prior to the move.

8.02 PART-TIME BARGAINING UNIT MEMBERS

Bargaining unit members who work half-time or less may participate in fringe benefits at their expense. Bargaining unit members working more than half-time may participate in fringe benefits by paying a portion of the expense based upon the percentage of time not worked.

8.03 BASE SALARY

There shall be three percent (3%) increase on base salary for the 2024-2025 school year. There shall be a three and one quarter percent (3.25%) increase on base salary for the 2025-2026 school year. There shall be a three percent (3%) increase on the base salary for the 2026-2027 school year.

TRLSD Certified Staff Salary Index School Year 2024-25

Increment	BA	BA 150	MA	MA 6	MA 12	MA 21	MA 30
1	46,305	48,621	51,052	52,328	53,636	54,977	56,352
2	47,417	49,788	52,277	53,584	54,924	56,297	57,704
3	48,555	50,983	53,532	54,870	56,242	57,648	59,089
4	49,720	52,206	54,816	56,187	57,592	59,031	60,507
5	50,913	53,459	56,132	57,535	58,974	60,448	61,959
6	52,135	54,742	57,479	58,916	60,389	61,899	63,446
7	53,387	56,056	58,859	60,330	61,838	63,384	64,969
8	54,668	57,401	60,271	61,778	63,323	64,906	66,528
9	55,980	58,779	61,718	63,261	64,842	66,463	68,125
10	57,323	60,190	63,199	64,779	66,398	68,058	69,760
11	58,699	61,634	64,716	66,334	67,992	69,692	71,434
12	60,108	63,113	66,269	67,926	69,624	71,364	73,149
13	61,551	64,628	67,859	69,556	71,295	73,077	74,904
14	63,028	66,179	69,488	71,225	73,006	74,831	76,702
15	64,540	67,767	71,156	72,935	74,758	76,627	78,543
16	65,509	68,784	72,223	74,029	75,879	77,776	79,721
17	66,491	69,816	73,306	75,139	77,018	78,943	80,917
18	67,489	70,863	74,406	76,266	78,173	80,127	82,130
19	68,501	71,926	75,522	77,410	79,345	81,329	83,362
20	69,528	73,005	76,655	78,571	80,536	82,549	84,613
21	70,571	74,100	77,805	79,750	81,744	83,787	85,882
22	71,630	75,211	78,972	80,946	82,970	85,044	87,170
23	72,704	76,340	80,156	82,160	84,214	86,320	88,478
24	73,795	77,485	81,359	83,393	85,478	87,615	89,805
25	74,902	78,647	82,579	84,644	86,760	88,929	91,152
26	76,025	79,827	83,818	85,913	88,061	90,263	92,519
27	77,166	81,024	85,075	87,202	89,382	91,617	93,907
28	78,323	82,239	86,351	88,510	90,723	92,991	95,316
29	79,498	83,473	87,647	89,838	92,084	94,386	96,745
30	80,690	84,725	88,961	91,185	93,465	95,802	98,197
31	81,901	85,996	90,296	92,553	94,867	97,239	99,670
32	83,129	87,286	91,650	93,941	96,290	98,697	101,165
33	84,376	88,595	93,025	95,350	97,734	100,178	102,682
34	85,642	89,924	94,420	96,781	99,200	101,680	104,222
35	86,927	91,273	95,837	98,232	100,688	103,205	105,786

TRLSD Certified Staff Salary Index School Year 2025-26

Increment	BA	BA 150	MA	MA 6	MA 12	MA 21	MA 30
1	47,810	50,201	52,711	54,029	55,379	56,764	58,183
2	48,958	51,406	53,976	55,325	56,709	58,126	59,579
3	50,133	52,639	55,271	56,653	58,070	59,521	61,009
4	51,336	53,903	56,598	58,013	59,463	60,950	62,474
5	52,568	55,196	57,956	59,405	60,890	62,413	63,973
6	53,830	56,521	59,347	60,831	62,352	63,911	65,508
7	55,122	57,878	60,772	62,291	63,848	65,444	67,080
8	56,445	59,267	62,230	63,786	65,381	67,015	68,690
9	57,799	60,689	63,724	65,317	66,950	68,623	70,339
10	59,186	62,146	65,253	66,884	68,556	70,270	72,027
11	60,607	63,637	66,819	68,490	70,202	71,957	73,756
12	62,061	65,165	68,423	70,133	71,887	73,684	75,526
13	63,551	66,728	70,065	71,817	73,612	75,452	77,339
14	65,076	68,330	71,746	73,540	75,379	77,263	79,195
15	66,638	69,970	73,468	75,305	77,188	79,117	81,095
16	67,638	71,019	74,570	76,435	78,346	80,304	82,312
17	68,652	72,085	75,689	77,581	79,521	81,509	83,546
18	69,682	73,166	76,824	78,745	80,714	82,731	84,800
19	70,727	74,263	77,977	79,926	81,924	83,972	86,072
20	71,788	75,377	79,146	81,125	83,153	85,232	87,363
21	72,865	76,508	80,333	82,342	84,400	86,510	88,673
22	73,958	77,656	81,538	83,577	85,666	87,808	90,003
23	75,067	78,821	82,762	84,831	86,951	89,125	91,353
24	76,193	80,003	84,003	86,103	88,256	90,462	92,724
25	77,336	81,203	85,263	87,395	89,579	91,819	94,114
26	78,496	82,421	86,542	88,706	90,923	93,196	95,526
27	79,674	83,657	87,840	90,036	92,287	94,594	96,959
28	80,869	84,912	89,158	91,387	93,671	96,013	98,413
29	82,082	86,186	90,495	92,757	95,076	97,453	99,890
30	83,313	87,479	91,853	94,149	96,503	98,915	101,388
31	84,563	88,791	93,230	95,561	97,950	100,399	102,909
32	85,831	90,123	94,629	96,994	99,419	101,905	104,452
33	87,119	91,474	96,048	98,449	100,911	103,433	106,019
34	88,425	92,847	97,489	99,926	102,424	104,985	107,610
35	89,752	94,239	98,951	101,425	103,961	106,560	109,224

TRLSD Certified Staff Salary Index School Year 2026-27

Increment	BA	BA 150	MA	MA 6	MA 12	MA 21	MA 30
1	49,245	51,707	54,292	55,650	57,041	58,467	59,929
2	50,427	52,948	55,595	56,985	58,410	59,870	61,367
3	51,637	54,219	56,930	58,353	59,812	61,307	62,840
4	52,876	55,520	58,296	59,753	61,247	62,778	64,348
5	54,145	56,852	59,695	61,187	62,717	64,285	65,892
6	55,445	58,217	61,128	62,656	64,222	65,828	67,474
7	56,775	59,614	62,595	64,160	65,764	67,408	69,093
8	58,138	61,045	64,097	65,699	67,342	69,025	70,751
9	59,533	62,510	65,635	67,276	68,958	70,682	72,449
10	60,962	64,010	67,211	68,891	70,613	72,378	74,188
11	62,425	65,546	68,824	70,544	72,308	74,116	75,968
12	63,923	67,119	70,475	72,237	74,043	75,894	77,792
13	65,457	68,730	72,167	73,971	75,820	77,716	79,659
14	67,028	70,380	73,899	75,746	77,640	79,581	81,570
15	68,637	72,069	75,672	77,564	79,503	81,491	83,528
16	69,667	73,150	76,808	78,728	80,696	82,713	84,781
17	70,712	74,247	77,960	79,909	81,906	83,954	86,053
18	71,772	75,361	79,129	81,107	83,135	85,213	87,344
19	72,849	76,491	80,316	82,324	84,382	86,491	88,654
20	73,942	77,639	81,521	83,559	85,648	87,789	89,984
21	75,051	78,803	82,743	84,812	86,932	89,106	91,333
22	76,177	79,985	83,985	86,084	88,236	90,442	92,703
23	77,319	81,185	85,244	87,376	89,560	91,799	94,094
24	78,479	82,403	86,523	88,686	90,903	93,176	95,505
25	79,656	83,639	87,821	90,016	92,267	94,574	96,938
26	80,851	84,894	89,138	91,367	93,651	95,992	98,392
27	82,064	86,167	90,475	92,737	95,056	97,432	99,868
28	83,295	87,459	91,832	94,128	96,481	98,893	101,366
29	84,544	88,771	93,210	95,540	97,929	100,377	102,886
30	85,812	90,103	94,608	96,973	99,398	101,883	104,430
31	87,100	91,454	96,027	98,428	100,889	103,411	105,996
32	88,406	92,826	97,468	99,904	102,402	104,962	107,586
33	89,732	94,219	98,930	101,403	103,938	106,536	109,200
34	91,078	95,632	100,414	102,924	105,497	108,134	110,838
35	92,444	97,066	101,920	104,468	107,079	109,756	112,500

