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PROFESSIONAL NEGOTIATIONS AGREEMENT

BETWEEN

THE BUCKEYE CENTRAL EDUCATION ASSOCIATION (TEACHERS)

AND

THE BUCKEYE CENTRAL LOCAL BOARD OF EDUCATION

July 1, 2024 to June 30, 2027

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ARTICLE I

RECOGNITION/NEGOTIATIONS PROCEDURES

A. Recognition of the Association

The Buckeye Central Board of Education, hereinafter the "Board" hereby recognizes the Buckeye Central Education Association, affiliated with the Ohio Education Association (OEA) and the National Education Association (NEA) hereinafter the "Association" as the sole and exclusive bargaining representative, for the purposes of and as defined in Chapter 4117 Ohio Revised Code, for all professional, nonsupervisory personnel (as certified by the State Employment Relations Board) both fulltime and parttime certificated teaching personnel (substitute teachers are not considered members of the bargaining unit). The employer recognizes that Association representation will include any newly created position unless employment into the position is governed by Section 3319.02 of the Ohio Revised Code. Such recognition shall continue until such time that a new representative is recognized in accordance with the pertinent provisions of Chapter 4117 of the Ohio Revised Code.

B. Management Rights Provisions

The Board hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the law and the Constitution of the State of Ohio, and of the United States.

C. Negotiations Procedures

1. Scope of Negotiations

Negotiable matters shall be all matters with respect to wages, hours, terms and conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement.

2. Initiation of Negotiations and Timeline for the Bargaining Process

a. Either the Board or the Association may cause negotiations for a successor agreement to commence by giving written notification to the other party that it desires to open negotiations for the purpose of making modifications to the existing Collective Bargaining Agreement that will result in a new successor agreement. Such notice by the Association shall be served on the Superintendent of Schools and notice by the Board shall be served on the President of the Association.

The collective bargaining process shall commence not less than sixty (60) days and not more than one hundred twenty (120) days prior to the expiration date of the existing Collective Bargaining Agreement unless mutually agreed to otherwise. Negotiation sessions shall be at a mutually acceptable time.

b. Once notice has been served, a mutually acceptable date shall be set to initiate negotiations, not later than fifteen (15) working days after receipt of the notice by either party, unless mutually agreed to otherwise. At the initial session, the parties shall exchange their detailed written proposals. No new items shall be submitted thereafter except upon mutual agreement of the teams.

c. If agreement is not reached on all items after negotiations have taken place for fortyfive (45) calendar days (unless a later date is mutually agreed to) the parties shall jointly request the appointment of a mediator from the Federal Mediation and Conciliation Service (FMCS).

d. The mediator shall meet with the representatives of the parties either jointly or separately, and shall take such steps as he/she deems appropriate to persuade the parties to resolve their differences and to affect a mutually agreeable settlement.

e. If the mediator, after assisting the parties for a maximum of twenty five (25) days, is unable to affect a settlement, this step shall be considered exhausted.

f. In the event the members of the negotiations teams are unable to reach agreement, the Association may proceed in accordance with Ohio Revised Code 4117.14(D) (2).

3. Representation

Representatives of the Board shall meet with representatives of the Association to negotiate in good faith. Representation shall be limited to not more than six (6) representatives of each of the Board and of the Association. Neither party in any negotiations shall have control over the selection of the negotiating or bargaining representatives of the other party. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals and consider proposals in the course of negotiations.

Both parties agree to provide the other party with all available relevant data within a reasonable time.

4. While Negotiations are in Progress

a. The Association and the Board agree that all negotiations will be conducted in executive session.

b. The Association and the Board agree that each party will designate an official spokesperson to represent their committee, though all members of both committees may participate in raising questions or giving clarification when requested.

c. The Association and the Board agree that the chairperson of either party may, independently, call for a caucus at any time during the negotiations session.

d. The Association and the Board agree that negotiating shall take place at a mutually acceptable site.

e. The Association and the Board agree that all items upon which tentative agreement is reached shall be initialed by each party after being reduced to writing and incorporated into a single tentative agreement. Such tentative agreement would be submitted to the ratification process described in part 5.

f. The Board shall make available to the Negotiating Committee of the Association for inspection all public records of the Buckeye Central Local School System with any copying or preparation costs to be incurred by the Association. These shall be made available within a reasonable period of time whether or not negotiations are in progress.

g. The Association and the Board agree that definite dates for meetings and starting times shall be determined with the mutual consent of the teams.

h. The Association and the Board agree that while negotiations are in progress any release prepared for news media must be approved by both parties.

5. Agreement

When a total agreement is reached through negotiations, the total outcome shall be reduced to writing and submitted as a single package to the Association and Board for formal approval.

Following ratification by the Board and the Association, the agreement shall then be signed by both parties and shall become part of the official minutes of the Board.

6. The district will make available to the President of the Association copies of agendas, minutes, financial statements and other official documents of public record as requested. General fund financial records shall include the annual report of revenue accounts by fund/receipt code, the annual permanent appropriations report, the auditor's official amended certificate of estimated resources, and the Board of Education's Appropriation Resolution. A letter must be submitted annually to the Treasurer from the BCEA President in May to formally request such documents which normally are prepared over the summer. No charge for these reports will be required, provided this formal request is made. Otherwise, the normal copy costs will be charged.

The President of the Association will be notified of the time and place of all special Board meetings.

ARTICLE II

GRIEVANCE PROCEDURES

A. Definitions:

1. A "grievance" is a claim by a teacher, group of teachers or the Association that the contract has been violated, misinterpreted, or misapplied.

2. A "grievant" is the teacher, teachers, or Association person or persons making the claim.

3. "Association PR and R Representation" is any member of the Association Professional Rights and Responsibilities Committee in the building of the grievant or who is assigned by the Association to represent the Association and the grievant.

4. A day is a working day, Monday through Friday, excluding holidays or calamity days.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment.

C. Procedure

1. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present. In the administration of the grievance procedure, the interests of the teacher

shall be the sole responsibility of the Association.

Informal Step

2. a. In the event a teacher believes there is a basis for a grievance, he/she shall discuss the alleged violation within thirty (30) days following the act or condition on which the grievance is based with his/her immediate supervisor. The term "supervisor" is interpreted to mean the building principal unless otherwise indicated. If the teacher is not under the supervision of a building principal, then he/she shall discuss the alleged violation with the director or coordinator to whom he/she reports.

   b. Group grievances or Association grievances may be directed to Step I without informal discussion. If Step I does not resolve the issue, the grievance may proceed to Step II. These grievances are those which directly affect all members of the Association within a given building or which involve more than one (1) building principal.

3. After discussion with his/her immediate supervisor, the teacher and/or Association may meet with the Superintendent informally. If the teacher/Association feels a grievance still exists, then the following steps may be taken:

   a. Step I

      If the grievance is not resolved through informal discussion, the grievant may, within ten (10) working days of mediation submit to his/her immediate supervisor and the Superintendent a completed "Grievance Report Form," Step I, in triplicate (Appendix B). Copies of this form showing the date of the occurrence, a statement of the nature of the grievance and provisions of the contract allegedly violated, and the relief sought shall be submitted by the teacher to the Association PR and R representative to the supervisor and to the Superintendent. Additionally, the Association President will forward copies of the written grievance to all members of the Board of Education. Within five (5) school days of receipt of the Grievance Report form, the immediate supervisor and the Superintendent shall meet with the teacher and his/her Association PR and R representative in an effort to resolve the grievance.

      The immediate supervisor/Superintendent shall indicate disposition of the grievance within five (5) school days after such meeting by completing Step I of the Grievance Report Form and

returning it to the teacher. The Association shall be notified in writing as to the disposition of the grievance.

b. Step II

If the grievant is not satisfied with the disposition made by the immediate supervisor/Superintendent, or if no disposition has been made within the above stated time limits, then the grievant and the Association PR and R Committee shall complete Grievance Report form, Step II, within five (5) school days and submit the grievance to the Board by filing a copy with the Superintendent. Notification of such an appeal shall be given to the immediate supervisor.

The Board, at its next regularly scheduled meeting, shall meet with the aggrieved teacher and the Association PR and R representative and the Superintendent or his/her designee to review such grievance in executive session, or give such other consideration as it shall deem appropriate. The disposition by the Board shall be made to the teacher by completing Grievance Report form, Step II, within ten (10) school days of the meeting.

A notification of each disposition shall be furnished the grievant, the Association, and the immediate supervisor.

If the grievant and/or the Association fails to forward the Grievance Report form to the Board within five (5) school days after receipt of the disposition from the immediate supervisor/Superintendent, then the grievance shall be considered waived.

c. Step III

If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the Association shall notify the Board of its intent to proceed to arbitration by completing Step III of the Grievance Report form and filing it with the Treasurer of the Board within ten (10) days after Board's Step II response period. The arbitrator shall be selected by the American Arbitration Association in accord with its rules, which rules shall likewise govern the arbitration proceedings. The arbitrator shall render his decision as soon as possible after the hearing and such decision shall be final and binding on all parties. The arbitrator shall have no power to alter, add or subtract from the terms of this Agreement. Both parties

agree that the cost of the arbitrator shall be shared equally by the Board and the Association.

The time limits provided in the articles shall be strictly observed but may be extended by written agreement of both parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

If an individual teacher has a complaint which he/she desires to discuss with his/her immediate supervisor, he/she is free to do so without recourse to the grievance procedure. If, however, a formal grievance is undertaken, and the teacher desires Association representation, then it shall be the responsibility of the teacher to notify his/her Association PR and R representative. No adjustment of a grievance shall be inconsistent with the terms of this Agreement.

ARTICLE III

TEACHING CONDITIONS

All teachers, regardless of contract status, will be evaluated based, in part, on the use of technology and participating in continuous professional development.

A. Length of Contracts for Certificated Personnel

1. The length of a teacher's limited contract will be determined by years of teaching in the District as follows:

Years at Buckeye Central	Length of Contract
0	1 year
1	1 year
2	2 years
4 or more	not less than 3 years

Notwithstanding the above provisions, a teacher in Resident Educator status will in no event receive a limited contract of more than one (1) year in duration. If retained after successfully exiting Resident Educator status,the teacher will receive a two-year limited contract and any limited contract after that will be for not less than three (3) years in duration.

2. At the end of a teacher's contract, the Board will have three (3) options:

Option 1: Grant a continuing contract, if eligible, or renew the limited contract according to the above schedule.

Option 2: Issue a one year or two-year extended limited contract with reasons directed at professional improvement in accordance with Section 3319.11 of the Ohio Revised Code.

Option 3: Nonrenew the teacher's limited contract.

3. Contract renewal, nonrenewal or termination will be according to Ohio law unless specifically addressed to the contrary by a provision of this agreement.

4. If the teacher will become eligible for a continuing contract in the middle of a limited contract, the teacher will apply to the Superintendent prior to September 30. The Superintendent will recommend action to the Board as

to whether or not to issue the continuing contract no later than the May BOE meeting.

5. Continuing Contract Status

Eligibility for continuing contract status will be determined by the service, teaching credential, and educational requirements appearing in Sections 3319.08 and 3319.11 of the Ohio Revised Code, recognizing that such statutes may be amended from time to time (unless otherwise required by law, the terms of an amendment to Sections 3319.08 and/or 3319.11 will not take effect until the expiration of this agreement).

B. Transfer, Vacancy, and Promotions

1. Vacancy

a. Vacancies occur in a teaching or supplemental position when 1) a new teaching position is created; 2) an employee is reassigned to another teaching position within the District; 3) a teacher resigns, retires, dies, or has a contract non-renewed and the Board decides to fill the position.

Vacancies shall be posted on AppliTrack (within the District website: Employment tab) and e-mailed to staff within five (5) days after each regular or special Board meeting during the regular school year. During the summer months when school is not in session, said notice will be emailed to all employees, posted on AppliTrack, announced through the Instant Alert System (June, July, and August) and e-mailed to the Buckeye Central Education Association President.

b. Vacancy listings shall include the state established minimum certification for the subject taught, minimum qualifications for the position, a description of the duties to be performed, a statement that the salary will follow the negotiated salary schedule, and the procedures for application.

c. No vacancy shall be filled until after ten (10) working days of the date of posting the notice. In August, vacancies may be filled after five (5) working days of the notice being posted.

d. An applicant hired to fill the position must possess the posted requirements and certification. Any member having the required certification and minimum qualifications may apply for the posted

position and will be granted an interview. The most qualified candidate, as determined by the Superintendent, shall be granted the position with longevity in the district being given consideration.

