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COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

ARCADIA BOARD OF EDUCATION

AND THE

ARCADIA TEACHERS ORGANIZATION

AFT/OFT
LOCAL #4783

EFFECTIVE

JULY 1, 2024 THROUGH JUNE 30, 2027

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PREAMBLE

The Board of Education of the Arcadia Local School District, Hancock County, Arcadia, Ohio, hereinafter referred to as the "Board," and the Arcadia Teachers Organization, hereinafter referred to as the "A.T.O." recognize their common aim of providing the best education possible for the youth of the District. The Board and the A.T.O. recognize that the attainment of the educational objectives of the District requires mutual understanding and cooperation among the Board, the Administrative and Supervisory Staff, and the Professional Teaching Personnel.

ARTICLE I

RECOGNITION

Section 1. The Board recognizes the A.T.O. as the exclusive negotiations agent for all regularly employed certificated/licensed personnel, except the Superintendent and principals.

Section 2. The term "teacher," when used in this Agreement, shall refer to all employees in the bargaining unit as determined in Section 1 above.

Section 3. The term of recognition shall be continuous unless the A.T.O. is removed or replaced in accordance with provisions of the Ohio Revised Code Chapter 4117.

ARTICLE II

NEGOTIATIONS PROCEDURE

Section 1. *Good Faith Negotiations:*

The Board agrees to participate in good faith negotiations with duly designated representatives of the A.T.O.

Section 2. *Scope of Negotiations:*

Both parties agree to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, conditions of employment, and other matters of mutual concern. Once negotiations begin, no new items may be added without mutual consent.

Section 3. *Commencement of Negotiations:*

Negotiations shall begin no later than April 2nd, unless both parties agree to an alternate date. Meetings shall be held at times and places agreed to by both parties.

Section 4. *Tentative Agreements:*

During negotiations agreed-upon items will be initialed and dated prior to adjournment of the meeting at which agreement was reached.

Section 5. *Final Approval:*

When the A.T.O. and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and submitted to the membership of the A.T.O. for ratification and to the Board for official approval.

Section 6. *Declaration of Impasse:*

A. If an agreement cannot be reached during negotiations, either party may declare impasse. Impasse is whenever the parties have become intransigent pertaining to unresolved issues.

B. If impasse is declared, it is with the understanding that impasse proceedings are declared on all the issues where agreement has not been reached.

C. The parties will jointly request a mediator from the Federal Mediation and Conciliation Service. Any costs should they occur shall be shared equally.

D. The assigned mediator shall have the authority to call meetings for the purpose of promoting an agreement between the parties, but shall not have the authority to extend the time limits of any existing agreement or to bind the parties to any agreement.

E. If mediation fails to achieve a successor agreement by the expiration of this Agreement or any mutually agreed-to extension, the Association may exercise its rights under Ohio Revised Code Section 4117.14 (0)(2); provided, however, that the parties may at any time mutually agree to take their dispute to fact-finding, arbitration, or some other process.

ARTICLE III

MANAGEMENT RIGHTS

Section 1. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and of the United States.

Section 2. The exercise of these powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and Ohio statutes.

Section 3. The A.T.O. agrees that of the functions, rights, powers, responsibilities, and authority of the Board in regard to the management of the work force and the operation of the District not specifically limited or modified by an express term of this Agreement shall remain exclusively those of the Board.

ARTICLE IV

A.T.O. RIGHTS

Section 1. *Right to Representation:*

When an employee is required to appear before the Board concerning any matter which could adversely affect his/her employment, his/her position, or his/her salary, the employee shall be entitled to have a representative of the A.T.O. present. Further, when an employee is required to appear before the Board, he/she shall be advised in writing of the reasons for the requirement.

Section 2. *Right to Organize:*

Employees shall have the right to organize, join and assist the A.T.O. and to participate in professional negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, terms and conditions of employment for reasons of his/her membership in the A.T.O., participation in negotiations with the Board, the institution of any grievance, complaint or proceeding under this Agreement.

Section 3. *Miscellaneous Rights:*

A. The A.T.O. has the right to offer input into Board action through the Superintendent in areas of mutual concern.

8. The Board shall place on the agenda of a regular Board meeting an item for consideration under "New Business" any matters made known in writing to the Superintendent by the A.T.O. seven (7) days prior to the meeting.

C. The A.T.O. President or his/her designee shall be given written notice of any regular or special meeting of the Board together with a copy of the agenda or statement or purpose of such meeting at least twenty-four (24) hours prior to the scheduled time of such meeting.

D. Two (2) copies of all Board minutes shall be mailed or placed in the mailbox of the A.T.O. President as soon as they have been prepared.

E. Within thirty (30) days of ratification of the agreement, the Board shall have sufficient copies prepared and delivered to the A.T.O. for its distribution to each teacher in the District. The A.T.O. will assist in assembly of the agreement.

F. The A.T.O. President shall be furnished on request, regularly and routinely prepared public information concerning the financial condition of the school including annual financial statements and adopted budgets. Nothing herein will require the central administrative staff to research and assemble information. The A.T.O. will furnish copies of any pertinent information as reasonably requested by the Superintendent or by the Board.

G. All returning employees shall be given written notice of their assignments for the following year as per the master schedule no later than the last day of school of the preceding school year. In event changes of such assignments are proposed, the employee affected shall be notified promptly and consulted. In no event shall changes in the employees' assignments be made later than two (2) weeks preceding the commencement of the next school term unless the affected employee and the A.T.O. President are promptly notified and it is determined by the Superintendent that an emergency situation exists.