Interpreter for Hearing Impaired

Prior Yr Base Sal	$ 29,574
RAISE %:	3.00%
FY 2024 Base	$ 30,461

FISCAL YEAR 2025
School Year 2024-25

		1		2
SERVICE YEARS	**INDEX**	**Assoc**	**INDEX**	**BA**
0	1.00000	30,461	1.06400	32,411
1	1.08200	32,959	1.11600	33,994
2	1.13200	34,482	1.16800	35,578
3	1.18200	36,005	1.22000	37,162
4	1.28200	39,051	1.32400	40,330
5	1.33200	40,574	1.37600	41,914
6	1.38200	42,097	1.42800	43,498
7	1.43200	43,620	1.48000	45,082
8	1.53200	46,666	1.58400	48,250
9	1.58200	48,189	1.63600	49,834
10	1.63200	49,712	1.68800	51,418
11	1.68200	51,235	1.74000	53,002
12	1.73200	52,758	1.79200	54,586
13	1.78200	54,282	1.84400	56,170
14	1.78200	54,282	1.84400	56,170
15	1.80700	55,043	1.87000	56,962
16	1.80700	55,043	1.87000	56,962
17	1.83200	55,805	1.89600	57,754
18	1.83200	55,805	1.89600	57,754
19	1.90700	58,089	1.97400	60,130
20	1.90700	58,089	1.97400	60,130
21	1.98200	60,374	2.05200	62,506
22	1.98200	60,374	2.05200	62,506
23	1.98200	60,374	2.05200	62,506
24	1.98200	60,374	2.05200	62,506
25	2.08200	63,420	2.15600	65,674
26	2.08200	63,420	2.15600	65,674
27	2.08200	63,420	2.15600	65,674
28	2.08200	63,420	2.15600	65,674
29	2.08200	63,420	2.15600	65,674
30	2.08200	63,420	2.15600	65,674
31	2.08200	63,420	2.15600	65,674
32	2.08200	63,420	2.15600	65,674
33	2.08200	63,420	2.15600	65,674
34	2.08200	63,420	2.15600	65,674
35	2.08200	63,420	2.15600	65,674

Interpreter for Hearing Impaired

Prior Yr Base Sal	$ 30,461
RAISE %:	3.25%
FY 2024 Base	$ 31,451

FISCAL YEAR 2026
School Year 2025-26

		1		2
SERVICE YEARS	**INDEX**	**Assoc**	**INDEX**	**BA**
0	1.00000	31,451	1.06400	33,464
1	1.08200	34,030	1.11600	35,099
2	1.13200	35,603	1.16800	36,735
3	1.18200	37,175	1.22000	38,370
4	1.28200	40,320	1.32400	41,641
5	1.33200	41,893	1.37600	43,277
6	1.38200	43,465	1.42800	44,912
7	1.43200	45,038	1.48000	46,547
8	1.53200	48,183	1.58400	49,818
9	1.58200	49,755	1.63600	51,454
10	1.63200	51,328	1.68800	53,089
11	1.68200	52,901	1.74000	54,725
12	1.73200	54,473	1.79200	56,360
13	1.78200	56,046	1.84400	57,996
14	1.78200	56,046	1.84400	57,996
15	1.80700	56,832	1.87000	58,813
16	1.80700	56,832	1.87000	58,813
17	1.83200	57,618	1.89600	59,631
18	1.83200	57,618	1.89600	59,631
19	1.90700	59,977	1.97400	62,084
20	1.90700	59,977	1.97400	62,084
21	1.98200	62,336	2.05200	64,537
22	1.98200	62,336	2.05200	64,537
23	1.98200	62,336	2.05200	64,537
24	1.98200	62,336	2.05200	64,537
25	2.08200	65,481	2.15600	67,808
26	2.08200	65,481	2.15600	67,808
27	2.08200	65,481	2.15600	67,808
28	2.08200	65,481	2.15600	67,808
29	2.08200	65,481	2.15600	67,808
30	2.08200	65,481	2.15600	67,808
31	2.08200	65,481	2.15600	67,808
32	2.08200	65,481	2.15600	67,808
33	2.08200	65,481	2.15600	67,808
34	2.08200	65,481	2.15600	67,808
35	2.08200	65,481	2.15600	67,808

Interpreter for Hearing Impaired

Prior Yr Base Sal	$ 31,451
RAISE %:	3.00%
FY 2024 Base	$ 32,395

FISCAL YEAR 2027
School Year 2026-27

		1		2
SERVICE YEARS	**INDEX**	**Assoc**	**INDEX**	**BA**
0	1.00000	32,395	1.06400	34,468
1	1.08200	35,051	1.11600	36,153
2	1.13200	36,671	1.16800	37,837
3	1.18200	38,291	1.22000	39,522
4	1.28200	41,530	1.32400	42,891
5	1.33200	43,150	1.37600	44,576
6	1.38200	44,770	1.42800	46,260
7	1.43200	46,390	1.48000	47,945
8	1.53200	49,629	1.58400	51,314
9	1.58200	51,249	1.63600	52,998
10	1.63200	52,869	1.68800	54,683
11	1.68200	54,488	1.74000	56,367
12	1.73200	56,108	1.79200	58,052
13	1.78200	57,728	1.84400	59,736
14	1.78200	57,728	1.84400	59,736
15	1.80700	58,538	1.87000	60,579
16	1.80700	58,538	1.87000	60,579
17	1.83200	59,348	1.89600	61,421
18	1.83200	59,348	1.89600	61,421
19	1.90700	61,777	1.97400	63,948
20	1.90700	61,777	1.97400	63,948
21	1.98200	64,207	2.05200	66,475
22	1.98200	64,207	2.05200	66,475
23	1.98200	64,207	2.05200	66,475
24	1.98200	64,207	2.05200	66,475
25	2.08200	67,446	2.15600	69,844
26	2.08200	67,446	2.15600	69,844
27	2.08200	67,446	2.15600	69,844
28	2.08200	67,446	2.15600	69,844
29	2.08200	67,446	2.15600	69,844
30	2.08200	67,446	2.15600	69,844
31	2.08200	67,446	2.15600	69,844
32	2.08200	67,446	2.15600	69,844
33	2.08200	67,446	2.15600	69,844
34	2.08200	67,446	2.15600	69,844
35	2.08200	67,446	2.15600	69,844

8.04 SUPPLEMENTAL CONTRACTS

8.0401 All members assigned additional responsibilities and granted additional compensation for such responsibilities shall be given a written supplemental contract that is in addition to their regular contract, in keeping with the Ohio Revised Code.