2. Voluntary Transfer or Promotion

This section is primarily to set forth procedures whereby teachers can make known their desire to be considered for a new position. In the spring of each school year a Staff Interest Survey will be provided to the teachers. Employed teachers properly certificated can make known their interest in changing positions opened through vacancy or creation by the Board as made known to teachers in part B, 1 above. Teachers may also request a change in position in writing to the Superintendent at any time. If the request for transfer is not granted, the teacher will be given the reasons in writing. Teachers must be properly certificated by the effective date of the position considered.

3. Involuntary Transfer

Teacher placement is recognized as a responsibility of the Superintendent. In order to meet the educational needs of the district, it may be necessary to involuntarily transfer a teacher.

a. An involuntary transfer shall mean a change in a teacher's assignment without the teacher's consent. Involuntary transfers will be kept at a minimum whenever possible.

b. An involuntary transfer shall be affected only after the teacher involved is given written notice as to the reasons for said transfer.

c. The teacher may request in writing and shall be granted a meeting with the Superintendent to discuss the merits and reasons for the transfer. Both the teacher and the Superintendent may, at their option, have representative(s) of their choice at this meeting.

d. A teacher, at his/her option, may have a written statement of his/her objections placed in his/her personnel file. Such a transfer shall be made only when the Superintendent determines it is in the best interest of the educational program.

e. No teacher shall be transferred to a position for which he/she does not hold state established minimum certification. Transfers shall not be made for capricious reasons.

f. When possible, teachers should be given written notice of involuntary transfers by June 1. In no case shall a teacher receive notice of less than ten (10) working days, prior to the beginning of the new school year.

C. School Calendar

Staff members shall be involved in the makeup of the annual school calendar for the following year. Each school year a calendar committee composed of a maximum of four (4) bargaining unit members, including one representative from support staff, appointed by the Association and three (3) appointed by the Superintendent will be established for the purpose of developing a calendar recommendation for the succeeding school year. Teachers will be given the opportunity to provide input (verbal and/or written) to the committee members regarding the calendar(s) being considered. While the final decision on a calendar rests with the Board of Education, the wishes of the teachers will be given serious consideration.

D. Teacher Evaluation Procedure

1. Purpose

The performance of all instructional personnel shall be evaluated in accordance with an organized program. Its purpose shall be:

a. To help teachers achieve greater effectiveness in the performance of their duties;
b. To assist teachers in the growth and development of professional abilities;
c. To identify areas of strength and weakness; and
d. To provide a basis for future contract consideration.

2. Evaluation Procedure

The evaluation procedures for the teaching staff will conform to the statutory obligations pursuant to Sections 3319.111 and 3319.112 of the Ohio Revised Code (ORC). The Ohio Teachers Evaluation System (OTES 2.0) framework will be utilized for all teachers that provide instruction for 50% or more of their daily schedule. New staff members will be provided with a copy of the OTES 2.0 Model Packet and Resources Packet during orientation where the documents will be reviewed. The OTES 2.0 Model Packet and Resources Packet can be found on the ODE website at: education.ohio.gov. Evaluation procedures will be addressed during a regularly scheduled staff meeting in September each year.

3. Method of Evaluation

a. The building principal will be the primary evaluators of teacher competency and shall be responsible for the recommendation of the teacher to the Superintendent. However, observations and evaluations may also be conducted by the special education supervisor, other qualified administrators or any other mutually agreed upon evaluator.

b. A minimum of thirty (30) consecutive minutes and a maximum of sixty (60) minutes will be allotted for each classroom observation. A pre-conference will be conducted with the intent of collecting additional information and evidence beyond what may be observable.

c. A post conference between the evaluator and teacher must follow the Formal Holistic Observation. Prior to this conference, a written observation/evaluation form shall be provided to the teacher. This post conference will be scheduled to take place within ten (10) working days of the observation. After this conference, the teacher will have a period of five (5) working days to provide additional evidence or documentation for the evaluator's consideration.

d. The first Formal Holistic Observation of a teacher will be agreed upon by the evaluator and the teacher at least five (5) working days in advance of the observation, unless a shorter time period is agreed upon. All other observations need to be announced. Effort will be made to avoid formal observations on a day before or after the following: the administration of standardized testing, any school break of more than two (2) consecutive calendar days, or any leave of absence of more than three (3) days.

e. A final summative conference will take place between the evaluator and the teacher after the completion of the evaluation cycle. This meeting should include discussions of progress on the Improvement Plan or PGP in place, but could also include discussion of HQSD or any aspect of the evaluation cycle.

4. Walkthroughs

A walkthrough is an informal observation of less than thirty (30) minutes. These may be announced or unannounced.

At least one (1) walkthrough must be conducted as a component of each formal observation cycle. Teachers on a less frequent cycle shall receive at least one (1) classroom walkthrough. Feedback will be provided regarding the results of the walkthrough within five (5) days. The focus may be area(s) of strength, area(s) of improvement, or both. There will be an emphasis on identified focus area(s) when applicable.

5. Frequency

a. A teacher with a final summative rating of Accomplished will be fully evaluated every three (3) years so long as the teacher submits a PGP that focuses on areas identified in the observations and the evaluator determines the teacher is making progress on the plan. Progress on the PGP will be determined through collaboration between the teacher and the evaluator based on the measurable goals in the PGP.

b. A teacher with a final summative rating of Skilled will be fully evaluated every two (2) years so long as the teacher submits a PGP that focuses on areas identified in the observations and the evaluator determines the teacher is making progress on the plan. Progress on the PGP will be determined through collaboration between the teacher and the evaluator based on the measurable goals in the PGP.

c. In any year that a teacher is not fully evaluated, the evaluation must include a minimum of one (1) walkthrough and one conference that includes a discussion of the teacher's progress on the plan.

d. A teacher who is being fully evaluated shall have at least one (1), but no more than three (3), focus area(s) identified in the Formal Focused Observation.

e. Teachers who are being considered for nonrenewal and have a limited or extended limited contract will receive a minimum of three (3) formal observations. The third observation should be completed by April 30th.

f. The district will not evaluate teachers who have been board-approved for retirement prior to December 1, teachers who are participating for the first time in the Resident Educator Summative Assessment (RESA), or teachers who are on board-approved leave for more than 50% of the school year.

g. A Written Improvement Plan (Appendix F) is to be developed when an educator has a Final Holistic Rating of Ineffective. The evaluator has the discretion to place any teacher on an Improvement Plan for deficiencies in

any component of the OTES 2.0 evaluation system. However, if a teacher's Final Holistic Rating is Developing, Skilled, or Accomplished, the evaluator must meet, in person, with the teacher to designate the reason(s) for an Improvement Plan. The plan must be in strict accordance with Appendix F, and identify specific, measurable deficiencies in performance and timelines for such to be addressed. The plan must be manageable and foster growth through professional development and targeted support.

6. Reporting

The administration will use an online system to communicate with staff and document evaluation components and results annually. The evaluation committee will meet in good faith to review the process annually. A copy of required observations/evaluations will be filed in the teachers' personnel files in the superintendent's office.

7. Evaluation Committee

An Evaluation Committee will be formed to review the evaluation procedures, instruments, and reporting system which will be used to evaluate the professional staff. Membership of the committee will consist of a maximum of three (3) administrators appointed by the Superintendent and three (3) teachers appointed by the President of BCEA. The Evaluation Committee shall make any recommendations to the Superintendent/BCEA President by May 1 of the applicable school year. Administration and BCEA representatives agree to confer and consider MOU's in regard to any committee recommendations during the duration of this contract. No changes will be made without the approval of both parties.

E. Number of Teaching Days/Length of Day

1. The number of days a year for a teacher to be employed is one hundred eighty-four (184) days. Between one hundred and seventy-five (175) and one hundred and seventy-eight (178) days are in the classroom with the students. Two (2) professional learning days are required during the school year.

2. The length of the teacher contracted day shall be no more than seven (7) hours and thirty (30) minutes. This shall include one (1) consecutive thirty-minute lunch as prescribed by Ohio Revised Code 3319.072 and 45 minutes of planning time as specified in Article III L of this Agreement.

3. The Board of Education also requires one (1) Opening Day (Convocation) prior to the opening of school for students and one (1) Closing Day after the last day of school for students. The Opening Day (Convocation) prior to the opening of school will consist of one (1) hour district meeting, one (1) hour building meeting, up to three and one-half (3.5) hours professional learning/team collaboration, and one and one-half (1.5) hours for self-directed work. The Closing Day after the last day of school for the students will consist of one (1) hour district meeting (Lunch; Recognition Program) and 1 hour building meeting.

4. Total of one hundred eighty four (184) paid days. These days shall consist of the following:

    175 to 178 Student Days
    2 Professional Learning Days (6.25 hours can be planned by the administrative team, leaving 30 minutes for lunch and 45 minutes for planning time)
    2 Parent-Teacher Conference Days
    1 Opening Day (Convocation) - reference E3 above
    1 Closing Day - reference E3 above
    0 to 3 Professional Learning/Record Days [TBT's, HQSD, Public School Works (PSW), Testing Certifications, Grades, Recertifications]

Student days will be established between 175 and 178 days based upon the annual board / administrative decision to utilize zero (0) to three (3) additional professional learning/records days. If scheduled, these days will be split into two sessions. (Session #1 - 7:35 a.m. to 11:05 a.m. or Session #2 - 11:35 a.m. to 3:05 p.m.) One session will be utilized for professional learning; the other session for records. These days will be scheduled on the last day of the first three nine-week grading periods. If one or more of these days are not scheduled, the resulting student day will provide for an early dismissal at 1:20 p.m. for teacher records. The annual decision regarding these days will be made prior to the next year's school calendar committee meeting.

5. Newly adopted curriculum professional learning and collaboration day, if needed, prior to the start of the school year that will be paid per diem with physical attendance. Attempts must be made to find a date that works for the majority.

6. The district administration may schedule up to eight (8) two-hour Late Start Days annually as approved by the Board of Education. This time can be used to complete state required training, professional development

(PD), team time, or other building/district level initiatives.

7. Prior to the start of the school year, teachers will be paid per diem to prepare in their classrooms for the upcoming school year. Teachers will document 5.5 hours of work in their rooms and attend the scheduled Open House for 1.5 hours.

F. Calamity Days

Six (6) calamity days for teachers will be a component of the annual school calendar. Beginning with the seventh (7th) calamity day, teachers will be expected to be on site from 10 a.m. until 3 p.m.

District/school meetings, building-level professional development, or other such activities may take place for a maximum of 2.5 hours on these days (7, 8, 9). If any of the counties within the District boundaries are under a Level 3 weather alert this requisite will be waived. Additionally, if a staff member lives in a county under a Level 3 weather alert, he/she will not be required to report. Beginning on calamity day 10, the Board of Education retains the right to schedule make-up days for Presidents Day, Parent/Teacher Conference Waiver Day (2nd semester) or at the end of the school year.

G. ParentTeacher Conferences

a. All PK, elementary, and middle school teachers will have parent-teacher conferences on four (4) evenings (two per semester). One evening may be used for a parent engagement activity/event, based on the building's needs.

b. High School teachers will have parent-teacher conferences on three evenings (two in the fall semester and one in the spring semester). In lieu of the fourth night of parent-teacher conferences, high school teachers may attend the following events:
   - Graduation
   - Chaperone Homecoming or Prom
   - Two (2) extra-curricular events for which you are not responsible, e.g., athletic contest, concert, play, musical

c. Dates will be determined by building through the Building Leadership Team (BLT) or Principal's Advisory Committee (PAC) prior to the end of the school year. If teachers work the four (4)

evenings (or three evenings and attend additional events) for a total of fifteen (15) hours, they will be compensated time off for two (2) days as established in the Board of Education approved calendar. If the conferences are in the evening hours, the conferences will not be on consecutive evenings. Administration has the right to address professional learning, building topics, or other school related work on parent-teacher conference evenings not to interfere with scheduled conferences.

F. Personnel Files

1. Each teacher has the right to examine, in the presence of an administrator and to make a copy of any items which are a part of that teacher's personnel file. The Board of Education agrees to maintain only one (1) personnel file to be housed in the Superintendent's office.

2. Any material believed to be inaccurate may be challenged by written response and grieved, and when proven inaccurate, it shall be removed from all files.

3. The teacher shall be notified of, and have the right to answer any material placed in the file; this answer shall be attached to the file copy.

4. Any grievance material shall not be placed in the teacher's personnel file.

5. Access to a teacher's personnel file shall be limited to the Board members, central office administrators, immediate principal and/or supervisors, and the designee of the staff member. The teacher must be notified of any other individual requesting access to his/her file and shall have the right to be present when his/her file is reviewed.

G. Staff Reduction

1. In implementing a reduction in force, the Board will follow the provisions of Section 3319.17 of the Ohio Revised Code. The Board shall not use seniority as the sole factor in implementing a layoff or recall under this article unless it is consistent with Sections 3319.112 and 3319.17 of the Revised Code.