Section 4. *A.T.O. Meetings and Conferences:*

The Superintendent shall authorize up to a combined total of six (6) days per year to the A.T.O. to be used for members elected or chosen to represent the A.T.O. on programs, meetings, conferences, or conventions of affiliates of the A.T.O. The only cost to the Board will be the substitute teacher pay for these days.

Section 5. *Dues Deductions:*

Salary deductions for professional organization dues will be made if the personnel so requests. This request must be made in writing to the Board Treasurer before October 1st each year. Dues deductions will be continuous from year to year unless a teacher revokes the authorization during the month of September.

The Board agrees to deduct from the individual's wage and transmit to the Treasurer of the Ohio Federation of Teachers the amount specified for each pay period worked from the salary/wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by OFT/COPE.

These transmittals shall occur monthly and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted from each such employee. The Board will provide an electronic copy of the above-mentioned transmission to the Treasurer of the A.T.O. within ten (10) days of the transmission.

Section 6. *Hiring of Building Principals:*

A committee will be formed to interview building principals, two (2) teachers from the appropriate building level, one chosen by the A.T.O. President and one chosen by the Superintendent, will be invited to participate in the initial interview process.

ARTICLE V

EMPLOYEE RIGHTS

Section 1. *Discrimination:*

Neither the Board nor the A.T.O. shall discriminate against or in favor of any employee with respect to his/her employment with the Board because of sex,

race, color, religion, qualified handicap, age, political affiliation, national origin, union membership or refusal to join the union or any other exercise of rights protected by the Ohio Revised Code Chapter 4117. The A.T.O. and the Board shall share equally the responsibility for implementing this Article of the Agreement.

Section 2. *Sexual Harassment:*

A. *Definition:*

Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature involving any employee, or student will not be tolerated. Submission to such conduct shall not be a term or condition of employment. Submission to or rejection of such conduct shall not be the basis for any employment decision.

B. Any claim of sexual harassment shall be reported in accordance with the grievance procedure in Article VII of this Agreement, except that the grievance procedure will be considered commenced at the step which corresponds with the person to whom the grievance is first reported. The grievance may be first reported to the principal or the Superintendent. If a member of the administration is the alleged offending party, the grievance will bypass the administration and progress to the Board.

C. Any employee who violates this Section is subject to discipline or discharge.

Section 3. *Position Openings:*

Any teacher presently working in the District may apply for an open teaching position. The Administration will interview interested candidates from within, and they will be given first opportunity for the open teaching position if they are determined to be the best and most qualified candidate.

Section 4. *Nonresident Teacher's Children*

The children of nonresident teachers shall be treated as residents in terms of enrollment.

ARTICLE VI

NO STRIKE/NO LOCKOUT AGREEMENT

Section 1. For the duration of this Agreement, neither the A.T.O., its agents, nor the employees represented by the A.T.O. shall engage in any strike, slowdown, or withholding of services designed to interfere with the normal operations of the District except as authorized by Ohio Revised Code Chapter 4117.

Section 2. In accordance with Ohio Revised Code Chapter 4117, the Board may take action against employees and/or the A.T.O., its officers, agents, representatives, or members who violate this Article.

Section 3. In consideration of the A.T.O.'s commitment as set forth in Section 1 above, the Board shall not lock out bargaining unit members.

ARTICLE VII

GRIEVANCE PROCEDURE

Section 1. *Definitions:*

A. Any claim by the A.T.O. or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.

B. All time limits consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon as possible thereafter. School days for purposes of the grievance procedure shall mean teacher employment days.

C. Upon selection and certification of a grievance representative by the A.T.O., the Board shall recognize such representative in each building. At least one (1) A.T.O. representative may be present at any meeting, hearing, appeal or other proceedings relating to a grievance which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with his/her principal and having the grievance adjusted without the intervention of the A.T.O. provided the A.T.O. has been notified by the aggrieved teacher and the adjustment is not inconsistent with the terms of this Agreement.

Section 2. The parties acknowledge that it is usually most desirable for a teacher and his/her principal to resolve problems through free and informal communications. When requested by the teacher, the building representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

A. Grievances must be filed within fifteen (15) days of the knowledge of the occurrence of the event which initiated the grievance. Failure to do so constitutes a waiver of the right to file for that particular occurrence.

B. The teacher may present the grievance in writing to the principal who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The A.T.O. representative, if requested by the aggrieved, the aggrieved teacher, and the principal shall be present for the meeting. The principal shall provide a written answer of the grievance to the aggrieved teacher and the A.T.O. within five (5) days after the meeting. This answer shall include the reasons for the decision.

C. If a grievance is not resolved at Step B., then the aggrieved may refer the grievance to the Superintendent or his/her official designee within five (5)

days after receipt of the Step B. answer. The Superintendent shall arrange for a meeting with the aggrieved to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have five (5) days in which to provide his/her written decision with reasons to the A.T.O.

D. If the grievance is not resolved in Step C., within time limits provided, the Board President shall arrange for a meeting to take place with the aggrieved not less than fifteen (15) days after his/her receipt of the appeal. The appeal will be held in executive session. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop pertinent facts to the grievance. Upon conclusion of the hearing, the Board President shall have ten (10) days to provide a written decision with reasons to the grievant and the A.T.O.

If the A.T.O. is not satisfied with the written disposition of the Superintendent, the A.T.O. and the Board agree to submit the grievance to the American Arbitration Association within ten (10) days. The American Arbitration Association 's Labor Arbitration Rules shall govern the proceedings. The arbitrator shall have all power and remedies within lawful statutes to render an award which shall be advisory.
The cost for the services of the arbitrator will be borne equally by the Board and A.T.O.