A. Such supplemental contract shall include the following information:
   (1) Name of said member.
   (2) Name of the Three Rivers Local School District and Three Rivers Board of Education for which responsibilities shall be performed.
   (3) Total compensation for the supplemental contract.
   (4) Provisions for the signature of the Board President, the Board Treasurer, the bargaining unit member, and date of signing by the bargaining unit member.

B. Separate contracts will be provided for each additional duty.

C. The contract must be signed and returned by the member within ten (10) days after receipt, otherwise the offer of the contract shall be withdrawn by the Board.

D. Compensation shall be paid in two (2) equal payments: For positions in 8.0501 – Half pay midway through the duty, and half pay at the conclusion of the duty upon approval of the Athletic Director and/or supervisor.

For positions in 8.0502 – Half payment on the first pay in December and half payment on the second pay in June.

Supplemental positions that cover both semesters or extend for more than one (1) season may select to have supplemental pay distributed equally throughout the school year along with and added to the regular payroll salary.

E. Longevity steps set forth in this Contract shall be applicable to department chairs. However, any department chair who has more than six (6) years of experience as of the effective date of this Contract shall only receive one percent (1%) additional compensation pursuant to the supplemental salary schedule. Thereafter, an employee shall advance in accordance with the longevity steps as set forth in this section.

8.0402 Percentage Levels - Supplemental Salaries

A. Annual supplemental salaries shall be determined by multiplying the percentage (%) set forth in 8.0501 and 8.0502 by the BA-0 Step in 9.03.

B. Longevity increments are to be applied at an additional one-half percent (.5%) per year of experience, not to exceed a total of three percent (3%).

C. Longevity for supplemental contracts shall mean continuous service in the same supplemental contract position within this school district.

D. Assistant coach/advisor and head coach/advisor in the same sport or activity shall be considered the same contract positions for longevity purposes.

8.0403 Non-Athletic Supplemental Contract Review Committee

The Superintendent (or designee) and the Association President (or designee) shall convene and co-chair a non-athletic supplemental contract review committee which shall meet at least once a year no later than April 1st. At least one representative from each school shall be appointed by the Superintendent and Association President (or designees) and at least two of the representatives must be Association members. The purpose of the committee is to review the non-athletic supplemental salary rates and positions as approved by the Board and make appropriate recommendations to the Board no later than May 1st of each year.

8.0404 Miscellaneous

A. Any position may be split as agreed.

B. Supplemental contracts are generally for pay outside the school day.

C. In accordance with past practice, not filling any supplemental position is an administrative prerogative.

A. The number of coaches/sponsors will be determined by the administration based on the number of participants/events.

B. Whenever the pay for a supplemental position is reduced, by mutual agreement of the Board and the Association, current position holders shall be grandfathered at the former rate so long as they continuously hold the position.

8.05 SUPPLEMENTAL SALARY SCHEDULES

8.0501 Supplemental Salaries – Athletic

TRLSD Athletic Supplement Contracts
June 14, 2022 - Effective August 1, 2022

	Percent of the Base
Baseball Coach - Varsity	13.00%
Baseball Coach - JV	10.00%
Baseball Coach-JV Assistant	5.00%
Baseball Coach Assistant	10.00%
Basketball-Boys Head Coach - THS	20.00%
Basketball-Boys Assistant Coach - THS	10.00%
Basketball-Boys JV Coach - THS	10.00%
Basketball-Boys Freshman Coach	10.00%
Basketball-Girls Head Coach - THS	20.00%
Basketball-Girls JV Coach	10.00%
Basketball-Girls Assistant Coach	7.00%
Basketball-Girls Assistant Coach - THS	10.00%
Bowling Coach - Varsity Boys and Girls	14.00%
Cheerleader Coach - THS Fall Season	7.00%
Cheerleader Coach- THS Winter Season	7.00%
Cheerleader Coach - JV - Fall	5.00%
Cheerleader Coach- JV-Winter	5.00%
Cross Country Coach-Boys & Girls	13.00%
Cross Country Assistant Coach - Boys & Girls	7.00%
Football - Head Coach THS	20.00%
Football Assistant Coach	10.00%
Football Assistant Coach	10.00%
Football Assistant Coach	7.00%
Football Assistant Coach	7.00%
Football Assistant Coach	7.00%
Football Assistant Coach	7.00%
Football Assistant Coach	7.00%
Football Assistant Coach	7.00%
Golf Coach - Boys	10.00%
Golf Coach - Boys Assistant	7.00%
Golf Coach-Girls	10.00%
Golf Coach - Girls Assistant	7.00%
Lacrosse Coach - Boys	10.00%
Lacrosse Assistant Coach - Boys	7.00%
Soccer-Boys Varsity Head Coach	13.00%
Soccer- Boys Assistant Coach	10.00%
Soccer-Boys JV Coach	10.00%
Soccer-Girls Head Coach	13.00%
Soccer-Girls Assistant Coach	10.00%
Soccer-Girls JV Coach	10.00%
Soccer-Girls JV Assistant	7.00%
Softball Head Coach	13.00%

Softball Assistant	*10.00%*
JV Softball Coach	*10.00%*
JV Assistant Softball Coach	5.00%
Swim Head Coach-Boys & Girls	*13.00%*
Tennis -Boys Head Coach	10.00%
Tennis-Girls Head Coach	10.00%
Track Head Coach - THS - Boys & Girls	*15.00%*
Track Assistant Coach (5)	5.00%
Volleyball Head Coach-Girls Varsity	*13.00%*
Volleyball Ass't Coach- Girls Varsity	*10.00%*
Volleyball Girls Ass't Coach-JV	*10.00%*
Volleyball Head Coach - Boys Varsity	*13.00%*
Volleyball Boys Asst Coach	*10.00%*
Wrestling Boys Head Coach	*13.00%*
Wrestling Girls Head Coach	*13.00%*
Wrestling Assistant Coach	*9.00%*
Wrestling Assistant Coach	*9.00%*
Athletics - Middle School	
Cheerleader Coach - MS Football	5.00%
Cheerleader Coach - MS Basketball	5.00%
Football MS Head Coach	7.00%
Football MS Assistant Coach (3)	7.00%
Basketball-8th Grade Boys Coach	7.00%
Basketball-7th Grade Boys Coach	7.00%
Basketball-8th Grade Girls Coach	7.00%
Basketball-7th Grade Girls Coach	7.00%
Golf Coach- MS Boys	7.00%
Golf Coach- MS Girls	7.00%
Cross Country- MS Boys & Girls	7.00%
Soccer - 7th and 8th Grade Boys Coach	7.00%
Soccer - 7th and 8th Grade Girls Coach	7.00%
Volleyball - Girls 8th Grade Coach	7.00%
Volleyball - Girls 7th Grade Coach	7.00%
Swim Coach - MS	7.00%
Wrestling Coach - MS	7.00%
Head Track Coach- MS	*10.00%*
Track MS Assistant Coach (4)	5.00%

8.0502 Supplemental Salaries - Non-Athletic

%	Position
2.5%	Academic Team Coach – THS
5.0%	Department Chair – ELA 9-12
5.0%	Department Chair – Mathematics 9-12
5.0%	Department Chair – Science 9-12
5.0%	Department Chair – Social Studies 9-12
5.0%	Department Chair – Foreign Language 9-12
10.0%	Department Chair – Unified Arts K-12
10.0%	Department Chair – Special Education K-12
5.0%	Team Leader – K-8 *one per grade level at 5.0% stipend each
5.0%	Auditorium House Manager
20.0%	Instrumental Music Director – THS
10.0%	Instrumental Music Assistant Director – THS
$3000.00	Drumline Instructor – THS
$3000.00	Visual Instructor - THS
$1500.00	Brass Instructor – THS
$1500.00	Woodwind Instructor – THS
7.0%	TMS Jazz Band Director
15.0%	Vocal Music Director – THS
2.0%	Vocal Music Director - TMS
2.0%	Vocal Music Accompanist – THS – Paid by Acclaim Foundation
5.0%	Color Guard Coach – THS Fall
5.0%	Color Guard Coach – THS Winter