   The Board of Education may, upon the recommendation of the Superintendent, RIF positions whose state or federal source of funding has not been approved and/or determined for the upcoming school year. This RIF may occur after the April 30 deadline and will not necessitate the Board of Education having to apply to the state loan fund. The RIF will

follow the already agreed upon procedure.

2. Teachers non renewed annually due to interruption of program funds shall not suffer a break in seniority.

3. Seniority Definition:

   a. The following procedures will be followed in order, within each teaching field affected, until seniority ties are broken.

      1) All teachers will be placed on a seniority list for each teaching field for which they are properly certified. Teachers will be placed on the list in descending order of seniority.

      2) Seniority shall be defined as the length of continuous service in the bargaining unit from the most recent date of hire. Board approved leaves of absence will not interrupt seniority but time spent on such leave shall not be counted towards seniority.

   b. If two or more teachers have the same length of continuous service, seniority will be determined in the following order:

      1) The earliest date of employment by the Board of Education.

      2) The earliest date the teacher began working in Buckeye Central School District.

      3) Highest grade of Contract.

      4) Any remaining ties shall be broken by lot.

   c. The BCEA shall be notified of the nature and impact of any staff reductions by April 1. If later than April 1, written reasons justifying the later date must be given to the BCEA.

   d. All teachers who are the subject of a staff reduction will be so notified by April 30 of that school year, unless the staff member is affected under Section H, Item 1, Paragraph 2, above. Said notice will include the reasons for the reduction and the reason for the selection of said individual.

   e. If a vacancy occurs, the Board will send a certified letter, return receipt requested, to the last known address of all teachers whose

contracts have been suspended and who are certified for the vacant position. All teachers are required to respond in writing to the Board office postmarked within ten (10) calendar days of receipt of the letter. The most senior responding teacher will be given the vacant position. Teachers will remain on the RIF list for a period of two (2) years.

f. If the Board intends, because of the "comparable evaluations" provision of Section 3319.17 of the Ohio Revised Code, to deviate from seniority in suspending a bargaining unit member's contract, the Board will give the Association president written notice of such intent by not later than the April 1 deadline appearing in subparagraph c above in which case representatives of the Association and the Board shall meet promptly in an effort to clarify and agree on the specific scope of any such deviation; if the parties are unable to agree, and the member(s) adversely affected by the Board's intended deviation from seniority wishes to challenge the deviation, the parties shall (notwithstanding Article II of this agreement) promptly submit the dispute to binding arbitration under the American Arbitration Association's Expedited Labor Arbitration Rules for a determination of whether the Board's intended deviation is proper under the statute's "comparable evaluations" requirement. Similarly, if the Board intends because of the "comparable evaluations" provision of Section 3319.17 to deviate from seniority in recalling a laid-off bargaining unit member, the Board will promptly give the Association president written notice of such intent and, if the member(s) adversely affected by the Board's intended deviation wishes to challenge the deviation, the parties shall immediately submit the dispute to binding arbitration under the AAA's Expedited Labor Arbitration Rules.

g. Any teacher on the RIF list who voluntarily resigns will be removed from the RIF list.

h. A teacher has the right to exercise his/her conversion privileges on any and all group insurance plans in effect at the time without interruption of benefits in accordance with law and insurance plan provisions.

i. Any teacher who twice rejects an appointment to fill a position shall be removed from the RIF list.

j. All teachers on the RIF list are obligated to keep the Board of Education informed of current address and phone numbers.

k. Unless otherwise expressly provided, the suspension of a teacher's regular teaching contract shall thereupon suspend any supplemental contract held by such teacher.

H. Academic Freedom

Each teacher has the right to perform his/her professional responsibilities in the classroom in a way that will best encourage a broad and complete understanding by students of educational subject matter. Such right shall be exercised within the bounds of professional responsibility and the Board adopted educational philosophy and curricula.

I. School Merger/Consolidation

In the event the Buckeye Central School System should be dissolved and merged and/or consolidated with another district or districts, the Board shall negotiate with all parties involved to attempt to preserve the jobs of their employees in order of seniority.

J. Teacher Absences

1. Every effort shall be made to secure a certified substitute either special or regular when a special or regular teacher is absent, beginning on the first day of absence.

2. When a substitute teacher is not available, a teacher(s) may be asked to substitute during his/her scheduled preparation/planning time. Any member who agrees to assume such responsibility will be paid at the rate of $30.00 per hour or portion thereof. Teachers who accept this administrative request must submit a completed Substitute-Class Period form for principal approval to be paid for these assignments.

K. Class Size/Member Work Load

The Board of Education will abide by state law.

L. Planning Time

Every certified employee's week shall include two hundred and twenty-five (225) minutes of planning time with the attempt to provide each employee forty-five consecutive minutes of planning time each day with no student contact.

Every effort will be made to schedule 225 minutes of planning time each week for preschool teachers. In the case of missed preschool planning time during a specific week, these minutes shall be accumulated and scheduled during the following week.

M. Flex Credit Courses (Classes)

Flex credit courses (classes) must be pre-approved by the building principal prior to scheduling. Teachers who teach an approved flex credit course (class) will be paid a stipend of $250/semester.

N. Local Professional Development Committee

1. Purpose

A Local Professional Development Committee (LPDC) shall be established to oversee and review professional development plans for course work, continuing education units, and/or other equivalent activities. In addition, the LPDC shall be responsible for scheduling, planning, and providing appropriate professional development activities for certificated/licensed employees. Such activities shall be in keeping with the mission statement of the school district and the needs of the teachers and students.

2. Term of Office

The term of office for members serving on the committee shall be two (2) years.

3. Committee Composition and Selection

a. The committee shall be comprised of six (6) members as follows:

Four (4) teachers
Two (2) administrators

b. The four (4) teacher members shall be appointed by the BCEA President. The administrative employee member shall be appointed by the Superintendent.

c. In the event of a vacancy, the committee member shall be replaced in accordance with 2 above.

4. Chairperson

The committee chairperson shall be determined by majority vote of the committee members.

5. Decision Making

Decisions shall be made by majority vote of the committee members present and voting.

6. Training

a. Members of the LPDC shall be afforded the opportunity to attend training on the purpose, responsibilities, functioning, and legal requirements of LPDC's.

b. If the available training is during work hours, the committee members shall be given paid release time to attend. If the training occurs outside the regular workday or work year, members shall be paid thirty dollars ($30.00) per meeting.

c. LPDC members shall be reimbursed for all actual and necessary expenses incurred as part of the training.

d. LPDC training for committee members shall constitute appropriate "equivalent activities" for purposes of the committee members own individual development plans if they so decide by majority vote.

7. Meetings and Compensation

a. The LPDC shall meet as often as the members deem necessary to complete their work. The committee shall post in each building their meeting schedule. Additional meetings may be scheduled as necessary.

b. Committee members shall be paid fifty dollars ($50.00) per meeting for committee work performed outside the regular workday or work year.

8. Appeals Process

a. Written appeals shall be submitted within ten (10) working days after the denial or resubmission of an IPDP or college coursework/equivalent activity proposal. All written appeals will be

reviewed at the next regularly scheduled meeting of the LPDC.

b. A person may attend the next regularly scheduled LPDC meeting to explain the written appeal. A written request for inclusion on the agenda should be given to the LPDC Chairperson no later than ten (10) working days before the scheduled LPDC meeting.

c. Written notification of the appeal decision shall be provided within five (5) working days or thirty (30) calendar days, whichever comes first.

d. If the appeal is denied, the applicant may request a binding decision rendered by a three (3) person appeals team: one (1) person selected by the applicant, one (1) person chosen by the LPDC, and a third person chosen by the first two (2). Members of this panel must hold a current Ohio Department of Education Certificate or License.

O. College Credit Plus (CCP+)

Any classes offered by the district to students through the College Credit Plus (CCP) program shall first be offered to qualified bargaining unit members.

P. Field Trips

The beginning and ending times for scheduled field trips shall be flexible. However, punctuality with regard to regularly scheduled bus routes will be taken into consideration.

Q. Technology Expectations

The Association and the Board mutually agree that an important District goal is the continued utilization of technology with increasing staff expertise in the same. In an effort to increase staff comfort levels with regard to technology usage, the Board of Education commits to providing district in-service activities regarding applicable and current technology topics and/or requirements. It is intended that the BCEA and the administration will collaborate on the in-service topics to be addressed.

It is an expectation that teachers will input information into Progress Book (or similar program) on a weekly basis. Teachers may note exceptions to weekly input for the benefit of concerned parents and/or administrators.

The District's expectations with regard to technology expertise will be

communicated to all new employees hired by the District.

R. Teacher Schedules, Special Needs Students

The building principal will take into consideration the impact of special needs students when developing the master teaching schedule annually. Teacher input based upon the knowledge of student needs is encouraged. To the best extent possible, special needs students will be assigned across a grade level or team as long as students IEP goals and the attainment thereof can be met. The principal has the right of final student placement and schedule completion after considering any teacher input and based upon the aforementioned guidelines.

S. IEP, IAT Meetings

Every attempt will be made to schedule IEP, IAT meetings in a manner that will allow for a grade level representative to be given release time from their regular teaching responsibilities.

T. Teachers Meetings

Teacher meetings may be conducted once monthly. Meeting dates will be published prior to the beginning of each nine weeks. All teachers are expected to attend, making advance arrangements for the pre-designated dates. While development of the agenda rests with the principal, he/she will collaborate with the teacher leadership (PAC, BLT) regarding pertinent, timely topics. Agendas will be e-mailed to the teachers three (3) days prior to the meeting. Meetings are not to exceed 30 minutes with the understanding that length will correlate to concise coverage of agenda topics. Meeting format should allow for quality interaction between administration and teachers. The intent of these meetings is to collaborate on important and timely building topics which will enhance our schools' success. Emergency building meetings are not counted as a monthly teacher meeting.

U. Overnight Trips

Teachers who chaperone overnight trips for curriculum related activities will be paid a $50 stipend per night.

V. Committee Meetings

Teachers serving in a leadership role as a member of an Administrative approved committee, e.g., DLT, BLT, Safety, Threat Assessment, Employee Participation

(EPC), Positive Behavioral Interventions Supports (PBIS), MTSS, Wellness, Calendar will be paid $30/hour for meetings held outside the contracted (7.5 hour) school day.

W. Employee Participation Committee (EPC)

A joint committee can be assembled for the purpose of building and maintaining a climate of mutual understanding and respect and in an attempt to reach solutions to common problems. A meeting for the Buckeye Central Local Schools Employee Participation Committee (EPC) may be initiated by written notice to either party. A request from the Association should be sent to the Superintendent. A request from the Superintendent should be sent to the president of the Association.

Within twenty (20) days of the request, a mutually convenient meeting date shall be arranged outside of the normal school day. The committee shall be composed of the Association President (and/or an appointed designee), one or two Association-appointed representatives from each school (elementary, middle, high school), the Superintendent (and/or an appointed designee), and the respective building principals and/or district directors and supervisors.

EPC meetings should be limited to two (2) in any school year as determined by the Superintendent and the President of the Association. Agreed upon follow-up meetings (regarding the specific topic under review) are not included in the meetings limit. All meeting times will be mutually agreed upon. The Superintendent and Association President shall mutually prepare an agenda (topic) which shall be forwarded to the designated members of the committee no less than three (3) workdays prior to such meeting.

The Employee Participation Committee shall not take the place of the negotiations process. Decisions made by the Employee Participation Committee shall not in any way alter the terms and conditions of employment set forth by the Collective Bargaining Agreement. No active grievance may be discussed.

X. Student Discipline

The Administration recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular student requires the attention of administrators, counselors, social workers, law enforcement personnel, physicians, or other professionals, the Administration will take all reasonable steps to provide teachers with the aid and assistance of the appropriate aforementioned professional(s).

A teacher may temporarily remove a student from class where persistent or extremely disruptive misbehavior makes continued function of the class impossible. In such cases, the teacher will furnish the principal with full particulars of the reasons for the removal as soon as teaching obligations allow. The student may return to the class once the Administration addresses the disciplinary problem and discusses orderly reentry with the teacher.