E. If the A.T.O. and the Superintendent agree, Step B. and/or Step C. of the grievance procedure may be bypassed and the grievance brought directly to the next step.

F. Class grievances involving one or more teachers or one or more principals and grievances involving an administrator above the building level may be initially filed by the A.T.O. at Step D.

G. The Board acknowledges the right of the A.T.O. representative to participate in the processing of a grievance at any formal level, and no teacher shall be required to discuss any grievance if the A.T.O. representative is not present.

H. The Board and the Administration shall cooperate with the A.T.O. in its investigation of any grievance, and further, they shall furnish the A.T.O. with any readily available information requested for the processing of any grievance.

I. No reprisals of any kind shall be taken by the Board or the Administration against a teacher because of his/her participation in this grievance procedure. Neither shall the A.T.O. take any reprisal action against the Board or the Administration.

J. Should the investigation or processing of any grievance require that a teacher or an A.T.O. representative be released from his/her regular

assignment at the request from the Board, he/she shall be released without loss of pay or benefits.

K. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

L. A grievance may be withdrawn at any level without establishing precedent.

ARTICLE VIII

PERSONNEL RECORDS

Section 1. The Superintendent will develop and implement a comprehensive and efficient system of personnel records, under the following guidelines:

A. A personnel folder for each employee will be accurately maintained in the District offices. Routine payroll and insurance-related records are maintained in a separate folder for each employee in the Treasurer's office.

B. In addition to the application for employment, personnel folders will contain records and information relative to compensation, payroll deductions, evaluations, and such other information as may be required by the state or considered pertinent.

C. Each employee will have the right to review the contents of his/her own personnel file in the presence of the Superintendent.

D. Employees may make written objections to any information contained in the file. Any objection must be signed and will become part of the personnel file. Anonymous material or material from an unidentified source will not be placed in a file unless it is signed by the person making the comment and the staff member is informed of the comment and afforded the opportunity to include a written response.

E. Employees shall also have the right to petition for removal of any material, first to the Superintendent, then to the Board.

ARTICLE IX

EVALUATION OF PROFESSIONAL STAFF

The Board's evaluation policy adopted under Ohio Revised Code Section 3319.111, together with the product of the District's OTES 2.0 Committee as to evaluations to be performed in the 2021-2022 school year, are incorporated by reference as part of this Agreement. The Committee will continue to monitor OTES 2.0 developments over the term of this Agreement and make recommendations, as appropriate, to the parties. Limited contract sequence will be 1 year, 2 year then 3 year based on evaluations.

ARTICLE X

WORKING CONDITIONS

Section 1. *Pay Dates*

Teachers will be paid through direct deposit to the account and bank of their choice.

Teachers will be paid in twenty-four (24) pay periods on the 10th and 25th of every month.

A teacher who performs mentoring duties or extracurricular duties under a supplemental contract issued in accordance with Appendix B of this Agreement may elect to be paid for such work by separate check if written notice is given. A teacher who does not furnish such written notice will be paid not by separate check but through regular payroll. Seasonal supplemental work will be paid upon completion of all responsibilities and approval of the appropriate supervisor.

Section 2. *Elementary Monitors*

The Board agrees to provide appropriate preparation time for elementary school teachers as per state minimum standards.

Section 3. *School Year Extension*

The school year shall consist of one hundred eighty-three days (183) for members of the bargaining unit. If the Ohio Department of Education mandates that the school year be extended beyond one hundred eighty-three (183) days, the Board agrees to pay for the additional days at the teacher's daily rate calculated by dividing his/her annual contract pay by one hundred eighty-three (183). The board will use up to 5 days of banked hours to avoid extending the school year. Any additional hours beyond the 5 days may be used at the board's discretion. The Board may schedule up to four (4) additional professional development days per school year that, if scheduled, will be offset against student instructional days in that year. Attendance at such professional development days is mandatory (see also Article XII, Section 12 of this Agreement).

Section 4. *School Day*

Teachers must be in their room or as assigned by 7:25 AM each morning. Teachers are to remain in their building or as assigned until 3:04 PM.

If the Superintendent implements a three (3) hour delay because of inclement weather or some other extraordinary condition, it is understood that the school day affected will be increased at the end by one (1) hour and that teachers will remain on duty until 4:04 p.m.; this provision does not apply if the delay was for less than three (3) hours.

Section 5. *Extra Duties*

The appropriate building administrator will assign staff members to the various duties, such as high school cafeteria supervision, non-lunch playground duty and parking lot supervision, on a rotating basis.

Section 6. *Conference Expenses*

Reimbursement amounts for meals when staff members are approved for attendance at conferences that require an overnight stay will be $40.00 per day.

Section 7. *Assignment Period*

Any teacher who has multiple conference periods on any regular school day, may have all but one of those periods as an assignment period (i.e., the teacher will be assigned a teaching or supervision of student's task, or comparable special project, and no administrative tasks).

Section 8. *School Calendar*

Once the school calendar has been adopted and the school year has begun, the school calendar cannot be changed without the agreement of the A.T.O. Any make up days will be added on the end of the school year unless agreed upon by the ATO and the Board. Remote Learning Days may be used in place of scheduled instructional calendar days.

With the principal's prior approval, the Tuesday-Wednesday-Thursday of the week prior to the start of the school year, a member of the bargaining unit may request up to eight (8) hours of work time, at a rate of $15 per hour, to prepare his/her classroom and/or materials for the upcoming school year.

Section 9. *Extended Service*

The Board agrees to offer extended service contracts to teachers who can demonstrate a need for additional days of service.