8.0502 Supplemental Salaries - Non-Athletic (cont'd.)

%	Position
10.0%	Theatre Arts Director – THS
8.0%	Theatre Arts Assistant Director – THS
2.0%	Cappie's Program – THS
4.0%	Theatre Arts Properties Manager
4.0%	Theatre Arts Technical Director
5.0%	Theatre Arts Director – TMS
4.0%	Theatre Arts Assistant Director – TMS
8.0%	Children's Theatre Directors (2)
5.0%	Mentor Program Advisor – THS
5.0%	National Honor Society Advisor - THS
5.0%	Junior Class/Prom Advisor – THS
5.0%	Senior Class Advisor – THS
5.0%	Sophomore Class Advisor - THS
5.0%	Student Council Advisor – THS
7.0%	Yearbook Advisor – grades 9-12 THS
5.0%	Key Club Advisor THS
	Philanthropy Club – No Stipend
2.0%	Builders Club – TMS
5.0%	Character Education Program Coordinator
2.0%	Art Club – Stipend paid by Acclaim Foundation
3.5%	Math Counts Club grades 6-8
3.5%	Math Counts Club grades 6-8
3.5%	Math Counts Club grades 6-8
3.5%	Math Counts Club grades 6-8
5.0%	National Junior Honor Society
5.0%	Student Council Advisor grades 6-8
3.0%	Yearbook Advisor grades 7-8
10.0%	K-12 Gifted Coordinator
$500.00	Elementary Yearbook Advisor grades K-5
$600.00	Elementary Talent Show Advisor grades K-5
$500. - $1000	Non-Athletic Student Clubs – 10 positions maximum

8.06 EXTENDED PAY

8.0601 Bargaining unit members who are assigned extended service during the summer shall receive additional pay calculated at the daily rate based on his/her annual salary during the previous school year. Extended year days are determined by the Superintendent and are subject to change annually.

8.0602 Extended service days may be assigned to librarians, counselors, school psychologists and nurses.

8.07 REGULAR SALARY PAYMENTS

8.0701 Salary payments shall be made in twenty-four (24) equal installments for all employees. Payments shall be made on the 15th and the last day of each month. In the event that the 15th or the last day of the month occurs on a weekend or holiday, then payment shall be provided at midnight on the last business day prior to the weekend or the holiday. Pay stubs shall be mailed during the summer break or sent electronically, if feasible and confidential. New bargaining unit members who are scheduled to work on the first teacher workday shall have the option to receive salary payments in 25 installments on the 15th and last day of each month for their first school year employed by the Board.

8.0702 When deductions are made for absence, they shall be on the basis of the number of bargaining unit members' annual workdays based on the school calendar divided into the annual salary.

8.0703 Should it become necessary for a bargaining unit member to discontinue his/her services before completing his/her contract, an adjustment in salary will be made so that the bargaining unit member will receive pay for the number of days of actual service minus the previous payments. (See 7.01, Work Year for number of bargaining unit member workdays.)

8.0704 All bargaining unit members shall be required to be on a direct deposit plan with a maximum of two (2) U.S. financial institutions.

8.08 PAYROLL DEDUCTIONS

8.0801 The Board shall provide payroll deductions at no charge to the bargaining unit member and/or the Association for the following items:

A. Taxes (City, State, and Federal)
B. Association dues
C. Credit Union
D. State Teachers Retirement System
E. Annuities (for new accounts, at least 4 members must enroll)
F. Other(s) which are mutually agreed to
G. 125 Plan (IF NO COST TO THE BOARD)
H. 457 Plan (IF NO COST TO THE BOARD)

8.0802 The payroll deduction of any of the above items when optional can only be initiated upon written request of the bargaining unit member, with agreement of payee if required.

8.0803 Unless otherwise specified, deductions shall be considered continuous from year to year. Each request for changes, additions, and/or deletions for the Credit Union, annuities, and/or the United Way shall be implemented no later than thirty (30) calendar days after said request.

8.0804 Association dues shall be deducted in accordance with the following provisions:

A. No later than October 1, the Association shall provide the Board Treasurer written authorizations for any bargaining unit member wishing to have payroll deductions for Association dues. Members employed after October 1 must pay directly to the Association until the next following school year. These deductions shall be uniform for ten (10) pay periods, beginning with the fifth (5th) pay period of the school year.

B. No later than October 20, the Board Treasurer shall provide the Association a complete list of bargaining unit members for whom Association dues are being deducted and the total dues being deducted for each bargaining unit member.

8.0805 Deductions for the Hospitalization and Dental Insurances shall be deducted in equal installments twice each month.

8.09 SEVERANCE PAY

8.0901 The Board, pursuant to Section 124.391 of the Ohio Revised Code, shall pay any member at the time of his/her retirement through STRS from the Three Rivers Local School District, one-fourth (¼) of that member's accumulated but unused sick leave, to a maximum of seventy-four (74) days.

8.0902 All retirement severance pay shall be calculated by using the annual salary divided by a common factor, specifically, the scheduled workdays in the bargaining unit members' calendar.

8.0903 Severance pay shall be paid not later than January 31st following the year of effective retirement, except as directed by the Superintendent.

8.0904 If a member of the bargaining unit dies while employed by the Board, and at the time of death was eligible to retire and eligible to receive retirement benefits from STRS or if the member has been employed by the Board for twenty or more years, then in that event, the estate of the deceased employee shall be paid severance pay in accordance with the severance pay provisions of this Contract.

8.0905 (1) The parties have selected the VOYA Company to administer the accumulated leave plan.
(2) The institution of the accumulated leave plan shall be at no cost to the Board or the employee.
(3) The purpose for instituting this plan is to provide a method for the employee to tax shelter his/her severance pay received from the District.

8.10 GROUP TERM LIFE INSURANCE

The Board shall provide each member employed more than half time, at no cost to the member, group term life insurance equivalent to said member's regular salary, rounded to the next higher thousand dollars ($1,000), with a double indemnity for accidental death. Members may purchase additional group term life insurance at the group rate under the terms of the GCIC.

8.11 HOSPITALIZATION

8.1101 The Board shall purchase basic health and hospital insurance coverage as provided by the Greater Cincinnati Insurance Consortium (GCIC), for each full time member now or hereafter employed and his/her family.

8.1102 The Board shall pay eighty-five percent (85%) of the cost of the insurance premium.

8.1103 For members working more than half time but less than full time, cost will be prorated. Members working half time or less will receive no insurance benefits paid by the district.

*In the event that the GCIC changes coverage from a PPO to a HDHP, the Board agrees to renegotiate the corresponding terms and conditions in this agreement, including but not limited to employee contribution amount and Board contributions to a Health Savings Account.

8.12 DENTAL PLAN

8.1201 The Board shall purchase from a carrier licensed by the State of Ohio family dental insurance coverage, for each full time member now or hereafter employed and his/her family, which is substantially similar to, or meets, or exceeds the coverage specifications that exist as of the effective date of this Contract.

8.1202 The Board shall pay ninety percent (90%) of the cost of the insurance premium.

8.1203 For members working more than half time but less than full time, cost will be prorated. Members working half time or less will receive no insurance benefits paid by the District.