ARTICLE IV

LEAVES

A. Sick Leave

1. Certified employees of Buckeye Central shall be granted sick leave on the following basis:

   a. One and one quarter (1 1/4) days for each completed month of service up to fifteen (15) days for each completed year of service.

   b. Five (5) days of sick leave shall be credited to all beginning teachers at the time of employment. These days must be earned by working four (4) months at one and one quarter (1 1/4) days per month. Under normal circumstances, accumulating more than five (5) days cannot occur until the fifth month of employment.

   c. Any sick leave earned and unused in prior employment in any public school system shall be transferred to the employee's credit in the Buckeye Central System at the time of employment. The Treasurer from your previous employment must certify these sick leave days.

   d. Unused sick leave credit will be accumulated up to two hundred and sixty-eight (268) days for the duration of this contract. Employees who achieve perfect attendance, through no use of sick leave over a school year period, shall receive a certificate of merit award and a gift from the school district.

   e. The administration may request a doctor's statement for a leave extending for more than four (4) consecutive days. The administration may request a doctor's statement or other appropriate document to verify personal sick leave absences after a teacher has used fifteen (15) days during any school year or when such absences appear to be used in a pattern or without medical cause.

   f. One (1) week of sick leave may be used for purposes of adoption with a second week to be granted at the discretion of the Superintendent.

   g. Bargaining unit members may be asked to substitute for another teacher, but will not be required to do so.

2. Payment for sick leave benefits shall be as follows:

a. Personal illness in the immediate family illness, injury, or exposure to contagious disease will result in the employee being paid regular salary until he/she returns to work or until all accumulated sick leave is exhausted, whichever occurs first. Immediate family is defined as spouse, children, parents, siblings, parents-in-law, grandparents, grandchildren, legal guardian, ward, stepchildren, other dependent regardless of residence and other individuals living in the same household who hold a similar position. The administration may request a doctor's statement for a leave extending beyond four (4) days.

b. Each employee's current sick leave accumulation shall be reflected on every paycheck according to the records of the Treasurer using the sick leave forms received as of the posting of that payroll.

3. Death

a. Death of spouse, children, parents, siblings, parents-in-law, grandparents, grandchildren, legal guardian, ward, stepchildren, and other dependent regardless of residence and other individuals living in the same household who hold a similar position a maximum of five (5) days of sick leave will be granted.

b. Death of a relative, i.e., aunt, uncle, one (1) day of sick leave will be granted.

c. Upon the request of a teacher, the Superintendent may extend this time if circumstances so dictate and additional time is required.

4. Absence due to the aforementioned reasons must be charged to sick leave and cannot be charged to other established leave policies unless sick leave is depleted.

Sick leave shall not be charged for days school is not in session.

During sick leave, the employee cannot otherwise be gainfully employed. Sick leave shall be granted only for those days of credit earned and accumulated except that sick leave will continue to accrue while the employee is on paid sick leave.

5. Sick Leave Pool for Catastrophic Illness/Injury

The Buckeye Central Education Association and the Buckeye Central Board of Education hereby agree to establish a Sick Leave Pool for staff. The purpose of this pool shall be to provide staff who have exhausted all

their paid leave days with additional leave for catastrophic illness or injury. Administration and use of the pool shall be as follows:

a. The pool shall be administered by a committee of five (5), three (3) members to be selected by the Association and two (2) selected by the Administration. All decisions shall be by consensus of all members of the committee. A member, who has been denied, may ask for a hearing before the committee for reconsideration. Other than such hearing, the ruling of the committee may not be appealed through any means or methods provided in the Collective Bargaining Agreement or otherwise.

b. Staff on his/her own behalf, or any employee on behalf of the needy staff member must present the request in writing to the President of the Association. Said request shall include the approximate number of days required up to a maximum of forty (40) days. (This number may be adjusted as necessary up to the maximum.) The President shall bring the request to the Sick Leave Pool Committee for consideration. The committee may request proof of need, if the majority of the committee believes proof will be helpful in their consideration. Such proof shall consist of written confirmation by a physician that the illness/injury will require the recuperation time requested. The request must meet the requirements for sick leave under Article IV (A) (2) of the Collective Bargaining Agreements. Employees may donate sick days for a colleague who has been approved for sick leave pool use. [See Appendix C]

c. If the request is approved, the Association President will notify the staff of the request. A form will be provided for staff to indicate willingness to contribute sick leave. [See Appendix D] Each teacher may donate up to five (5) days of his/her accumulated sick leave to the absent teacher. Contributions will be accepted on a first-come, first serve basis up to the number of days requested or forty (40) days maximum and are confidential. The teacher is required to retain a minimum of ten (10) days after donating the number of days of their choice. The Association shall compile the contributions and present them to the Board Treasurer for appropriate action. Any donated days that are not required will be returned to the staff member contributor. There shall be separate sick leave pools for classified and certified staff.

B. Personal Leave

1. Teachers shall be granted three (3) days of personal leave with pay per year. Generally, no more than three teachers may be granted personal leave on any school day. However, the number of teachers may exceed

three (3) with the approval of the Superintendent.

2. Certified teaching employees seeking approval for personal leave with pay shall place the request into the AESOP attendance program utilized by the District at least three (3) days prior to the requested absence. In case of emergency, the Superintendent or his designated representative shall waive the three (3) day prior approval limitation and the personal leave may be granted by telephone or verbally in person provided a qualified substitute can be obtained.

3. All personal leave shall be unrestricted.

4. Reimbursement for Unused Personal Leave

Teachers will be reimbursed each school year for unused personal leave days by having these unused days added to their accumulated sick leave total. An alternative to this sick leave conversion allows teachers to be paid $100 for each unused personal day in a school year. Unused sick leave credit will be increased to the negotiated maximum.

C. Leave of Absence

1. Upon the written request of a teacher, the Board may grant an unpaid leave of absence for a period of not more than two (2) consecutive years of school time for educational or professional improvement, and shall grant such leave where illness or other disability is the reason for the request. Leave of absence for maternity/paternity/adoption may be granted for a period of not more than two (2) consecutive years of school time.

2. Without request, the Board may grant a leave of absence to any teacher because of physical or mental disability, but such teacher may have a hearing on such unrequested leave of absence in accordance with the provisions of the law.

3. Leave of absence for educational or professional growth.

   a. The Board may not grant this type of leave of absence unless a satisfactory substitute is available. This type of leave may not be granted to more than three (3) professional staff members at one time. When more than three (3) staff members have requested this type of leave at the same time, leaves cannot be longer than one (1) year and cannot be granted to a teacher who has previously received this type of leave.

4. If the request for a leave is approved, the teacher shall be notified in writing

within ten (10) days of such action. In addition, the teacher shall be notified of the following matters:

a. The length of leave.

b. Sick leave during the leave.

c. Service credit during the leave.

d. The retention of rights of tenure, retirement, and insurance.

5. Bargaining unit members agree to take leaves only for legitimate reasons.

6. Upon the return to service of a teacher at the expiration of a leave of absence, he/she shall resume the contract status which he/she held prior to such leave, unless otherwise stated under the original leave approval provisions.

7. Any teacher employed to replace a teacher on leave shall be informed of the temporary nature of this assignment by having it stated on their individual contract.

8. A leave of absence shall not extend beyond the termination date of a teacher's contract but may be renewed if the contract of the teacher is renewed.

9. When on a one (1) or a two (2) year leave of absence, the teacher must notify the Board of Education or the Superintendent, in writing, no later than April 1 of a one (1) year leave or April 1 of the second year of a two (2) year leave, of his/her intention to return or not to return.

D. Professional Leave

1. Upon submission of the Professional Leave form, appropriate registration form, and approval of the Superintendent, certified personnel shall be granted three (3) days of professional leave with pay to attend professional meetings in Ohio or contiguous states or visit other school districts in Ohio. Days granted shall align with the teacher's goals in their certified teaching field. Expenses shall be paid by the Board of Education as follows:

a. Registration fee will be filed and paid in advance, if requested, with notice given to the employee.

b. Mileage to and from paid at the current IRS approved mileage rate. Mileage begins and ends at the Buckeye Central campus or point of origination whichever is closer.

c. Actual cost up to one hundred fifty dollars ($150.00) per night for lodging if it is a two (2) day meeting and more than sixty (60) miles from New Washington (to include any applicable room and sales taxes within the $150.00 per night limit).

d. Upon return from approved professional development activities staff is required to submit an activity reflection according to District provided format. [See Appendix E]

2. Four (4) days of professional leave shall be granted to each Association representative to attend to association business. These days will not count as part of the three days of professional leave normally granted each teacher. This is limited to three (3) Association representatives. Such days may be taken in one-half (1/2) day increments.

3. All other professional leave requests and expenses paid by the Board of Education must be approved by the Board of Education.

E. Unauthorized Absences

Absences from the job for other reasons than those covered in the sick leave provisions or otherwise granted with pay will result in deductions from salary on the basis of a one hundred eighty four (184) day school year. The deduction will be the total salary divided by one hundred eighty four (184) of each day of absence. For those employees on extended service, the deduction will be the salary divided by the number of days employed (basis of twenty [20] days a month), for each day of absence.

F. Jury Duty

A teacher shall retain both the regular salary and any remuneration received from the court while serving on jury duty, and shall provide a copy of the court check.

G. Family Leave

1. The Board agrees that all benefits guaranteed by the Family and Medical Leave Act will be provided to employees covered by this Agreement. Pursuit of a grievance under this contract in no way prevents an employee from enforcing their rights under the Act as provided by law.

2. Each employee is entitled to and shall be granted upon request up to twelve (12) weeks of unpaid leave per year to care for a new or a sick child, parent, parent-in-law, or spouse, or for the placement with the employee of a child for adoption or foster care or to care for the newly placed child; or when the employee is unable to work because of a serious health

condition. When medically necessary, leave may be taken intermittently.

Any leave beyond twelve (12) weeks in a year for these combined purposes may be granted pursuant to the other leave provisions of this Agreement.

Eligible employees may choose to substitute paid leave granted by other provisions of this Agreement for all or part of the unpaid leave granted under this article.

3. Protection - The Board shall return the employee taking a leave under this article to the same position he/she occupied prior to the leave.

   The taking of a leave under this article shall not result in the loss of any employment benefit accrued prior to the date the leave commenced.

4. Insurance -The Board shall continue to pay the Board contribution necessary to continue all medical, dental, and life insurance plans for the employee while he/she is on leave under this article.

5. Year - For purposes of defining a year for Family Leave benefits, each year shall commence with the first day of school.

H. Assault Leave

1. Entitlement pursuant to and in accordance with Section 3319.143 of the ORC, assault leave shall be granted to a member of the BCEA bargaining unit who is absent from his/her assigned duties because of physical injury resulting from an assault within the scope of the teacher's employment. The teacher will be granted five (5) days of assault leave prior to the use of sick leave.

2. Usage - A member of the BCEA bargaining unit shall be granted assault leave according to the following rules:

   a. The incident, resulting in the physical disability of the staff member, must have occurred while performing his/her duties while employed by the Buckeye Central Local Board of Education.

   b. Upon notice to the principal or immediate supervisor that an assault upon a member has been committed, any member having information relating to such assault shall, as soon as possible, prepare a written statement embracing all the facts within the member's knowledge regarding said assault, sign said statement, and present it to the building principal or immediate supervisor.

ARTICLE V

SALARY AND FRINGE BENEFITS

A. Salary

1. Effective July 1, 2024, the base salary (Bachelor's Degree, 0 years of experience) shall be $41,072 (See salary schedule, page 32).

   In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2024-2025 school year a one-time lump sum payment (less applicable payroll withholdings) of $650.00. Such payment to be made on the first regularly scheduled payday in December, 2024.

2. Effective **July 1,** 2025, the base salary (Bachelor's Degree, 0 years of experience) shall be $42,715 (See salary schedule, page 33).

   In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2025-2026 school year a one-time lump sum payment (less applicable payroll withholdings) of $650.00. Such payment to be made on the first regularly scheduled payday in December, 2025.

3. Effective **July 1,** 2026 the base salary (Bachelor's Degree, 0 years of experience) shall be $44,424 (See salary schedule, page 34).

   In addition, the Board agrees to pay each bargaining unit employee who does not receive a vertical step increase on the teachers' salary schedule at the start of the 2026-2027 school year a one-time lump sum payment (less applicable payroll withholdings) of $650.00. Such payment to be made on the first regularly scheduled payday in December, 2026.

B. CoCurricular Salary Schedule

The base salary of $41,072 (effective July 1, 2024) for the 2024-2025 school year shall be applied to the co-curricular salary schedule.

The base salary of $42,715 (effective July 1, 2025) for the 2025-2026 school year shall be applied to the co curricular salary schedule.

The base salary of $44,424 (effective July 1, 2026) for the 2026-2027 school year shall be applied to the co curricular salary schedule.

C. Hospitalization and Dental Insurance

1. The Board of Education shall pay a portion of hospitalization and dental insurance for both family and single coverage. The rate for family and single shall be negotiated by the Association. The coverage for employees who work less than five (5) hours per day will be prorated according to hours worked.