Section 10. *Staff Meetings*

The Administration may schedule a maximum of one hundred eighty (180) minutes per month outside of the workday. Anything exceeding 180 minutes per month will be compensated at a rate of twenty-five dollars ($25.00) per hour. All teachers shall be part of one or more committees.

Section 11. *Special Education Teachers*

Special education teachers shall be provided substitutes up to two (2) days per year to prepare for and confer with parents for the purposes of IEPs. Inclusive of these days will be one (1) day to write IEPs, and one (1) day to meet with parents.

Section 12. *Class Size*

Every effort shall be made to keep class sizes as small as possible

Whenever possible for grades K through 6, the class size shall not exceed twenty-five (25).

Administration shall take the following factors into account when determining class size:

Number of work stations (which shall include, but are not limited to equipment, machinery, and work space)
Health and safety factors

When the number of students in any class(es) exceeds the above stated class goals, the affected teacher may make a request to the building principal a meeting of the district-wide class size committee. This committee shall consist of the building principal, the affected teachers, and an ATO appointee. The committee will appoint a chairperson and shall recommend corrective measures to the Superintendent.

Section 13. *Internal Job Postings*

Teachers shall be notified of open positions via email before the positions are posted externally. All interested internal candidates who are qualified for the open position, shall be guaranteed an interview.

Section 14. *Progress Book*

Each teacher required to use Progress Book will post student grades weekly, unless precluded from doing so because of urgent extraordinary circumstances in which case grades will be posted as soon as possible. In the event that a teacher's students are engaged in a long term project and not receiving weekly grades, the teacher will notify the building principals and will post those students' grades as soon as he or she has completed grades for the project.

ARTICLE XI

REDUCTION IN FORCE

Section 1. Ohio Revised Code Section 3319.17 grants authority to reduce staff when the Board and Administration decide that it is necessary. A reasonable reduction may be made by suspending contracts as a result of a substantially decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, financial difficulty, or the suspension of school or territorial changes affecting the District. When such a reduction is deemed necessary, the following procedures shall be followed.

A. On or before April 1st preceding reduction, the A.T.O. President shall be

notified of the Board's intent to consider a reduction. A meeting shall be held between representatives of the A.T.O. and representatives of the Board to review appropriate data indicating a need for a reduction. The A.T.O. shall be informed as to why the reduction is deemed necessary, what teaching fields are to be affected, the extent of the anticipated reduction, and will be provided with a seniority list of all employees.

B. The seniority list shall be prepared by listing all teachers according to continuous service in the District within all areas of certification/licensure. Those on continuing contracts shall be listed first according to continuous service in the District; then those on limited contracts shall be listed by continuous service in the District. The list shall include the data of initial employment (continuous) for each employee.

Teachers using any Board-approved unpaid leave of absence shall not lose the seniority held prior to the leave, nor shall they gain additional seniority for the time on leave, (except for a leave under the Family and Medical Leave Act) i.e., a leave of absence shall not break an employee's continuous employment.

If two (2) or more teachers have the same length of continuous service, seniority shall be determined by the date of the Board meeting at which the teacher was hired. In the case of more than one (1) employee with the same date of employment, evaluation shall be the determining factor.

C. Any reduction shall be first covered through normal attrition.

D. Reductions beyond those covered by attrition, will be made by suspending contracts. The Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent who shall, within each teaching field affected, give preference to teachers on continuing contracts and then follow the requirements of Ohio Revised Code Section 3319.17.

A teacher whose contract is suspended as a result of a reduction shall be given written notification no later than April 30th of the year the reduction is to be implemented. The notification shall state the reason(s) for the reduction and reason(s) for the selection of the teacher.

E. Teachers whose continuing contracts are suspended shall have the right of restoration to status in the order of seniority in the District, if and when teaching positions become vacant or are created for which any such teachers are or become qualified. After restoration of teachers with continuing contracts, those on limited contracts shall also be restored in the manner described above.

Restoration rights for teachers whose limited contracts were suspended shall commence upon the effective date of the suspension and shall continue through the next two (2) full school years.

Where group insurance policies permit, a teacher on the recall list who is unemployed and does not otherwise have group coverage available may

continue to participate in those benefits which are provided to teachers in active employment provided the teacher pays the group rates for such benefits.

F. No new teacher will be employed while there are teachers on the recall list who are certificated/licensed in the teaching area in which a vacancy exists, unless it is necessary to receive State funding for Vocational Education.

When vacancies occur, teachers will be recalled to duty in the inverse order in which they were suspended subject to the requirement in Ohio Revised Code Section 3319.17 that no teacher may be recalled based on seniority except in making a decision between teachers with comparable evaluations. More specifically, the Board shall send a certified announcement to the last known address of the teacher on the recall list who is qualified to fill the vacancy and next in line to be recalled. It is the teacher's responsibility to keep the Board informed of his/her current address. Any teacher who fails to respond in writing to the Superintendent's office within ten (10) business days, or declines a full-time position, shall forfeit all recall rights.

A teacher may also be removed from the recall list if he/she:

1. Waives his/her recall rights in writing.

2. Resigns.

3. Fails to report to work within ten (10) days after receipt of the recall notice, unless sick or injured.

G. A teacher on the recall list shall, upon acceptance of the notification to resume active status, return to active status with the same seniority, accumulation of sick leave and salary schedule placement as enjoyed at the time of layoff.

H. The Administration will provide letters of recommendation for teachers affected by a reduction, and will attempt to provide other forms of assistance, where possible, upon the request of the teacher.

The personnel records and all references of those teachers laid off pursuant to this Section shall clearly indicate that such was due to a reduction and not unsatisfactory performance.