8.13 INSURANCE RIGHTS WHILE ON LEAVE

Members may purchase any insurance at group rates while on any approved leave by making advance payments to the Board Treasurer.

8.14 STRS TAX SHELTER PICK-UP

8.1401 Pursuant to Rulings 77-464 and 81-36 of the Internal Revenue Service and Opinion 82-097 of the Ohio Attorney General and as restricted by the State Teachers Retirement System (STRS) and the rules of the Board, the employee contribution of the member of the bargaining unit shall be designated as paid by the Board.

8.1402 The total annual salary and salary per pay period for each member shall be the

salary otherwise payable under this negotiated Contract. The total annual salary and salary per pay period of each member shall be payable by the Board in two (2) parts: (1) Deferred Salary, and (2) Cash Salary.

A. Deferred Salary: A member's deferred salary shall be equal to that percentage of said member's annual salary or salary per pay period that is paid to the STRS by the member. This deferred salary shall be paid by the Board to the STRS on behalf of the member as a "pick-up" of the STRS Employee Contribution.

B. Cash Salary: A member's cash salary shall be equal to the member's total annual salary or salary per pay period less the amount of the pick-up for the member and shall be payable, subject to applicable payroll deductions, to the member.

8.1403 No employee's total earnings shall be increased by application of this plan nor shall the expenditures of the Board for the employee's total annual salary be increased by application of this plan. This provision shall apply uniformly to all members of the bargaining unit when this plan is implemented.

8.1404 The Board shall compute and remit its employer contribution to STRS based upon the total annual salary and the salary per pay period, including the deferred salary or "pick-up".

A. The Board shall report for federal and state income tax purposes as a member's gross income the member's total annual salary less the amount of the deferred salary or "pick-up" for the indicated tax year.

B. The Board shall report for municipal income tax purposes as a member's gross income the member's total annual income, including the amount of the deferred salary or "pick-up".

C. The Board shall compute tax withholding based upon gross income as reported to the respective authorities.

8.1405 The Board agrees to include in the member's total annual salary the deferred salary (pick-up) for the purpose of computing daily rate of pay for severance, for determining paid salary and adjustments to be made due to absence, or for any other similar purpose. The deferred salary (pick-up) shall be included in the base salary for the purpose of determining supplemental duty salaries.

8.1406 The Board and the Association agree that should there be any statutory increase(s) in the amount of an employee's/employer's contributions to the State Teachers' Retirement System ("STRS") different from the current 14% employee/fourteen percent (14%) employer contribution, the employer shall pick up the statutory increase in the employee's contribution up to two percent (2%) not to exceed a maximum of fourteen percent (14%) employer contribution.

8.15 EDUCATIONAL PREROGATIVE

8.1501 Children of bargaining unit members who are not residents of the Three Rivers Local School District shall be permitted to attend the schools in the Three Rivers Local School District tuition free in grades K-12. This provision applies to full time employees and does not cover foreign exchange students. Students must start school in Three Rivers on the first day of the school year if transferring into the district.

8.1502 Children of bargaining unit members who are not residents of the Three Rivers Local School District shall receive open enrollment priority over all other open enrollment applicants and will be exempt from any potential tuition cost that the Board might impose on open enrollment students. However, said attendance shall not obligate the Board to incur additional expenses, shall not create an overload at any given grade level, and shall be subject to the Superintendent's assignment on an annual basis. A letter from the parent indicating his/her intent to enroll the student is required prior to June 1 of each year.

8.1503 Notwithstanding the foregoing, the children of any full-time bargaining unit member who does not reside in Ohio, and who is hired on or after July 1, 2024, shall be permitted to attend the schools of the Three Rivers Local School District provided that he/she pays the full out of state tuition rate as determined by the Ohio Department of Education plus, if applicable, any excess special education costs incurred by the Board.

8.1504 Bargaining unit members can choose to pay the tuition as a one-time lump sum payment, or have the amount deducted in equal installments from their paycheck on an annual basis.

8.16 TUTORS AND COMMITTEES

Hourly certificated tutors are members of the bargaining unit for the sole purpose of establishing an hourly rate of pay. Hourly certificated tutors shall be paid thirty dollars ($30.00) per hour. Hourly tutors must hold a valid, up-to-date teachers certificate/license.

Members volunteering to serve on District/Board/Administrative committees (including LPDC), but not labor management committee, shall be paid at the rate of $30.19 per hour.

8.17 INTERNAL SUBSTITUTION

A. Elementary

Elementary teachers who are assigned students from the splitting of a class shall receive the pro-rated substitute-rate of pay for the day that the teacher is assigned additional students. For example, if a class of 25 students is divided equally among five elementary teachers, the elementary teachers assigned these additional students shall receive 1/5 of the substitute rate of pay for that day.

B. Middle/Secondary (5 to 12)

The administration may assign a member during his/her preparation time to substitute for an absent member. Efforts will be made to assign staff on a rotating basis.

Assignments shall be compensated at the rate of thirty dollars ($30.00) per hour to the nearest quarter hour. Payments will be made at the end of each semester. No bargaining unit member shall be assigned more than three (3) internal substitution duties per semester.

C. Specials Teachers

A bargaining unit member who is a specials teacher who is assigned an entire class of students shall receive thirty dollars ($30.00) for each bell in which the entire class of students is assigned to his/her classroom.

8.18 EMPLOYMENT OF RETIRED TEACHERS

8.1801 Teachers who have retired and who are or will be receiving benefits through STRS may be employed by Three Rivers Local School District. There shall be no expectation that any such teacher will be offered employment. The District reserves the right to offer or not to offer such employment selectively, based on the needs of the district and no reasons will be given for declining to offer such employment to anyone.

8.1802 The salary to be paid to the returning teacher shall be based on the current teachers' salary schedule training column with a maximum of ten years of experience, and shall not be subject to Chapter 3317 or any other section of the Ohio Revised Code.

8.1803 Teachers employed pursuant to this provision shall receive one year limited contracts and shall not be eligible for continuing contracts, regardless of their years of services, or the number of years rehired, or the type of license held.

8.1804 Each one year contract shall automatically expire upon the completion of the school year and it shall not be necessary for the District/Board to take formal action to not reemploy, to nonrenew, or to terminate the employee pursuant to 3319.11, 3319.16 or any other provision of the Ohio Revised Code in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.

8.1805 Returning retirees are not entitled to any severance benefits or retirement incentive benefits.

8.1806 In the event of a reduction in force, the reemployed teacher will not be considered to have any seniority over any other teacher, although the reemployed teacher shall be a member of the bargaining unit.

8.1807 Reemployed persons are eligible for sick leave accumulation, starting with a zero balance. They will earn one and one fourth days per month worked.

8.1808 For supplemental contract purposes only, longevity steps will be continued for supplemental contracts held in this District immediately prior to retirement.

8.1809 Teachers retiring from this District to be rehired by this District must retire effective June 30 and return to service on the first day of school, even if this

requires a surrender of some STRS benefits.

8.1810 This contractual provision shall not be grievable under the grievance procedures of this Master Contract nor through any claim or action filed before the State Employment Relation Board (SERB) or in any court of law.

Pursuant to the authority provided by ORC 4117.10 and to the extent that this provision is contrary to or in conflict with any Ohio law including but not limited to 3319.11, 3319.111, 3319.141, 3319.16. 3319.17, Chapter 17, and Chapter 3307, this provision shall supersede and replace the statutory provisions.

ARTICLE IX:
CONCLUSION

9.01 CONTRARY TO LAW

9.0101 If it is determined by a court of law with jurisdiction to this District or by an act of the federal and/or state legislature(s) that all or part of a negotiated provision is contrary to law, that part shall be considered null and void to the extent specifically prohibited. The remaining provisions shall remain in effect. If a provision becomes unworkable due to its being contrary to law, such action shall be reason for a reopening of negotiations within ten (10) calendar days after receipt of a request by the Association on that provision to obtain a workable provision within the established legal structure. If a conflict exists between this negotiated Contract and Board policy, the Contract shall prevail.