2. Hospitalization (Board share)

   a. The Board shall pay 85% of the medical premium for a single or family plan. The employee shall pay the remaining 15% via payroll deduction.
   b. During the period of January 1, 2025 thru December 31, 2026 any employee who selects Plan C or Plan D will pay 10% of the premium and the Board will pay 90% for those plans. As of January 1, 2027, the percentages will revert back to 85%/15%.
   c. Any employee enrolled in Plan A on 1-1-2025 or after will pay 18% of the premium.
   d. See page 40 for complete health insurance plan choices (A, B, C, and D), respective coverages, and related plan guidelines including noted Board contributions (Plan C), established health assessments/screenings and respective premium holidays (Plans C and D).

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE - BASE $41,072
EFFECTIVE JULY 1, 2024

4%

STEP	BA	150 HRS	MA	MA + 15	MA + 30
0	$ 41,072	$ 43,126	$ 45,179	$ 47,233	$ 49,286
	1	1.05	1.1	1.15	1.2
1	$ 42,797	$ 45,261	$ 47,726	$ 49,779	$ 51,833
	1.042	1.102	1.162	1.212	1.262
2	$ 44,522	$ 47,397	$ 50,272	$ 52,326	$ 54,379
	1.084	1.154	1.224	1.274	1.324
3	$ 46,247	$ 49,533	$ 52,819	$ 54,872	$ 56,926
	1.126	1.206	1.286	1.336	1.386
4	$ 47,972	$ 51,669	$ 55,365	$ 57,419	$ 59,472
	1.168	1.258	1.348	1.398	1.448
5	$ 49,697	$ 53,804	$ 57,912	$ 59,965	$ 62,019
	1.21	1.31	1.41	1.46	1.51
6	$ 51,422	$ 55,940	$ 60,458	$ 62,512	$ 64,565
	1.252	1.362	1.472	1.522	1.572
7	$ 53,147	$ 58,076	$ 63,004	$ 65,058	$ 67,112
	1.294	1.414	1.534	1.584	1.634
8	$ 54,872	$ 60,212	$ 65,551	$ 67,605	$ 69,658
	1.336	1.466	1.596	1.646	1.696
9	$ 56,597	$ 62,347	$ 68,097	$ 70,151	$ 72,205
	1.378	1.518	1.658	1.708	1.758
10	$ 58,322	$ 64,483	$ 70,644	$ 72,697	$ 74,751
	1.42	1.57	1.72	1.77	1.82
11	$ 60,047	$ 66,619	$ 73,190	$ 75,244	$ 77,298
	1.462	1.622	1.782	1.832	1.882
12	$ 61,772	$ 68,755	$ 75,737	$ 77,790	$ 79,844
	1.504	1.674	1.844	1.894	1.944
13	$ 63,497	$ 70,890	$ 78,283	$ 80,337	$ 82,390
	1.546	1.726	1.906	1.956	2.006

Longevity (BC years) of $1,300 at year 16-20, $2,400 at years 21-25, $3,500 at years 26-30 and $4,600 at years 31+
$650 stipend given to anyone at non-step year; payable the first pay in December, 2024

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE - BASE $42,715
EFFECTIVE JULY 1, 2025

4%

STEP	BA	150 HRS	MA	MA + 15	MA + 30
0	$ 42,715	$ 44,851	$ 46,987	$ 49,122	$ 51,258
	1	1.05	1.1	1.15	1.2
1	$ 44,509	$ 47,072	$ 49,635	$ 51,771	$ 53,906
	1.042	1.102	1.162	1.212	1.262
2	$ 46,303	$ 49,293	$ 52,283	$ 54,419	$ 56,555
	1.084	1.154	1.224	1.274	1.324
3	$ 48,097	$ 51,514	$ 54,931	$ 57,067	$ 59,203
	1.126	1.206	1.286	1.336	1.386
4	$ 49,891	$ 53,735	$ 57,580	$ 59,716	$ 61,851
	1.168	1.258	1.348	1.398	1.448
5	$ 51,685	$ 55,957	$ 60,228	$ 62,364	$ 64,500
	1.21	1.31	1.41	1.46	1.51
6	$ 53,479	$ 58,178	$ 62,876	$ 65,012	$ 67,148
	1.252	1.362	1.472	1.522	1.572
7	$ 55,273	$ 60,399	$ 65,525	$ 67,661	$ 69,796
	1.294	1.414	1.534	1.584	1.634
8	$ 57,067	$ 62,620	$ 68,173	$ 70,309	$ 72,445
	1.336	1.466	1.596	1.646	1.696
9	$ 58,861	$ 64,841	$ 70,821	$ 72,957	$ 75,093
	1.378	1.518	1.658	1.708	1.758
10	$ 60,655	$ 67,063	$ 73,470	$ 75,606	$ 77,741
	1.42	1.57	1.72	1.77	1.82
11	$ 62,449	$ 69,284	$ 76,118	$ 78,254	$ 80,390
	1.462	1.622	1.782	1.832	1.882
12	$ 64,243	$ 71,505	$ 78,766	$ 80,902	$ 83,038
	1.504	1.674	1.844	1.894	1.944
13	$ 66,037	$ 73,726	$ 81,415	$ 83,551	$ 85,686
	1.546	1.726	1.906	1.956	2.006

Longevity (BC years) of $1,300 at year 16-20, $2,400 at years 21-25, $3,500 at years 26-30 and $4,600 at years 31+
$650 stipend given to anyone at non-step year; payable the first pay in December, 2025

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT
TEACHER SALARY SCHEDULE - BASE $44,424
EFFECTIVE JULY 1, 2026

4%

STEP	BA	150 HRS	MA	MA + 15	MA + 30
0	$ 44,424	$ 46,645	$ 48,866	$ 51,088	$ 53,309
	1	1.05	1.1	1.15	1.2
1	$ 46,290	$ 48,955	$ 51,621	$ 53,842	$ 56,063
	1.042	1.102	1.162	1.212	1.262
2	$ 48,156	$ 51,265	$ 54,375	$ 56,596	$ 58,817
	1.084	1.154	1.224	1.274	1.324
3	$ 50,021	$ 53,575	$ 57,129	$ 59,350	$ 61,572
	1.126	1.206	1.286	1.336	1.386
4	$ 51,887	$ 55,885	$ 59,884	$ 62,105	$ 64,326
	1.168	1.258	1.348	1.398	1.448
5	$ 53,753	$ 58,195	$ 62,638	$ 64,859	$ 67,080
	1.21	1.31	1.41	1.46	1.51
6	$ 55,619	$ 60,505	$ 65,392	$ 67,613	$ 69,835
	1.252	1.362	1.472	1.522	1.572
7	$ 57,485	$ 62,816	$ 68,146	$ 70,368	$ 72,589
	1.294	1.414	1.534	1.584	1.634
8	$ 59,350	$ 65,126	$ 70,901	$ 73,122	$ 75,343
	1.336	1.466	1.596	1.646	1.696
9	$ 61,216	$ 67,436	$ 73,655	$ 75,876	$ 78,097
	1.378	1.518	1.658	1.708	1.758
10	$ 63,082	$ 69,746	$ 76,409	$ 78,630	$ 80,852
	1.42	1.57	1.72	1.77	1.82
11	$ 64,948	$ 72,056	$ 79,164	$ 81,385	$ 83,606
	1.462	1.622	1.782	1.832	1.882
12	$ 66,814	$ 74,366	$ 81,918	$ 84,139	$ 86,360
	1.504	1.674	1.844	1.894	1.944
13	$ 68,680	$ 76,676	$ 84,672	$ 86,893	$ 89,115
	1.546	1.726	1.906	1.956	2.006

Longevity (BC years) of $1,300 at year 16-20, $2,400 at years 21-25, $3,500 at years 26-30 and $4,600 at years 31+
$650 stipend given to anyone at non-step year; payable the first pay in December, 2026

WYANDOT / CRAWFORD HEALTH CONSORTIUM

The Board shall pay 85% of the medical premium for a family or single plan.
The employee will pay the remaining 15% via payroll deduction. (Deducted twice per month)
During the period of January 1, 2025 thru December 31, 2026 any employee who selects Plan C or Plan D will pay 10% of the premium and the Board will pay 90% for those plans. As of January 1, 2027, the percentages will revert back to 85% / 15%.
Any employee enrolled in Plan A 1-1-2025 or after will play 18% of the premium.
New employees hired after 1-1-2025 are not eligible for Plan A.

	PLAN A	PLAN B	PLAN C - HSA	PLAN D (1-1-2025)
DEDUCTIBLE				
SINGLE/FAMILY	$300 /$600	$750 / $1,500	$3,200 / $6,400	$2,000 / $4,000
CO-INSURANCE %	90%	80%	100%	80%
CO-INSURANCE MAX	$1,700 / $3,400	$1,500 / $3,000	$3,200 / $6,400	N/A
MAX OUT OF POCKET	$6,350 / $12,700	$6,350 / $12,700	$3,850 / $7,700	$6,000 / $12,000
OFFICE VISIT CO-PAY	$20 Co-pay	$20 / $40 Co-Pay	100% after Deductible	$25 / $50 Co-pay
PREVENTIVE CARE	100%	100%	100%	100%
PRESCRIPTION DRUG	$5 / $25 / $40	$5 / $25 / $40	$5 / $25 / $40	$5 / $25 / $40
	$10 / $62.50 / $100	$10 / $62.50 / $100	$10 / $62.50 / $100	$10 / $62.50 / $100
				20% to $150 Specialty

Plan C will reflect the IRS allowed minimum Deductible for a Qualified High Deductible Health plan

Contributions into a Health Savings Account for Plan C will be based on 50% of the established deductible

Contribution into Plan C will be made twice a year (1/2 January (50%), 1/2 September (50%)

All employees enrolling in the HSA Health Plan for the first time will receive 75% of the board contribution in January and 25% of the board contribution in September. After the initial year, contributions will go back to 50% in January and 50% in September.

Premium Holiday:

A premium holiday will be awarded to individuals in Plan C or Plan D that participate in the wellness activities agreed upon by the Wellness Committee. Premium Holiday will be awarded in June.

DENTAL SCHEDULE OF BENEFITS

Benefit Period	Calendar year
Benefit Period Deductible	$25 single / $50 family
Maximum Benefit Payable per Covered Person per Benefit Period	$1,500
Dependent Age Limit	The 26th birthday if he or she meets the requirements of an Eligible Dependent. See "ELigibility" for optional extension to age 28.

It is important that you understand how the Claims Administrator, Medical Mutual, calculates your responsibilities under this coverage. Please consult the "HOW CLAIMS ARE PAID" section for necessary information.

Type of Service	Maximums and Limitations
Initial and Periodic Oral Evaluations	Two examinations per Benefit Period
Bitewing x-rays	Two sets per Benefit Period
Full mouth / Panoramic x-rays	One every 36 months
Prophylaxis	Two per Benefit Period
Topical Fluoride Applications	One per Benefit Period
Dental Sealants[1]	For Eligible Dependent children under age 14
Space Maintainers	For Eligible Dependent children under age 19
Crowns	Once every five years per tooth
Inlays	Once every five years per tooth
Onlays	Once every five years per tooth
Fixed Partial Dentures (Bridges)	Once every five years per unit)
Dentures (Complete and Partial)	Once every five years Relining and rebasing is covered if done no less than six months after initial placement but not more than once in any 36 month period. One replacement of a temporary denture if a permanent denture is installed within 12 months of the installment of the temporary denture.

DENTAL PAYMENT SCHEDULE

Type of Service	You Pay the Following
Routine Preventive Services • initial and periodic oral evaluations • bitewing x-rays • prophylaxis • space maintainers • topical fluoride applications • emergency palliative treatments • dental sealants[1]	0% of the Reasonable and Customary Amount No Deductible is required for these services.
Essential Services • full mouth x-rays/panoramic x-rays • diagnostic x-rays • fillings • endodontic services • periodontal services • impactions • extractions • repairs, relines &adjustments of prosthetics • general anesthesia • IV sedation • minor oral surgery	20% of the Reasonable and Customary Amount
Complex Services • inlays • onlays • crowns • dentures (complete & partial) • fixed partial dentures (bridges)	30% of the Reasonable and Customary Amount
Orthodontic Services	40% of the Reasonable and Customary Amount

ORTHODONTIC SERVICES

Maximum benefit payable per Covered Person	$1,500 per lifetime
Eligibility	Available for all Covered Persons, regardless of age.
Deductible	No Deductible is required for Orthodontic services.

BENEFIT VERIFICATION

Required for any Course of Treatment exceeding $200 or involving major restorations

Note: Benefits will be determined based on Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

In certain instances, Medical Mutual's payment may not equal the percentage listed above. However, the covered person's coinsurance will always be based on the lesser of the provider's billed charges or Medical Mutual's negotiated rate with the provider.