I. Teachers affected by a reduction will be given preferential consideration as substitute teachers.

ARTICLE XII

PROFESSIONAL STAFF ABSENCES AND LEAVES

Section 1. *Approved Reasons for Absence:*

A teacher shall attend faithfully the duties of his/her position and shall not be absent except for personal illness, to transact essential personal business which cannot be transacted outside of working hours, or for other good and sufficient reasons authorized by this Article or approved by the Superintendent.

Section 2. *Permission or Notification of Absence:*

A teacher absent from duty because of personal illness, illness or death in the family, or subpoena or jury summons, shall notify the appropriate administrator as early as possible, and such notification shall be given in advance unless conditions beyond the control of the employee make such advance notification impossible. A teacher absent from duty for any other reason shall first secure permission from the appropriate administrator.

Section 3. *Loss of Salary for Absence:*

Absence not covered by sick leave or other provisions of this Article shall result in loss of pay and prorated cost of benefits for the period of absence and requires advance approval by the Superintendent. Approval will not be granted under this Section if the teacher could use personal leave under Section 12 of this Article. The daily deduction from a teacher's salary for an absence under this Section shall be 1/183 of the annual salary.

Section 4. *Effect of Absence on Salary Increments:*

No teacher shall be denied any annual salary increment because of absence resulting from any accident incurred in line of duty, from service in the armed forces of the United States, and from a leave of absence for exchange teaching.

Section 5. *Appearance in Court:*

In case of absence in response to a subpoena or jury summons in a case in court or in the administrative hearing in which the teacher is not a party, there shall be deducted from the teacher's salary the amount and only the amount of any witness or jury fee or other compensation, exclusive of any reimbursement paid specifically for expenses incurred by reason of such subpoena or summons. A certificate signed by the teacher and stating the amount of such fee or other compensation, if any, must be submitted to the Board Treasurer, or the full salary for the period of absence shall be deducted. Optionally, no deduction will be made from the teacher's pay, if the payment made by the court is signed over to the District.

In case of absence for any court proceeding in which the teacher is convicted of a felony or found guilty of any willful wrongdoing, no salary shall be paid for the period of absence.

Section 6. *Sick Leave:*

Each regular teacher shall be entitled to one and one-fourth (1-1/4) days of sick leave for each completed month of service. Sick leave for a part-time teacher will continue to be earned in accordance with the parties' past practice notwithstanding the formula for earning sick leave created by a 2011 amendment to Ohio Revised Code Section 3319.141 with respect to part-time employees. The unused portion is cumulative to a total of two hundred and twenty-five (225) days. The teacher may use accumulated sick leave due to personal illness or injury, illness or death of a member of his/her immediate family, or other reasons approved by the Superintendent. The length of any absence shall be subject to approval by the Superintendent. (Immediate family shall be defined as the employee's spouse, child, parent, brother, sister, father-in-law, mother-in-law, legal guardian, grandchild, grandparent or the step equivalent of each of the aforementioned family members.) The Superintendent may require medical certification of the need for any sick leave. Unused sick leave accumulation shall be transferable from other Ohio school districts provided the total does not exceed one hundred eighty (180) days. The Board reserves the right to allow the transfer of accumulated sick leave from districts outside Ohio (not to exceed 180 days) at the time of employment, if such recommendation is made to the Board by the Superintendent.

Section 7. *Initial Use of Sick Leave:*

At the time of initial employment each teacher shall have immediately available five (5) days sick leave. These five (5) days shall be part of his/her first year's accumulation.

Section 8. *Donation of Sick Leave:*

This Section applies only in the case of a teacher who suffers a catastrophic illness or extraordinary medical complications and who has exhausted his/her accumulated sick leave (including any advance of sick leave under Section 8 of this Article). An absence for normal pregnancy and childbirth (including a Caesarian section) is not covered by this Section, although extraordinary medical complications can qualify. Where this Section applies, the following rules are controlling.

A. The teacher who has exhausted sick leave may receive no more than twenty (20) donated sick leave dayswithin a school year.

B. A teacher with accumulated sick leave may donate up to two (2) days within a school year to a recipient under Paragraph A above if, after such donation, the teacher would still have at least seventy-five (75) days of accumulated sick leave remaining. Any donation must be initiated by using the form available from the Treasurer.

C. A recipient under Paragraph A above may be required to submit appropriate medical verification of the catastrophic illness or extraordinary medical conditions.

Section 9. *Leave for Personal Illness:*

An application for leave of absence because of personal illness shall be granted only upon recommendation by the Superintendent.

Whenever a teacher shall have been absent because of personal illness for a continuous period of a half year, the Superintendent shall investigate the facts of the case and shall make a recommendation to the Board as to whether or not the teacher should be given an unrequested leave of absence.

Section 10. *Travel Difficulties:*

If an absence results from travel difficulties between a teacher's residence and his/her place of employment, the Superintendent may waive the salary deduction if, in the judgment of the Superintendent, the teacher has made every reasonable effort to get to his/her place of employment.

Section 11. *Restricted Personal Leave:*

A teacher is allowed three (3) personal days per school year, non-accumulative, provided the request form is presented to the principal at least one (1) week in advance except in special cases.

The Superintendent will in no event approve personal leave for more than a total of four (4) teachers who request such leave. In the event that the use of a personal day is denied and the employee uses a sick day a medical excuse may be requested by the employer.

Personal leave will not be used to work for another employer, or to seek other employment, or on a professional development day except in special cases to be determined by the direct supervisor and Superintendent. Personal leave may be used as sick leave only when all sick leave is expended. Personal leave will not be taken prior to September 15 or after May 15 in any school year except in special cases to be determined by the employee's supervisor.