9.0102 The Board and the Association agree that all terms in this Contract which supersede applicable state law and which may permissibly do so under ORC Section 4117.10(a) shall not be affected by this Article.

9.02 DURATION OF AGREEMENT

This Agreement shall be in effect from August 1, 2024, and shall remain in full force and effect through July 31, 2027.

9.03 MEMORANDA OF UNDERSTANDING

Without reopening negotiations, memoranda of understanding on any negotiable topics may be agreed to by the Superintendent, representing the Board, and the Association President/OEA Labor Relations Consultant, representing TREA. These memoranda shall have the same effect as any other master contract provision for the duration of the Contract.

9.04 FORMS

Forms may be updated or changed as to the spacing or arrangement of information without reopening negotiations, so long as the content of the forms is not substantially changed.

9.05 **SIGNATURE PAGE**

For the
THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION:

Mark C Autt 4-10-2024
Superintendent Date

Teri Riesenberg 4-9-2024
Treasurer Date

For the
THREE RIVERS EDUCATION ASSOCIATION:

04/10/24
President Date

4-10-24
Vice-President Date

APPENDIX "A-1"

THREE RIVERS LOCAL SCHOOL DISTRICT

GRIEVANCE FORM - STEP TWO

GRIEVANT_____ GRIEVANCE #_____

SCHOOL_____

DATE GRIEVANCE OCCURRED:_____

STATEMENT OF GRIEVANCE:_____

_____

_____

_____

_____

_____

RELIEF SOUGHT:_____

_____

_____

_____

_____

_____
Signature of Grievant Date

_____
Signature of Association President Date

DISPOSITION OF PRINCIPAL/SUPERVISOR:_____

_____

_____

_____

_____
Signature of Principal/Supervisor Date

NOTE: If more space is needed in reporting any of the sections above, please attach additional sheet(s).

APPENDIX "A-2"

THREE RIVERS LOCAL SCHOOL DISTRICT

GRIEVANCE FORM - STEP THREE

GRIEVANT_____ GRIEVANCE #_____

SCHOOL_____

POSITION OF GRIEVANT:_____

_____

_____

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_____

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_____

_____

_____
Signature of Grievant Date

_____
Signature of Association President Date

DISPOSITION OF SUPERINTENDENT:_____

_____

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_____

_____
Signature of Superintendent Date

NOTE: If more space is needed in reporting any of the sections above, please attach additional sheet(s).

APPENDIX "A-3"

THREE RIVERS LOCAL SCHOOL DISTRICT

GRIEVANCE FORM - STEP FOUR

GRIEVANT_____ GRIEVANCE #_____

SCHOOL_____

POSITION OF ASSOCIATION:_____

_____

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_____

_____

_____

Signature of Grievant Date

Signature of Association President Date

FINDINGS AND RECOMMENDATIONS OF ARBITRATOR:_____

_____

_____

_____

_____

_____

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_____

_____

Signature of Arbitrator Date

NOTE: If more space is needed in reporting any of the sections above, please attach additional sheet(s).

APPENDIX "B"

THREE RIVERS LOCAL SCHOOL DISTRICT

APPLICATION FOR USE OF SICK LEAVE

EMPLOYEE'S NAME_____ DATE_____

SCHOOL ASSIGNED_____ # DAYS REQUESTED_____

==========

The undersigned is hereby making application for use of _____ sick leave days, beginning _____AM/PM, _____, 20____, and ending _____AM/PM, _____, 20____, and states that the use of such leave is justified for the following reasons:

_____ 1. Personal illness; nature of illness:_____

_____ 2. Personal injury; nature of injury;_____
Name of Physician, if consulted:_____
Physician's address:_____

_____ 3. Illness or injury in immediate family:
Name_____Relationship_____

_____ 4. Death in immediate family:
Name_____ Relationship_____

_____ 5. Other:_____
_____

_____
Signature of Employee

APPENDIX "C"

THREE RIVERS LOCAL SCHOOL DISTRICT

VISITING DAY REQUEST

I hereby request to be excused from my regular classroom duties for the purpose of visiting:

Name of School (Visiting):_____

Grade or Department (to be observed):_____

Teacher (with whom you will visit):_____

Day of Visit:_____

Time of day: From_____ To_____

I have made/will make all arrangements with the foregoing teacher and principal of the school listed prior to the date of my visit.

_____ _____

Date of Request Signature of Requesting Teacher

APPROVED BY:

_____

Building Principal

_____

Superintendent

REMARKS:

APPENDIX "D"

THREE RIVERS LOCAL SCHOOL DISTRICT

APPLICATION FOR USE OF PERSONAL LEAVE

Employee's Name_____ Date_____

School Assigned_____ # Days Requested_____

THE UNDERSIGNED IS HEREBY MAKING APPLICATION FOR USE OF _____ personal leave day(s) beginning _____, __.M., _____, 202_, and ending _____, __.M., _____, 202_, and states that the use of such leave is for urgent personal business that cannot be handled at any other time except during working hours.

_____

_____

_____

_____

_____

_____

Check one: ____ 1st Personal Day

____ 2nd Personal Day

_____ _____

Signature of Principal Signature of Employee

APPENDIX "E"

THREE RIVERS LOCAL SCHOOL DISTRICT

SICK LEAVE BANK

Purpose

To loan additional days of sick leave to bargaining unit members who have exhausted personal sick leave days.

Provisions of Eligibility

A. All bargaining unit members shall be eligible to be members of the sick leave bank (SLB).

B. After the start of each school year, all bargaining unit members will receive an intent form from the Sick Leave Bank Committee for the purpose of enrolling in the SLB. Initial membership will consist of one (1) day sick leave, to be designated by the bargaining unit member, to the SLB on such form between September 1 and October 1. Each bargaining unit member will receive a notice of receipt indicating his/her participation in the program.

C. New members may join by October 1 of each year. Membership shall be continuous unless canceled, in writing, to the Treasurer's office during the period of September 1 through October 1.

Operational Procedures

A. Loans will be limited to participating members for use of the members own personal illness, injury, or non-elective surgery occurring under unusual, severe or emergency conditions, as determined by the SLB Board. At the discretion of the SLB Committee, loans may be provided in the event of illness or injury of a member's spouse, child, parent or such relationship by marriage.

B. Applications for loans from the sick leave bank must be made on the employee application for sick leave bank form (Appendix 1). A physician's statement is required with each application in order to be considered for a loan.

C. A loan will be considered only after the bargaining unit member has used all of his/her accumulated sick leave days, has used all possible advances of sick leave days and is not eligible for disability leave under the Ohio State Teacher Retirement System, or receiving Worker's compensation.

Sick Leave Bank Committee

The sick leave loan bank is to be regulated by a committee consisting of three (3) bargaining unit members to be selected by the Association.

Loan and Payback Procedures

A. The maximum number of days that a bargaining unit member may borrow is thirty (30) days in one school year.

B. The bargaining unit member who borrows days will pay back the days at the rate of fifty percent (50%) of his/her annual accumulated sick leave at the end of the salary contract year, each year until the total number of days borrowed has been restored to the bank. In the event a member who owes days to the bank ceases for any reason to earn sick leave days (i.e., retirement resignation, permanent disability or death), one of the following shall occur:

1. The bargaining unit member's last paycheck shall be docked in the amount equal to his/her per diem for all days owed to the bank, or

2. Severance pay shall be reduced in the amount equal to his/her per diem for all days owed to the bank.

Policy Procedures

A. In consideration of the benefits of participating in the SLB, each applicant for membership in the bank and for benefits from the bank shall, as a condition to such application, agree in writing to the following:

"I specifically acknowledge and agree that the granting of days from the SLB shall be at the sole discretion of the SLB Board. All decisions of the SLB Committee will be final and binding and not subject to the grievance procedure. I further agree to abide by such decision and to indemnify and hold harmless the Three Rivers Local Board of Education, the Three Rivers Education Association, the SLB Committee, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application."