4. Joint Insurance Committee

The BCEA and the Buckeye Central Board of Education mutually agree to maintain a joint insurance committee. The committee shall consist of five (5) voting members. The Board shall appoint two (2) members and the Association shall appoint (2) members. The four members selected by the Board and the Association shall select the fifth member.

The purpose of the committee shall be to study and recommend improvements to the current insurance benefits program and to determine possible cost savings. The committee will establish guidelines for the function and operation of the committee.

To assist the committee members in performing the assigned task, the committee shall be provided with the opportunity to participate in training and/or informational activities. If substitutes are necessary for bargaining unit members, the Board shall pay the cost of the substitute

No later than six (6) months prior to the expiration date of the current Collective Bargaining Agreement, the committee shall issue, if possible, a recommendation to the negotiating teams for the Board and the Association. The negotiations teams shall use this information to assist in the negotiations of the insurance plan(s) provided by the District to the employees. This recommendation shall include but are not limited to:

a. Recommendations (if any) for change in providing insurance.
b. Recommendations for cost-saving/cost-effective changes to the current plan(s).
c. Recommendations for changes in contract language to update/improve the insurance program(s).

D. Vision Insurance

1. The Board shall pay 85% of the vision insurance premium for a single, an employee plus one (1) or a family plan.

2. The plan coverage shall include the following:

Exams every 12 months
Lenses every 12 months
Frames every 24 months
Full coverage for necessary contact lenses

The parties hereby agree that this language shall be construed to refer to a VSP Standard Plan "B" with co-payments of $10.00/$25.00. Co-payments shall be the responsibility of the employee. As per the VSP rate quote document, VSP requires one hundred percent (100%) participation of those enrolled in the group dental plan.

E. Stipends/Tuition Reimbursement

1. Certified employees shall be granted a stipend for the initial National Board Certification application and training stipends for course work/continuing education units:

a. related to the individual's teaching field; or
b. for certification in an educational area; or
c. to obtain an advanced degree in a field of education; or
d. must achieve passing grade based upon institution standards.

2. A stipend will be granted equal to the actual cost of the course or workshop, up to a maximum of $1500 or up to $2400.00 (for pre-approved CCP+ coursework) per year per eligible person. The reimbursement will be made January 30 or September 30. Up to twenty-three (23) bargaining unit members can be awarded stipends each year.

3. A school year for this section (E) is defined as September 1 through August 31. In order to apply, a Stipend/Tuition Reimbursement Request-Verification form must be filed in the Superintendent's office in duplicate prior to course work being taken. One (1) copy will be returned to the person filing. This copy should be resubmitted with a copy of the transcript or grade slip when the course work has been completed within the designated school year. A copy of the Stipend/Tuition Reimbursement Request-Verification form is found at the back of this document. [See Appendix A]

F. Pay Periods

1. All teaching staff will be paid every other Friday, twentysix (26) pays

commencing with each contract year. In an off year when twenty-six (26) pays are not possible, the parties will meet to agree to a system for that year's pay periods.

a. All regular employees will receive payment by direct deposit. The Treasurer will notify employees as to the date bank information must be forwarded to the Treasurer's office for the purpose of direct deposit.

b. The regular employee may elect to have portions of his/her check deposited in two (2) different bank accounts.

G. Severance Pay

1. A Buckeye Central Local School District employee who elects to retire is to be paid for one quarter (1/4) of the value of his/her accrued, but unused sick leave credit up to a maximum of sixty-seven (67) days.

2. Payment shall be based upon the employee's salary at the time of retirement and will be made within sixty (60) days after verification of the first payment from the State Teachers Retirement System. Payment for sick leave on this basis shall be paid only once to an employee and it shall be considered to eliminate all sick leave credit accumulated by the employee at that time.

3. To qualify for severance pay an employee must have ten (10) years of service with the Buckeye Central School District. One hundred twenty (120) days is equivalent to one (1) year of service.

H. Tax Sheltering of Retirement

Agreement by Board resolution to tax shelter the certificated staff members' share of State Teachers Retirement System payments.

I. Longevity Pay

Longevity of $1300 will be paid at years 16-20; $2400 at years 21-25; $3500 at years 26-30; and $4600 at years 31+ for years of service to the Buckeye Central Local School District; teachers will receive an additional $750 increment when he/she reaches MA+30.

J. Life Insurance

The Board agrees to provide $50,000 term life insurance with accidental death benefit based upon the one hundred eighty-four (184) day school year.

K. Payroll Deductions

1. The Board shall provide payroll deductions for dues for membership in BCEA, NCOEA, OEA, NEA, and/or OEA Fund. Forms for these deductions shall be provided by the Association. The enrollment period for payroll deduction of membership dues shall be from September 1 to October 15 of each year. The deductions shall be for six (6) monthly pay periods and shall commence with the second pay period of November. Deductions shall be divided equally over six (6) months.

   Employees may authorize membership dues deductions on a continuous basis from year to year. Each employee must notify the Board Treasurer in writing of their desire to end continuous payroll deduction.

2. Payroll deductions shall be made for the Crawford County Credit Union and Board approved tax shelter annuities as requested by the individual teachers.

3. In addition to the normal payroll deductions the following are also eligible for payroll deduction:

   a. Dental Insurance
   b. Medical and Hospital Insurance
   c. The Legend Group
   d. American Fidelity
   e. Association dues
   f. Vision

4. Each bargaining unit member is responsible for compliance with IRS regulations pertaining to deferred compensation programs.

L. Weight Room Supervisor $30.00 per session

The head coaches shall be responsible for scheduling and delegating weight room supervision as approved by the athletic director. A weight room session shall be defined as two (2) hours. In addition to scheduling and delegating weight room supervision during the coaches' relevant seasons, head coaches shall schedule weight room supervision for off-season and summer use.

The weight room supervisor shall be paid $30.00 per session. However, a coach may not receive the additional payment for weight room supervision during the season he/she receives payment for a coaching or assistant coaching assignment. This does not prevent a coach from scheduling weight room sessions for his/her team during the coaching season. Such sessions are considered to be compensated under the terms of the supplemental contract.

During the school year, paid weight room sessions may be scheduled at one per day for three days a week. During the summer months, two sessions may be scheduled per day for three days a week. The maximum number of paid sessions during the year shall be one hundred forty (140) sessions.

ARTICLE VI

SMOKING POLICY

No employee may smoke or use tobacco in any form on school grounds. Violations of this policy will result in progressive discipline.

ARTICLE VII

OHIO RESIDENT EDUCATOR PROGRAM

A. The District's two-year Resident Educator Program for newly licensed educators will comply with the requirements of the Resident Educator Program Standards promulgated by the Ohio Department of Education ("ODE").

B. The mentor must have demonstrated an ability to work cooperatively and effectively with other professional staff and be knowledgeable in a variety of classroom management and instructional techniques.

C. A mentor must successfully complete both the Instructional Mentoring and Resident Education State-sponsored mentor training. The cost of required training will be paid by the Board. Appropriate release time will be provided to a mentor and/or resident educator as mutually agreed upon with the building principal.

D. Each mentor will receive a stipend of $750 for service during the first year of a two-year mentorship and a stipend of $550 for service during each subsequent year of the mentorship. The stipend will be paid on the last payday in May of that school year.

E. Other than a notation to the effect that a teacher served as a mentor, the teacher's activities as a mentor will not be part of a resident evaluator's job performance evaluation. A member will not participate in the evaluation of a resident educator, be asked to make a recommendation regarding continued employment of a resident educator, or be directed to breach legally required confidentiality.

F. If the role of Resident Educator Coordinator is fulfilled by a teacher they shall receive a $750 annual stipend.

G. The Resident Educator Coordinator and mentor positions will be posted annually to determine staff interest.

H. The final decision regarding placement for these positions lies with the Superintendent albeit input from BCEA leadership is encouraged and intended.

ARTICLE VIII

DURATION OF AGREEMENT

The terms and conditions of this agreement shall be effective from July 1, 2024, and shall continue in full force and effect until **June 30,** 2027, at which time it shall expire.

ORC 3302.10 Acknowledgement

As required by Section 3302.10(P) of the Ohio Revised Code, the provisions of Section 3302.10 are incorporated by reference as part of this Agreement.

As required by Section 3302.10(P) of the Ohio Revised Code, the provisions of Section 3302.10 are incorporated by reference as part of this Agreement.

FOR THE BOARD:

Board President

Superintendent 5/28/24

Treasurer

Team Member

Team Member

Team Member

FOR THE ASSOCIATION:

Association Co-President

Association Co-President

Team Member

Team Member

Team Member

Teachers' Co-Curricular Salary Schedule
Basic Guidelines

BASIC GUIDELINES

1. A person under contract in a position for any portion of a school year is given experience credit for a full year.

2. Upon initial hiring any coach/advisor, previously paid coaching experience in the same sport at the Middle School, Freshman, JV, or Assistant Varsity level will be honored per the Supplemental Salary Schedule with 50% of years experience being granted toward a higher-level position in the same sport. An individual from the outside will be asked to provide proof of years of experience. This does not include volunteer or youth coaching positions. At no time will a coach receive less years of experience to coach a lower level in the same sport. The Superintendent has the right of final placement.

3. Automatic Expiration of Supplementals - Teachers who are employed and are to be compensated by the Board for approved supplemental (or extended-time) duties in addition to regular teaching duties, shall be employed on "supplemental contracts". A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board of Education. Persons employed to handle supplemental contract duties will be hired in a timely manner each year before their duties begin. If at all possible all supplemental positions except spring activity advisor and coaching positions, will be filled by the June Board meeting.

Level	Percent of Base	Positions
A	0.0100 0.0150 0.0200 0.0250 0.0300	Elem/MS Student Council Advisor
B	0.0200 0.0250 0.0300 0.0350 0.0400	Senior Class Advisors Spanish Club Art Club Creative Writing Club Quiz Bowl DC Trip Advisor National Honor Society

		MS Honors Club TLC Musical Accompanist Assistant Musical Director Fall Play Director Boys' Bowling Advisor Girls' Bowling Advisor
C	0.0300 0.0350 0.0400 0.0450 0.0500	Junior Class Advisors Jazz/Pep Band Concert Accompanist
D	0.0300 0.0400 0.0500 0.0600 0.0700	MS Cheer Coach - Fall MS Cheer Coach - Winter
E	0.0400 0.0450 0.0500 0.0550 0.0600	E-Sports - Fall E-Sports - Spring Assistant Band Director Majorette/Flag Advisor
F	0.0600 0.0650 0.0700 0.0750 0.0800	Vocal Musical Director
G	0.0600 0.0700 0.0800 0.0900 0.1000	Fall Athletic Event Manager Winter Athletic Event Manager HS Cheer Coach - Fall HS Cheer Coach - Winter
H	0.0700 0.0750 0.0800 0.0850 0.0900	Yearbook Advisor Robotics Student Council
I	0.0700 0.0800 0.0900 0.1000	MS Football Add Asst/MS Cross Country MS Volleyball MS Boys' Basketball

	0.1100	MS Girls' Basketball Assistant/MS Wrestling MS Track
J	0.0800 0.0900 0.1000 0.1100 0.1200	Assistant Boys' Track Assistant Girls' Track Assistant Baseball Assistant Softball
K	0.1000 0.1100 0.1200 0.1300 0.1400	Assistant Football Head Cross Country Head Boys' Golf Head Girls' Golf Assistant Volleyball Assistant Boys' Basketball Assistant Girls' Basketball Freshman Basketball (Boys, Girls)
L	0.1200 0.1300 0.1400 0.1500 0.1600	Head Wrestling Head Boys' Track Head Girls' Track Head Baseball Head Softball
M	0.1450 0.1500 0.1550 0.1600 0.1650	Band Director Musical Director
N	0.1800 0.1900 0.2000 0.2100 0.2200	Head Football Head Boys' Basketball Head Girls' Basketball Head Volleyball