In addition, any personal days not used during the school year will be reimbursed at the rate of $150 per day to be paid on the first payday following teacher workday.

Teachers will be allowed to carry over two (2) personal days per year if the teacher furnishes written notice of that election to the District Treasurer by the last day of school. The total will not exceed five (5) accumulated days in any one (1) school year.

Section 12. *Professional Meetings, Workshops, Etc.:*

There will be no more than two (2) teachers attending any one specific professional meeting, workshop, in-service, etc., on any day when school is in regular session unless approved by an administrator.

Section 13. *Funeral Leave:*

A teacher is allowed up to three (3) days of absence without loss of pay in the event of the death of a member of the employee's family. In the event that the funeral is more than two hundred (200) miles away from the teacher's city of residence, up to five (5) days may be allowed. After using the five (5) days of funeral leave, an employee may request to use sick leave. Family includes: spouse, child, parents, siblings, legal guardians, grandchildren, grandparents, in laws and the step equivalent of each of these aforementioned family members. One (1) day of funeral leave may be used for the death of an aunt, uncle or cousin. If, in the opinion of the Superintendent, additional time is necessary, it may be granted at his/her discretion. Special circumstances as deemed appropriate by the Superintendent may be approved.

Section 14. *FMLA Leave:*

The parties agree to abide by the provisions of the Family and Medical Leave Act of 1993. The 12-month period during which an eligible teacher may use up to twelve (12) weeks of FMLA leave is a rolling 12-month period measured backwards from when the teacher goes on FMLA leave.

Section 15. *Assault Leave:*

A. A teacher shall be granted leave without loss of pay and/or benefits for an absence due to physical disability resulting from an assault that occurs in the course of Board employment. Such leave will not be charged against sick leave, personal leave, or any other type of leave. Assault leave is limited to a maximum of thirty (30) work days per school year and is non-accumulative from year to year.

B. As required by Ohio Revised Code Section 3319.1 43, the teacher shall furnish a signed statement on the fom1 prescribed by the Board to justify the use of assault leave. A ce1tificatio n from a licensed physician stating the nature of the disability and its anticipated duration is also required.

C. A teacher on assault leave is obligated, to the extent the disability allows, to cooperate with the Board and law enforcement officials in apprehending and bringing the assailant(s) to justice.

D. If, upon the exhaustion of assault leave, the teacher is unable to perform his/her essential job functions, he/she may apply for sick leave, Workers Compensation (if eligible), an unpaid leave of absence under Ohio Revised Code Section 3319.13, or disability retirement benefits under Ohio Revise d Code Chapter 3307.

ARTICLE XIII

INSURANCE

Benefits in addition to salary are an integral part of the total compensation plan. The teacher will select the insurance benefits in which he/she wants to participate.

Section 1. *Full-time Employee Benefits:*

A. The Board will provide hospitalization insurance for each full-time teacher (defined as one who averages 30 or more hours of regularly scheduled work per work week) with coverage comparable to that currently in effect. The maximum premium that will be paid by the Board will be eighty-five percent (85%) per month of the family and single comprehensive plan. Any premium that remains above these "caps" will be assumed by the teacher.

B. The Board will provide dental insurance for each full-time teacher, with coverage comparable to that currently in effect. The maximum premium that will be paid by the Board will be eighty-five percent (85%) per month of the plan. Any premium that remains above this "cap" will be assumed by the teacher.

C. The Board will provide vision insurance for each full-time teacher. The maximum premium that will be paid by the Board for this benefit will be eighty-five percent (85%) per month of the family and single plan. Any premium that remains above these "caps" will be assumed by the teacher.

D. The insured will not duplicate insurance coverage. Changes in coverage will not be made except to the extent mandated by federal or Ohio law or as may be mutually agreed by the Board and the A.T.O.

E. Bargaining unit members may waive their right to medical insurance and elect to receive a waiver (opt out). Members who are eligible for the opt out shall inform the treasurer during the yearly Section 125 health insurance open enrollment period. Employees opting out of a family medical plan will receive $3,500.00 dollars per year and employees opting out of a single medical plan will receive $1,750.00 per year. The opt out will be divided equally over twelve months and paid on the second payroll of each month.

Section 2. *Part-Time Employees Benefits:*

A. For part-time teachers, the Board will pay eighty-five percent (85%) per month of the family and single comprehensive plan multiplied by the teacher's full-time equivalence. Any premium that remains above these "caps" will be assumed by the teacher.

B. The Board will provide dental insurance for each part-time teacher, with coverage comparable to that currently in effect. The maximum premium that will be paid by the Board will be eighty-five percent (85%) per month of the plan multiplied by the teacher's full-time equivalence. Any premium that remains above this "cap" will be assumed by the teacher.

C. The Board will provide vision insurance for each part-time teacher. The maximum premium that will be paid by the Board for this benefit will be eighty-five percent (85%) per month of the family and single plan multiplied by the teacher's full-time equivalence. Any premium that remains above these "caps" will be assumed by the teacher.

D. The insured will not duplicate insurance coverage. Changes in coverage will not be made except to the extent mandated by federal or Ohio law or as may be mutually agreed by the Board and the A.T.O.

E. Bargaining unit members may waive their right to medical insurance and elect to receive a waiver (opt out). Members who are eligible for the opt out shall inform the treasurer during the yearly Section 125 health insurance open enrollment period. Employees opting out of a family medical plan will receive $3,500.00 dollars per year and employees opting out of a single medical plan will receive $1,750.00 per year multiplied by the employee's full-time equivalence. The opt out will be divided equally over twelve months and paid on the second payroll of each month.