B. Application for the SLB days must be made to the SLB Committee.

C. The SLB Committee shall meet and render a decision within ten (10) days of receipt of request.

D. Unused requested days shall be returned to the SLB.

E. The SLB will begin with one (1) day from each contributing certificated employee. When the fund is depleted below fifty (50) days, each member will be assessed one (1) additional day to a maximum of three (3) additional days per year. The SLB Committee shall be responsible for notifying certificated employees of each assessment period.

F. Extension of additional days may be applied for in the same manner as the original application.

F. All decisions of the SLB Committee shall be final and binding and are not subject to the grievance/arbitration provisions of this agreement.

G. Guidelines will be reviewed annually by the Sick Leave Bank Committee.

APPENDIX "F"

OTES 2.0

The local board of education may elect to evaluate less frequently each teacher rated **Accomplished** on the teacher's most recent evaluation once every three years, provided the teacher submits a self-directed Professional Growth Plan** to the evaluator, and the evaluator determines the teacher is making progress on that plan. The Professional Growth Plan shall focus on the most recent evaluation and observations. Less frequent evaluations must include one observation and one conference. Teachers with ratings of **Accomplished** may have input on their credentialed evaluator for the evaluation cycle.

The local board of education may evaluate less frequently each teacher rated **Skilled** on the teacher's most recent evaluation once every two years, provided the teacher and evaluator jointly develop a Professional Growth Plan** for the teacher, and the evaluator determines the teacher is making progress on that plan. The Professional Growth Plan shall focus on the most recent evaluation and observations. Less frequent evaluations must include one observation and one conference. Teachers with ratings of **Skilled** may have input on the selection of their credentialed evaluator for the evaluation cycle.

A teacher with a Final Holistic Rating of **Developing** will develop a Professional Growth Plan** that is guided by the assigned credentialed evaluator.

A teacher with a Final Holistic Rating of **Ineffective** will be placed on an Improvement Plan developed by the assigned credentialed evaluator.

High-Quality Student Data to Inform Instruction and Enhance Practice

Choosing and using high-quality student data (HQSD) to guide instructional decisions and meet student learning needs is key in making sound instructional decisions for students. The teacher evaluation will use at least two 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 the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may be used as evidence in any component of the evaluation where applicable.

It is recognized 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 evaluation.*

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 and adapting instruction to meet student need based upon the information gained from the data analysis
Measuring student learning (achievement and/or growth) and progress towards achieving state and local standards

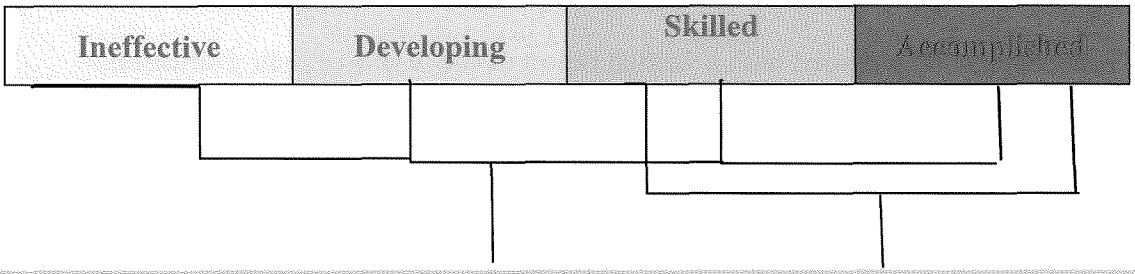
Additional Requirements

Teachers must be provided with a written report of the results of their evaluation.
Additionally, at the local level, the board of education will include in its evaluation policy procedures for using the evaluation results for retention and promotion decisions and removal of poorly performing teachers. Seniority will not be the basis for teacher retention decisions, except when deciding between teachers who have comparable evaluations.

Ohio Teacher Evaluation System (OTES 2.0) Framework*

The State Board of Education values 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. An effective professional growth model considers a teacher's instructional strengths, while supporting identified areas for improvement according to the profile of each educator. This process is to be collaborative, ongoing and supportive of the professional growth of the teacher.

Each teacher will be evaluated according to Ohio Revised Code and the ***Ohio Teacher Evaluation Framework***, which is aligned with the ***Ohio Standards for the Teaching Profession*** adopted under state law. Using multiple factors set forth in the Framework, the teacher's Final Holistic Rating will be based upon a combination of informal and formal observations and supporting evidence using the ***Teacher Performance Evaluation Rubric***.



Suggested Sequence To Enhance Growth

Components of the Full Evaluation Cycle	Components of the Optional Less Frequent Evaluation Cycle
• Professional Growth/Improvement Plan • Formal Holistic Observation Followed by Conference • Classroom Walkthroughs • Formal Focused Observation-Emphasis on Focus Area(s) • Final Summative Conference	• Professional Growth Plan • One Observation • One Conference with Discussion of Progress on PGP

Essential Components

Essential components of the full evaluation consist of a Professional Growth Plan or Improvement Plan, two required conferences, two formal observations of at least 30 minutes each and at least two classroom walkthroughs. See details below:

- One Formal Holistic Observation, followed by a conference;
- Walkthroughs – with an emphasis on identified focus area(s) when applicable;
- One Formal Focused Observation – with an emphasis on identified focus area(s); and
- One Summative Conference.

teacher evaluation will use at least two measures of district determined high-quality student data to **provide evidence of student learning attributable to the teacher** being evaluated. When applicable
2020

Additional Requirements

Teachers must be provided with a written report of the results of their evaluation.

Additionally, at the local level, the board of education will include in its evaluation policy procedures for using the evaluation results for retention and promotion decisions and removal of poorly performing teachers. Seniority will not be the basis for teacher retention decisions, except when deciding between teachers who have comparable evaluations.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **THREE RIVERS EDUCATION ASSOCIATION** ("Association").

WHEREAS, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from August 1, 2024 through July 31, 2027; and

WHEREAS, the Board of Education is responsible for a standards-based evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law; and

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the Ohio Teacher Evaluation System ("OTES") ; and

NOW, THEREFORE, BE IT AGREED up on by the Board and the Association as follows:

1. Given the dynamic nature of the mandated teacher evaluation process, the Board authorizes the Superintendent to establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by the Association and for the express purpose of recommending necessary changes to the Board for the appropriate revision of this policy. This committee shall be comprised of an equal number of Administrators, appointed by the Superintendent, and members, appointed by the Association President.

2. Prior to making any changes or modifications any of the attached documents (Board Policy, Teacher Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Evaluation Policy Consultation committee for the purposes of discussing the changes and collaborating to resolve any conflicts.

3. If consensus is not reached, and the outlying issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with ORC 4117.

4. Only personnel on administrative contracts with proper certification and credentialing from the Ohio Department of Education shall evaluate bargaining unit members.