BUCKEYE CENTRAL LOCAL SCHOOL
TEACHERS' CO-CURRICULAR SALARY SCHEDULE
EFFECTIVE JULY 1, 2024 - BASE = $41,072.00

POSITIONS	LEVEL	0, 1 YEAR		2, 3 YEARS		4, 5 YEARS		6, 7 YEARS		8+ YEARS	
PUBLICATIONS											
Yearbook Advisor	H	0.07	$2,875	0.075	$3,080	0.08	$3,286	0.085	$3,491	0.09	$3,696
CLASS ADVISORS											
Junior Class Advisors	C	0.03	$1,232	0.035	$1,438	0.04	$1,643	0.045	$1,848	0.05	$2,054
Senior Class Advisor	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Spanish Club	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Art Club	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Creative Writing	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Robotics	H	0.07	$2,875	0.075	$3,080	0.08	$3,286	0.085	$3,491	0.09	$3,696
Quiz Bowl	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
DC Trip Advisor	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
National Honor Society	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
MS Honors Club	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
MS/Elem Student Council Adv	A	0.01	$411	0.015	$616	0.02	$821	0.025	$1,027	0.03	$1,232
E-Sports (Fall)	E	0.04	$1,643	0.045	$1,848	0.05	$2,054	0.055	$2,259	0.06	$2,464
E-Sports (Spring)	E	0.04	$1,643	0.045	$1,848	0.05	$2,054	0.055	$2,259	0.06	$2,464
Student Council	H	0.07	$2,875	0.075	$3,080	0.08	$3,286	0.085	$3,491	0.09	$3,696
TLC	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
MUSIC ACTIVITIES											
Musical Accompanist	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Concert Accompanist	C	0.03	$1,232	0.035	$1,438	0.04	$1,643	0.045	$1,848	0.05	$2,054
Vocal Music Director	F	0.06	$2,464	0.065	$2,670	0.07	$2,875	0.075	$3,080	0.08	$3,286
Musical Director	M	0.145	$5,955	0.15	$6,161	0.155	$6,366	0.16	$6,572	0.165	$6,777
Assistant Musical	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Fall Play Director	B	0.02	$821	0.025	$1,027	0.03	$1,232	0.035	$1,438	0.04	$1,643
Band Director	M	0.145	$5,955	0.15	$6,161	0.155	$6,366	0.16	$6,572	0.165	$6,777
Jazz/Pep Band	C	0.03	$1,232	0.035	$1,438	0.04	$1,643	0.045	$1,848	0.05	$2,054
Asst. Band	E	0.04	$1,643	0.045	$1,848	0.05	$2,054	0.055	$2,259	0.06	$2,464
Majorette/Flag Advisor	E	0.04	$1,643	0.045	$1,848	0.05	$2,054	0.055	$2,259	0.06	$2,464
FOOTBALL											
Head Football	N	0.18	$7,393	0.19	$7,804	0.2	$8,214	0.21	$8,625	0.22	$9,036
Assistant Football	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Jr. High Football	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
Fall Athletic Event Mgr	G	0.06	$2,464	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107
CROSS COUNTRY											
Head Cross Country	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Asst/MS Cross Country	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
GOLF											
Head Golf - Boys	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Head Golf - Girls	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750

VOLLEYBALL											
Head Volleyball	N	0.18	$7,393	0.19	$7,804	0.2	$8,214	0.21	$8,625	0.22	$9,036
Assistant Volleyball	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Jr. High Volleyball	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
BASKETBALL											
Head Boys' Basketball	N	0.18	$7,393	0.19	$7,804	0.2	$8,214	0.21	$8,625	0.22	$9,036
Head Girls' Basketball	N	0.18	$7,393	0.19	$7,804	0.2	$8,214	0.21	$8,625	0.22	$9,036
Assistant Boys' Basketball	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Assistant Girls' Basketball	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Freshman Basketball (Boys/Girls)	K	0.1	$4,107	0.11	$4,518	0.12	$4,929	0.13	$5,339	0.14	$5,750
Jr. High Boys' Basketball	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
Jr. High Girls' Basketball	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
Winter Athletic Event Mgr	G	0.06	$2,464	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107
WRESTLING											
Head Wrestling	L	0.12	$4,929	0.13	$5,339	0.14	$5,750	0.15	$6,161	0.16	$6,572
MS/Assistant Wrestling	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
BOWLING											
Boys' Bowling Advisor	C	0.02	$821	0.0225	$924	0.025	$1,027	0.0275	$1,129	0.03	$1,232
Girls' Bowling Advisor	C	0.02	$821	0.0225	$924	0.025	$1,027	0.0275	$1,129	0.03	$1,232
TRACK											
Head Boys' Track	L	0.12	$4,929	0.13	$5,339	0.14	$5,750	0.15	$6,161	0.16	$6,572
Head Girls' Track	L	0.12	$4,929	0.13	$5,339	0.14	$5,750	0.15	$6,161	0.16	$6,572
Assistant Boys' Track	J	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518	0.12	$4,929
Assistant Girls' Track	J	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518	0.12	$4,929
Jr. High Track	I	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518
BASEBALL											
Head Baseball	L	0.12	$4,929	0.13	$5,339	0.14	$5,750	0.15	$6,161	0.16	$6,572
Assistant Baseball	J	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518	0.12	$4,929
SOFTBALL											
Head Softball	L	0.12	$4,929	0.13	$5,339	0.14	$5,750	0.15	$6,161	0.16	$6,572
Assistant Softball	J	0.08	$3,286	0.09	$3,696	0.1	$4,107	0.11	$4,518	0.12	$4,929
CHEERLEADER											
Cheerleader Coach (Var & J.V.) Fall	G	0.06	$2,464	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107
Winter	G	0.06	$2,464	0.07	$2,875	0.08	$3,286	0.09	$3,696	0.1	$4,107
Cheer MS Fall	D	0.03	$1,232	0.04	$1,643	0.05	$2,054	0.06	$2,464	0.07	$2,875
Winter	D	0.03	$1,232	0.04	$1,643	0.05	$2,054	0.06	$2,464	0.07	$2,875

BUCKEYE CENTRAL LOCAL SCHOOL
TEACHERS' CO-CURRICULAR SALARY SCHEDULE
EFFECTIVE JULY 1, 2025 - BASE = $42,715.00

POSITIONS	LEVEL	0, 1 YEAR		2, 3 YEARS		4, 5 YEARS		6, 7 YEARS		8+ YEARS	
PUBLICATIONS											
Yearbook Advisor	H	0.07	$2,990	0.075	$3,204	0.08	$3,417	0.085	$3,631	0.09	$3,844
CLASS ADVISORS											
Junior Class Advisors	C	0.03	$1,281	0.035	$1,495	0.04	$1,709	0.045	$1,922	0.05	$2,136
Senior Class Advisor	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Spanish Club	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Art Club	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Creative Writing	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Robotics	H	0.07	$2,990	0.075	$3,204	0.08	$3,417	0.085	$3,631	0.09	$3,844
Quiz Bowl	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
DC Trip Advisor	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
National Honor Society	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
MS Honors Club	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
MS/Elem Student Council Adv	A	0.01	$427	0.015	$641	0.02	$854	0.025	$1,068	0.03	$1,281
E-Sports (Fall)	E	0.04	$1,709	0.045	$1,922	0.05	$2,136	0.055	$2,349	0.06	$2,563
E-Sports (Spring)	E	0.04	$1,709	0.045	$1,922	0.05	$2,136	0.055	$2,349	0.06	$2,563
Student Council	H	0.07	$2,990	0.075	$3,204	0.08	$3,417	0.085	$3,631	0.09	$3,844
TLC	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
MUSIC ACTIVITIES											
Musical Accompanist	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Concert Accompanist	C	0.03	$1,281	0.035	$1,495	0.04	$1,709	0.045	$1,922	0.05	$2,136
Vocal Music Director	F	0.06	$2,563	0.065	$2,776	0.07	$2,990	0.075	$3,204	0.08	$3,417
Musical Director	M	0.145	$6,194	0.15	$6,407	0.155	$6,621	0.16	$6,834	0.165	$7,048
Assistant Musical	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Fall Play Director	B	0.02	$854	0.025	$1,068	0.03	$1,281	0.035	$1,495	0.04	$1,709
Band Director	M	0.145	$6,194	0.15	$6,407	0.155	$6,621	0.16	$6,834	0.165	$7,048
Jazz/Pep Band	C	0.03	$1,281	0.035	$1,495	0.04	$1,709	0.045	$1,922	0.05	$2,136
Asst. Band	E	0.04	$1,709	0.045	$1,922	0.05	$2,136	0.055	$2,349	0.06	$2,563
Majorette/Flag Advisor	E	0.04	$1,709	0.045	$1,922	0.05	$2,136	0.055	$2,349	0.06	$2,563
FOOTBALL											
Head Football	N	0.18	$7,689	0.19	$8,116	0.2	$8,543	0.21	$8,970	0.22	$9,397
Assistant Football	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Jr. High Football	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
Fall Athletic Event Mgr	G	0.06	$2,563	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272
CROSS COUNTRY											
Head Cross Country	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Asst/MS Cross Country	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
GOLF											
Head Golf - Boys	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Head Golf - Girls	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980

VOLLEYBALL											
Head Volleyball	N	0.18	$7,689	0.19	$8,116	0.2	$8,543	0.21	$8,970	0.22	$9,397
Assistant Volleyball	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Jr. High Volleyball	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
BASKETBALL											
Head Boys' Basketball	N	0.18	$7,689	0.19	$8,116	0.2	$8,543	0.21	$8,970	0.22	$9,397
Head Girls' Basketball	N	0.18	$7,689	0.19	$8,116	0.2	$8,543	0.21	$8,970	0.22	$9,397
Assistant Boys' Basketball	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Assistant Girls' Basketball	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Freshman Basketball (Boys/Girls)	K	0.1	$4,272	0.11	$4,699	0.12	$5,126	0.13	$5,553	0.14	$5,980
Jr. High Boys' Basketball	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
Jr. High Girls' Basketball	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
Winter Athletic Event Mgr	G	0.06	$2,563	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272
WRESTLING											
Head Wrestling	L	0.12	$5,126	0.13	$5,553	0.14	$5,980	0.15	$6,407	0.16	$6,834
MS/Assistant Wrestling	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
BOWLING											
Boys' Bowling Advisor	C	0.02	$854	0.0225	$961	0.025	$1,068	0.0275	$1,175	0.03	$1,281
Girls' Bowling Advisor	C	0.02	$854	0.0225	$961	0.025	$1,068	0.0275	$1,175	0.03	$1,281
TRACK											
Head Boys' Track	L	0.12	$5,126	0.13	$5,553	0.14	$5,980	0.15	$6,407	0.16	$6,834
Head Girls' Track	L	0.12	$5,126	0.13	$5,553	0.14	$5,980	0.15	$6,407	0.16	$6,834
Assistant Boys' Track	J	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699	0.12	$5,126
Assistant Girls' Track	J	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699	0.12	$5,126
Jr. High Track	I	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699
BASEBALL											
Head Baseball	L	0.12	$5,126	0.13	$5,553	0.14	$5,980	0.15	$6,407	0.16	$6,834
Assistant Baseball	J	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699	0.12	$5,126
SOFTBALL											
Head Softball	L	0.12	$5,126	0.13	$5,553	0.14	$5,980	0.15	$6,407	0.16	$6,834
Assistant Softball	J	0.08	$3,417	0.09	$3,844	0.1	$4,272	0.11	$4,699	0.12	$5,126
CHEERLEADER											
Cheerleader Coach (Var & J.V.) Fall	G	0.06	$2,563	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272
Winter	G	0.06	$2,563	0.07	$2,990	0.08	$3,417	0.09	$3,844	0.1	$4,272
Cheer MS Fall	D	0.03	$1,281	0.04	$1,709	0.05	$2,136	0.06	$2,563	0.07	$2,990
Winter	D	0.03	$1,281	0.04	$1,709	0.05	$2,136	0.06	$2,563	0.07	$2,990

BUCKEYE CENTRAL LOCAL SCHOOL

TEACHERS' CO-CURRICULAR SALARY SCHEDULE

EFFECTIVE JULY 1, 2026 - BASE = $44,424.00

POSITIONS	LEVEL	0, 1 YEAR		2, 3 YEARS		4, 5 YEARS		6, 7 YEARS		8+ YEARS	
PUBLICATIONS											
Yearbook Advisor	H	0.07	$3,110	0.075	$3,332	0.08	$3,554	0.085	$3,776	0.09	$3,998
CLASS ADVISORS											
Junior Class Advisors	C	0.03	$1,333	0.035	$1,555	0.04	$1,777	0.045	$1,999	0.05	$2,221
Senior Class Advisor	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Spanish Club	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Art Club	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Creative Writing	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Robotics	H	0.07	$3,110	0.075	$3,332	0.08	$3,554	0.085	$3,776	0.09	$3,998
Quiz Bowl	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
DC Trip Advisor	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
National Honor Society	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
MS Honors Club	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
MS/Elem Student Council Adv	A	0.01	$444	0.015	$666	0.02	$888	0.025	$1,111	0.03	$1,333
E-Sports (Fall)	E	0.04	$1,777	0.045	$1,999	0.05	$2,221	0.055	$2,443	0.06	$2,665
E-Sports (Spring)	E	0.04	$1,777	0.045	$1,999	0.05	$2,221	0.055	$2,443	0.06	$2,665
Student Council	H	0.07	$3,110	0.075	$3,332	0.08	$3,554	0.085	$3,776	0.09	$3,998
TLC	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
MUSIC ACTIVITIES											
Musical Accompanist	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Concert Accompanist	C	0.03	$1,333	0.035	$1,555	0.04	$1,777	0.045	$1,999	0.05	$2,221
Vocal Music Director	F	0.06	$2,665	0.065	$2,888	0.07	$3,110	0.075	$3,332	0.08	$3,554
Musical Director	M	0.145	$6,441	0.15	$6,664	0.155	$6,886	0.16	$7,108	0.165	$7,330
Assistant Musical	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Fall Play Director	B	0.02	$888	0.025	$1,111	0.03	$1,333	0.035	$1,555	0.04	$1,777
Band Director	M	0.145	$6,441	0.15	$6,664	0.155	$6,886	0.16	$7,108	0.165	$7,330
Jazz/Pep Band	C	0.03	$1,333	0.035	$1,555	0.04	$1,777	0.045	$1,999	0.05	$2,221
Asst. Band	E	0.04	$1,777	0.045	$1,999	0.05	$2,221	0.055	$2,443	0.06	$2,665
Majorette/Flag Advisor	E	0.04	$1,777	0.045	$1,999	0.05	$2,221	0.055	$2,443	0.06	$2,665
FOOTBALL											
Head Football	N	0.18	$7,996	0.19	$8,441	0.2	$8,885	0.21	$9,329	0.22	$9,773
Assistant Football	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Jr. High Football	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
Fall Athletic Event Mgr	G	0.06	$2,665	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442
CROSS COUNTRY											
Head Cross Country	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Asst/MS Cross Country	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
GOLF											
Head Golf - Boys	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Head Golf - Girls	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219