Section 3. *Life Insurance:*

The Board will provide Forty Thousand Dollars ($40,000.00) term life insurance for each full-time teacher without cost to the teacher. The Board will pay the cost of the premium times full-time equivalence for part-time employees. The Board will provide the teacher with the opportunity to purchase additional insurance based on the rate and restrictions required by the insurer of the Board.

Section 4. *Liability Insurance:*

The Board will provide liability insurance for each teacher without cost to the teacher, with coverage comparable to that currently in effect.

Section 5. *Flexible Benefit Plan:*

The Board will offer a Flexible Benefit Plan to teachers as allowed under Section 125 of the Internal Revenue Code, as long as there is no monetary cost to the Board. If a plan cannot be found without monetary cost to the Board, the Board will take the necessary administrative steps to provide teachers with the opportunity to pay medical premiums with pre-tax dollars as allowed under Section 125 of the Code.

ARTICLE XIV

FRINGE BENEFITS

Section 1. *Annuities:*

Teachers may participate in the tax-sheltered annuity program with payroll deductions made by the Treasurer. The enrollment period is limited from January 1st to February 15th and August 1st to September 15th of each year.
Any current annuity will remain in effect unless cancelled by the teacher.

Section 2. *Severance Pay:*

A. Severance pay will be granted to retiring teachers at the rate of .30 of a day for each day computed to the lower full day of accumulated sick leave up to two hundred (200) days of sick leave; therefore, severance pay shall not exceed sixty (60) times the current daily rate of the retiree at the time of retirement.

B. The Board will require proof of retirement before issuance of severance payment. The issuance of the first retirement check by the State Teachers Retirement System to the retiree will be deemed sufficient proof. Eligibility for severance pay shall be based at ten (10) years of continuous service in the District immediately preceding the date of retirement. For employees with five (5) – nine (9) years of continuous service in the district, service retirement will be based upon only sick leave accumulated while employed with the District to calculate severance.

Section 3. *Pick Up of Retirement Contributions:*

A. The Board shall continue its current practice of "picking up" each teacher's mandatory contributions to the State Teachers Retirement System using the salary restatement method that results in no cost to the Board.

B. With respect to any employee for whom the Board also purchases a "tax-sheltered" annuity as described in Section 403 (b) of the Internal Revenue Code, the Board will not undertake to ascertain or to certify that the aggregate of this "pick-up" and the amount being contributed to said "tax-sheltered" annuity will not exceed the exclusion allowance for federal and state income taxes provided by law.

C. If there is a determination that the foregoing adversely affects the qualified status under the Internal Revenue Code of the contributions by the Board, or the picked up contributions or of the STRS retirement plan, this "pick-up" provision shall be void.

Section 4. *Tuition Payment:*

A. *Reimbursement Limits:*

1. Three hundred ($300) per semester hour for a maximum benefit of two thousand five hundred ($2,500) per school year.

2. Twenty Thousand Dollars ($20,000) total maximum amount to be paid in any single school year.

B. *Conditions:*

Courses that qualify for reimbursement are as follows:

1. Courses in teacher's undergraduate major.

2. Courses in teacher's teaching field.

3. Courses in teacher's teaching assignment.

4. Courses in a teacher's approved post-graduate program that are accepted by the Superintendent.

C. All courses must be approved by the Superintendent prior to official enrollment in the course.

D. Proof of tuition payment must be submitted to the Treasurer. Tuition reimbursement will cover just the actual cost of tuition.

E. Before appropriate reimbursement can be paid evidence from the college/university must be provided to the Treasurer that the teacher has successfully completed the course in which he/she was enrolled.

F. All required documentation must be received by the District Treasurer prior to the first workday of the next teacher work year.

NOTE: If the Board and /or Administration requests that a teacher complete additional course-work, this course-work will be fully compensated by the Board, and this tuition payment will not be affected.

Section 5. *Retirement Notification Incentive:*

A teacher who gives written notice by February 15 to the Treasurer that he/she will service retire under STRS effective at the end of that school year, and who does in fact service retire at the end of the year will receive a lump-sum payment of One Thousand Dollars ($1,000.00), subject to applicable payroll withholdings, payable by the last regularly scheduled pay day in June.

ARTICLE XV

COMPENSATION

Section 1. *Experience Credit:*

A teacher may be awarded full credit for elementary and/or secondary teaching experience in accredited schools outside the District. If the employee is not awarded full credit, he/she must be awarded up to ten (10) years of actual credit.

Section 2. *Salary Schedule:*

See Appendix A, "Professional Staff Salary Schedule," for specific details.

Section 3. *Index Schedule:*

See Appendix A, "Professional Staff Salary Index," for specific details. It is understood that no teacher will receive vertical step credit on the index for District service during the 2011-12 school year, consistent with the parties' prior agreement to freeze vertical step movement as to that school year.

Section 4. *Extra-Curricular/Supplemental Salary Schedule:*

See Appendix B, "Extra-Curricular/Supplemental Salary Schedule," for specific details.

Section 5. *Compensation for Covering Classes:*

The Board will provide compensation at the rate of Thirty Dollars ($30.00) per period for those teachers asked by an administrator to cover for absent employees during his/her conference period. A teacher may refuse to cover a class if it is during his/her conference period.

Section 6. *Compensation for Working as a Detention Hall Monitor*

The Board will provide compensation at a rate of twenty-five dollars ($25.00) for those teachers that serve as detention hall monitors for a regularly scheduled, secondary detention hall.