5. All teachers shall receive formal written evaluation each school year except as follows:

A. Teachers who received a final summative educator effectiveness rating of "Accomplished" or "Skilled" on their most recent evaluation.

i. Teachers who receive a final summative educator effectiveness rating of "Accomplished" on their most recent evaluation may be evaluated every three (3) years as long as the teacher's student academic growth measure for the most recent school year which data is available is average or higher.

ii. Teachers who receive a final summative educator effectiveness rating of "Skilled" on their most recent evaluation may be evaluated every two (2) years as long as the teacher's student academic growth measured for the most recent school year which date is available is average or higher.

iii. In any year in which a teacher who has not been formally evaluated as a result of having previously received a rating of "Accomplished" or "Skilled", the credentialed evaluator shall conduct a minimum of a walk through and hold one post-conference with the teacher. A teacher who does not receive a full evaluation under this section must still complete a growth plan.

B. A teacher who is on leave for 50% or more of the school year will not be evaluated.

C. A teacher who is retiring at the end of the school year will not be evaluated as long as the teacher has submitted and the Board of Education accepts a notice of retirement on or before December 1 of the school year.

D. Notwithstanding any of the exceptions listed above, all teachers shall be evaluated in any year in which their contract is up for renewal or non-renewal, or in which the teacher shall become eligible for a continuing contract.

6. The evaluation shall be conducted and completed no later than the first (1st) day of May and the teacher being evaluated shall receive a written report of the results of this evaluation not later than the tenth (10th) day of May, unless the teacher is being recommended for non-renewal. In that case, the teacher shall receive a written report of the results of the evaluation by May 1.

7 If the Board has entered into a limited contract or extended limited contract, the teacher pursuant to Section 3319.11 of the Revised Code, the Board shall perform a minimum of three (3) formal observations during the evaluation cycle in any school year in which the Board may wish to declare its intention not to reemploy the teacher.

IN WITNESS WHEREOF, the duly authorized representatives of the **THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and **the THREE RIVERS EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signature.

THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Date: 4/10/2024 By: _____

Superintendent

THREE RIVERS EDUCATION ASSOCIATION

Date: 04/09/24 By: _____

President

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** is executed this the ___ day of _____, 2024, by and between the **BOARD OF EDUCATION OF THE THREE RIVERS LOCAL SCHOOL DISTRICT** (the "Board") and the **THREE RIVERS EDUCATION ASSOCIATION** ("TREA").

WHEREAS the Board and TREA are parties to a Collective Bargaining Agreement (hereafter the "Agreement"), the effective dates of which are August 1, 2021, through July 31, 2024; and

WHEREAS, the parties wish to amend the Agreement as set forth herein.

1. Article 7.0205 subdivision (B) shall be amended to read as follows:

   B. Elect to receive $200.00 for each unused personal leave day.

2. This Memorandum of Understanding shall be in effect until July 31, 2024.

3. Except as modified by this Agreement, all other terms and conditions of the current Master Agreement shall remain in full force and effect. This Agreement represents the entire agreement between the parties with respect to its subject matter and shall only be amended by a signed writing.

4. This Memorandum shall become a part of and affixed to the CBA effective with the signatures of the parties.

THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Date: 4/9/2024 By: _____

THREE RIVERS EDUCATION ASSOCIATION

Date: 04/09/24 By: _____

8.0502 Supplemental Salaries - Non-Athletic:

2024- 25 Base Salary $46,305

%	Position
5.0%	Department Chair – ELA 9-12
5.0%	Department Chair – Mathematics 9-12
5.0%	Department Chair – Science 9-12
5.0%	Department Chair – Social Studies 9-12
5.0%	Department Chair – Foreign Language 9-12
10.0%	Department Chair – Unified Arts K-12
5.0%	Department Chair – Special Education 9-12
5.0%	Team Leader – Special Education 5-8
5.0%	Team Leader – Special Education K-4
5.0%	Team Leader – K-8 *one per grade level (total 4 at TMS & 5 at TRES)
4.0%	LPDC Chair – District (1)
2.0%	LPDC Representative – (3) one from each school
10.0%	Color Guard Coach – THS Fall
10.0%	Color Guard Coach – THS Winter
9.0%	Dance Coach – THS
8.0%	Dance Coach - TMS
22.0%	Instrumental Music Director – THS
12.0%	Instrumental Music Assistant Director – THS
7.0%	Jazz Band Director - TMS
15.0%	Vocal Music Director – THS
7.0%	Vocal Music Director - TMS
4.0%	Theatre Arts Director – THS
4.0%	Theatre Arts Assistant Director – THS
4.0%	Music Director – THS
4.0%	Choreographer - THS
4.0%	Theatre Arts Technical Director -THS
8.0%	Theatre Arts Director – TMS
8.0%	Theatre Arts Assistant Director – TMS
4.0%	Theatre Arts Technical Director -TMS
8.0%	Children's Theatre Directors - TRES (2)
8.0%	Children's Theatre Assistant Director - TRES
4.0%	Theatre Arts Technical Director - TRES
5.0%	Student Mentor Program Advisor – THS
5.0%	National Honor Society Advisor - THS
5.0%	Junior Class/Prom Advisor – THS
5.0%	Senior Class Advisor – THS
5.0%	Student Council Advisor – THS
7.0%	Yearbook Advisor – grades 9-12 THS
5.0%	Key Club/Philanthropy Advisor- THS
2.0%	Builders Club – TMS
3.5%	Math Counts Club grades 6-8 (for a total of 4 at TMS)
5.0%	National Junior Honor Society - TMS
5.0%	Student Council Advisor - TMS

8.0502 Supplemental Salaries - Non-Athletic (continued)

%	Position
5.0%	*Yearbook Advisor grades 5-8*
10.0%	*Gifted Coordinator K-12*
10.0%	*District Testing Coordinator K-12*

Stipends:

$5000.00	Drumline Instructor – THS
$5000.00	Visual Instructor - THS
$3000.00	Brass Instructor – THS
$3000.00	Woodwind Instructor – THS
$500.00	Elementary Yearbook Advisor - Grades K-5
$600.00	*Middle School* Talent Show Advisor
$2000	Pre-School Case Manager
$1000/per	Resident Educator Mentor(s) – As needed

$500 - $1000 Non-Athletic Student Clubs – $10,000 maximum

Elementary (subject to change): $2000 total for (Art/Clay Creations- $500 for grades 3-4; Hands-On Stem Club - $500 for grades 1 & 2; Robotics Club - $500 for grades 3-4; Ukulele Club – $500 for K-4)

Middle School (subject to change): $3,500 total for (Art Club – $500; Chess Club - $500; Gaming - $500; Fishing Club – $500; Robotics Club – $500; Writing Club – $500; Line Dance Club - $500)

High School (subject to change): $4,500 total for (Art Club- $1000; Business Club- $750; GSA – $1000; Gaming Club - $500; Ping Pong Club – $500)

MEMORANDUM OF AGREEMENT
BETWEEN THE
THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
AND THE
THREE RIVERS EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into by and between the **THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **THREE RIVERS EDUCATION ASSOCIATION** ("TREA").

WHEREAS, the Board and the TREA are parties to a Collective Bargaining Agreement that will commence on August 1, 2024 and will be in effect through July 31, 2027.

NOW, THEREFORE, BE IT AGREED, by and between the Three Rivers Local School District Board of Education and the Three Rivers Education Association, as follows:

1. Effective August 1, 2024, the attached list of supplemental salaries for non-athletic positions will serve as the salary structure found in section 8.0502 of the collective bargaining agreement between the Board of Education and TREA.

2. This Memorandum of Agreement shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **Three Rivers Local School District Board of Education** and the **Three Rivers Education Association** have executed this Memorandum on the dates opposite their signatures.

THREE RIVERS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Date: 4/3/24

By: Mark C Ault
Superintendent

By: _____
Treasurer

THREE RIVERS EDUCATION ASSOCIATION

Date: 04/03/24

By: _____
President

By: _____
Vice President