VOLLEYBALL											
Head Volleyball	N	0.18	$7,996	0.19	$8,441	0.2	$8,885	0.21	$9,329	0.22	$9,773
Assistant Volleyball	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Jr. High Volleyball	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
BASKETBALL											
Head Boys' Basketball	N	0.18	$7,996	0.19	$8,441	0.2	$8,885	0.21	$9,329	0.22	$9,773
Head Girls' Basketball	N	0.18	$7,996	0.19	$8,441	0.2	$8,885	0.21	$9,329	0.22	$9,773
Assistant Boys' Basketball	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Assistant Girls' Basketball	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Freshman Basketball (Boys/Girls)	K	0.1	$4,442	0.11	$4,887	0.12	$5,331	0.13	$5,775	0.14	$6,219
Jr. High Boys' Basketball	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
Jr. High Girls' Basketball	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
Winter Athletic Event Mgr	G	0.06	$2,665	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442
WRESTLING											
Head Wrestling	L	0.12	$5,331	0.13	$5,775	0.14	$6,219	0.15	$6,664	0.16	$7,108
MS/Assistant Wrestling	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
BOWLING											
Boys' Bowling Advisor	C	0.02	$888	0.0225	$1,000	0.025	$1,111	0.0275	$1,222	0.03	$1,333
Girls' Bowling Advisor	C	0.02	$888	0.0225	$1,000	0.025	$1,111	0.0275	$1,222	0.03	$1,333
TRACK											
Head Boys' Track	L	0.12	$5,331	0.13	$5,775	0.14	$6,219	0.15	$6,664	0.16	$7,108
Head Girls' Track	L	0.12	$5,331	0.13	$5,775	0.14	$6,219	0.15	$6,664	0.16	$7,108
Assistant Boys' Track	J	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887	0.12	$5,331
Assistant Girls' Track	J	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887	0.12	$5,331
Jr. High Track	I	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887
BASEBALL											
Head Baseball	L	0.12	$5,331	0.13	$5,775	0.14	$6,219	0.15	$6,664	0.16	$7,108
Assistant Baseball	J	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887	0.12	$5,331
SOFTBALL											
Head Softball	L	0.12	$5,331	0.13	$5,775	0.14	$6,219	0.15	$6,664	0.16	$7,108
Assistant Softball	J	0.08	$3,554	0.09	$3,998	0.1	$4,442	0.11	$4,887	0.12	$5,331
CHEERLEADER											
Cheerleader Coach (Var & J.V.) Fall	G	0.06	$2,665	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442
Winter	G	0.06	$2,665	0.07	$3,110	0.08	$3,554	0.09	$3,998	0.1	$4,442
Cheer MS Fall	D	0.03	$1,333	0.04	$1,777	0.05	$2,221	0.06	$2,665	0.07	$3,110
Winter	D	0.03	$1,333	0.04	$1,777	0.05	$2,221	0.06	$2,665	0.07	$3,110

APPENDIX A

STIPEND/TUITION REIMBURSEMENT REQUEST-VERIFICATION FORM
CERTIFICATED STAFF

Certified employees shall be granted a stipend for the initial National Board Certification application and training stipends for course work/continuing education units:

a. related to the individual's teaching field; or
b. for certification in an educational area; or
c. to obtain an advanced degree in a field of education; and
d. must achieve passing grade based upon institution standards.

"The Board agrees to grant a stipend equal to the actual cost of the course or workshop or to a total of $1500 maximum or up to $2400.00 (for pre-approved CCP+ coursework) per year per eligible person. The reimbursements will be made January 30 or September 30. Up to twenty-three (23) bargaining unit members can be awarded stipends each year.

A school year is defined as September 1 through August 31. In order to apply, a Stipend/Tuition Reimbursement Request-Verification form must be filed in the Superintendent's office in duplicate. One (1) copy will be returned to the person filing. This copy should be resubmitted with a copy of the transcript or grade slip when the course work has been completed.

NAME _____ DATE _____

AMOUNT PAID FOR COURSE/WORKSHOP _____

Proof of Payment is Attached: Receipt _____ Canceled Check _____

Complete the information below if known at this time.

Course Name	Course #	Term	Hours	Institution
Example: Research 101	EDF1001	Summer 2015	4 Semester	BGSU

FOR OFFICE USE ONLY:

Date application initially filed in office: _____ Application No. _____

Initial approval:_____ Date: _____

Date application resubmitted with verification: _____

Date payment made: _____ Amount: _____

Final approval: _____

APPENDIX B

GRIEVANCE REPORT FORM

GRIEVANCE NO._____

DISTRIBUTION OF FORM

1. Superintendent
2. Supervisor
3.Board Members
4. Association PR&R Rep
5. Employee

GRIEVANCE REPORT

Submit to Supervisor in Duplicate

BUILDING ASSIGNMENT NAME OF GRIEVANT DATE

_____

_____

STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

_____

_____

_____

2. Relief Sought _____

_____

_____

Signature_____ Date_____

C. Disposition by Immediate Supervisor and Superintendent _____

_____

_____

Signature of Immediate Supervisor_____ Date_____

Signature of Superintendent_____ Date_____

GRIEVANCE REPORT FORM

STEP II

A. Position of Grievant and/or Association _____

_____

_____

_____

Signature Date

_____ _____

B. Date Received by Board of Education or Designee _____

C. Disposition by Board of Education _____

_____

_____

_____

_____ _____

Signature of Board President Date

Present Copies as in Step I.

GRIEVANCE REPORT FORM

STEP III

A. Position of Grievant and/or Association _____

_____

_____

_____

_____ _____

Signature Date

B. Date Submitted to Arbitration _____

C. Disposition and Award of Arbitrator _____

_____

_____

_____

_____ _____

Signature Date

Present Copies as in Steps I and II.

BUCKEYE CENTRAL LOCAL SCHOOLS
Form for Requesting Donation of Sick Leave

I, _____, am requesting _____ days of donated
(Employee Name)

sick leave to begin on _____.
(Date leave will begin)

Donation of sick leave will be in accordance with O.R.C. 3319.14.1 and Article IV (A) (6) of the Master Agreement.

_____ _____
Employee Signature Date

_____ _____
Association President Date Received

Committee Approval: _____Yes _____No

Date: _____

APPENDIX D

BUCKEYE CENTRAL LOCAL SCHOOLS
Form for Donating Sick Leave

_____ is requesting sick leave donations. If you wish to donate according to the guidelines listed, please fill out this form and return it to one of the Association Presidents by _____.
(Date form is needed)

General guidelines for donating days:

1. Teachers may donate up to five (5) days to a colleague who is approved through the sick leave committee.
2. Donated sick days will be credited on a first-come, first serve basis up to the maximum amount approved for the teacher.
3. Once the approved teacher is credited with the maximum days established, excess donated days will be returned to any remaining donating teachers.
4. Days cannot be donated for the purpose of increasing a teacher's severance pay, nor can severance pay be collected from donated days.
5. All donated days received by the Treasurer will be deducted from the donating teacher's accumulated sick leave. Teacher's cannot donate days if their own accumulated sick leave total is ten (10) or below.
6. Certified employees may only donate for other certified employees.

I, _____ agree to donate day(s) of my
(Print Name)

accumulated sick leave to be used by _____
(Print name of employee requesting day)

I have read the above guidelines and agree to the terms of donating sick leave day(s).

_____ _____
Signature of Donating Employee Date and Time (Required)

_____

(For Office Use Only)

APPENDIX E

BUCKEYE CENTRAL LOCAL SCHOOL DISTRICT
PROFESSIONAL LEAVE FORM

Name _____ Date _____

_____High School _____ Middle School _____ Elementary _____District

Date(s) of Leave _____ _____½ Day _____Full Day

Approved _____Not Approved _____ _____ AM _____PM

NOTE: Please submit a brief written summary of the conference, workshop, or visitation that includes a connection to your professional goal(s) to your building principal.

What Expenses are Requested?_____ Registration _____Mileage

_____ Lodging _____ Other

_____ Please check if NO Expense to the Board of Education

Signature of Employee _____

Signature of Principal _____

Signature of Curriculum Director _____

Signature of Superintendent _____

REQUIRED: Upon return from this professional development activity, please provide a synopsis of the program and explain how you plan to use the information received in your classroom, building or district to your building principal or the Director of Instruction and Assessment.

_____ I would like to share my information at a staff, team, grade level, department meeting – please check

Improvement Plan

Teacher Name: _____ Grade Level/ Subject: _____

School year: _____ Building: _____ Date of Improvement Plan Conference: _____

A written Improvement Plan is to be developed when an educator has a Final Holistic Rating of **Ineffective**. However, districts have discretion to place any teacher on an Improvement Plan at any time based on deficiencies in any individual component of the evaluation system. The notice requirements for being placed on an Improvement Plan, the components of the plan and the implementation process for the plan may be subject to the terms of a collective bargaining agreement.

The purpose of the Improvement Plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support. If the teacher does not take corrective actions in the timeline specified in the Improvement Plan, the evaluator may recommend the teacher be dismissed or continue working under the plan.

Section 1: Improvement Statement—List specific area(s) for improvement related to the ***Ohio Standards for the Teaching Profession***. Attach documentation.

Performance Standard(s) Addressed in this Plan	Date(s) Improvement Area(s) or Concern(s) Observed	Specific Statement of the Concern(s): Area(s) of Improvement

Section 2: Desired Level of Performance—List specific goal(s) to improve performance. Indicate what will be measured for each goal.

List Goal Statement(s) Indicating Performance on ***Ohio Standards for the Teaching Profession***	Beginning Date	Ending Date	Level of Performance: Specifically Describe Successful Improvement Target(s)

Section 3: Specific Plan of Action—Describe in detail specific actions the teacher must take to improve performance. Indicate the sources of evidence the evaluator will use to document the completion of the Improvement Plan.

Actions to be Taken	Qualitative or Quantitative Measurable Indicators: Evidence Indicating Progress on the Goal(s)

Section 4: Assistance and Professional Development—Describe in detail specific supports that will be provided as well as opportunities for professional development.

Section 5: Alignment to District and/or Building Improvement Plan(s)— Describe the alignment to district and/or building improvement plan(s).

Comments:

Date for Improvement Plan to be evaluated: _____

Teacher's Signature:_____
Date: _____

Evaluator's Signature: _____
Date: _____

The evaluator's signature on this form verifies the proper procedures as detailed in the local contract have been followed.

Improvement Plan: Evaluation of Plan

Teacher Name: _____ Grade Level/ Subject: _____

School year: _____ Building: _____ Date of Evaluation: _____

The Improvement Plan will be evaluated at the end of the time specified in the plan. Outcomes from the Improvement Plan will be one of the following.

- ☐ Improvement is demonstrated and performance standards are met to a satisfactory level of performance.
- ☐ The Improvement Plan should continue for time specified: _____
- ☐ Dismissal is recommended.

Comments: Provide justification for recommendation indicated above and attach evidence to support the recommended action.

I have reviewed this evaluation and discussed it with my evaluator. My signature indicates I have been advised of my performance status; it does not necessarily imply I agree with this evaluation.

Teacher's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

The evaluator's signature on this form verifies the proper procedures as detailed in the local contract have been followed.