Section 7. *Compensation for Serving on the LPDC Executive Committee*

Any teacher who serves on the Hancock County Local Professional Development Executive Committee will be paid at a rate of twenty-five dollars ($25.00) per hour outside of the established school day. The total maximum the Board will pay will be one and one-half percent (1½%) of the base salary in effect during that school year.

Section 8. *Compensation for Serving on IAT Standing Committee*

All members of the IAT standing committee shall be compensated at a rate of twenty-five dollars ($25.00) per hour up to a maximum of thirty-five (35) hours outside the school day per school year. There shall be a maximum of four (4) members on each committee at any building level.

Section 9. *Intervention and Homebound Instructors*

A teacher assigned to before school/after school/summer intervention and/or homebound instruction duties independent of his/her normal work duties is compensated at a rate of twenty-five dollars ($25.00) per hour for such additional duties.

Section 10. *College Credit Plus Teachers*

Teachers who teach College Credit Plus (CCP) courses shall receive additional compensation per semester. For each CCP course taught during a semester, the teacher of record shall receive $750.00.

Section 11. *Work Outside of the School Day*

Teachers shall be compensated at the rate of twenty-five dollars ($25.00) an hour for any required or assigned work outside of the contracted hours of the school day upon approval from the building principal and the superintendent. This excludes parent teacher conferences, open house, IEPs, after school programs. If a teacher is assigned work outside of the school day and is denied compensation, he/she is able to refuse the work.

Section 12. *Gifted Certification*

Teachers that complete the requirements set forth by the Ohio Department of Education to obtain qualifying clock hours needed to offer gifted education services shall be compensated at a rate $400.00 for every fifteen (15) qualifying clock hours earned towards completing the requirements. Once all clock hours are obtained and the requirements are maintained the teacher will earn a yearly supplemental equivalent to the 4% of the BA Step 0 salary for the given school year.

ARTICLE XVI

HIRING RETIRED TEACHERS

Section 1. For purposes of salary schedule placement upon initial employment, a previously retired teacher ("PRT") will be granted a minimum of five (5) and a maximum of ten (10) years service credit, at the discretion of the Board. (A PRT with less than five years of credited teaching experience will be initially place at their appropriate experience step on the salary schedule). The PRT will be placed on the appropriate education column of the salary schedule. A PRT may advance up to but not beyond Step 9 on the salary schedule.

1. PRTs will be awarded one-year limited contracts of employment that will automatically expire at the end of the school year without notice of non-

renewal.

2. PRTs may be re-employed from year to year, with Board approval, but shall not become eligible for continuing contract status.

3. For purposes of Reduction in Force, PRTs will not accrue seniority.

4. PRTs shall not be eligible to participate in any contractual retirement incentive program, tuition reimbursement, or for severance pay upon separation from employment.

5. PRTs shall not be eligible to participate in the District's medical, dental or vision insurance program. A PRT will be eligible to participate in the District's medical insurance program (on the terms appearing in Article XIII, Sections 1 and 2 of this Agreement) if and to the extent, but only to the extent, that the PRT is precluded by STRS policy from obtaining medical insurance benefits through STRS.

6. Prior employment in the District is no guarantee of post -retirement employment or a particular assignment, if hired.

7. PRTs shall be entitled to all other contract benefits available to bargaining unit members unless otherwise limited by specific provisions of this Article.

8. The parties intend for the provisions of this Article to supersede, to the maximum extent permitted by law, all Sections of the Ohio Revised Code that may be in conflict with this Article. This includes, but is not limited to Ohio Revised Code Sections 3319.11, 3319.17, and 124.39.

ARTICLE XVII

EFFECT OF AGREEMENT

Section 1. The terms and conditions in this Agreement represent the full and complete understanding and commitment between the parties. They may be modified by alteration, change, addition to, or deletion only through mutual consent of both parties in a written amendment.

Section 2. The terms and conditions of this Agreement shall be respected in individual contracts or employment agreements.

Section 3. Should any provision of this Agreement be declared illegal by a court of competent jurisdiction, such provision shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining provisions shall remain in full force and effect for the duration of the Agreement.

Section 4. As required by Ohio Revised Code Section 3302-10(P) the provisions of Section 3302.10 are incorporated as part of this Agreement.

ARTICLE XVIII

NON-RENEWAL

Section 1. The procedures set forth in this Article shall be the sole procedures utilized by the Board for the non-renewal of limited contracts issued to members of this bargaining unit. These procedures supersede the procedures for non-renewal set forth in Ohio Revised Code Section 3319.11.

Section 2. If the Superintendent determines that he/she will recommend that a teacher serving under a limited contract be non-renewed, the Superintendent will so notify that teacher on or before April 30th.

Section 3. The Board will act upon the Superintendent's recommendation on or before June 1, and will notify the teacher within three (3) days of the Board's action to non-renew.

A. Notice will be made to the teacher at such time as the notification is delivered to the U.S. Postal Service.

B. All correspondence shall be sent by certified mail.

C. Teachers subject to the provisions of this Article shall keep the Board informed of their current mailing address.

Section 4. When a teacher has been notified of the Board's action, the teacher shall be afforded the right to request a statement of the circumstances leading to the Board's action.

Section 5. The affected teacher may within seven (7) days of the Board's action request a hearing during which he/she may show cause as to why his/her limited contract should be renewed.

A. The request for hearing shall be filed with the Board Treasurer; failure to request the hearing within seven (7) days shall be deemed a waiver of the right to appeal the Board's action.

B. The hearing will be held before two (2) Board members and shall be in executive session unless the parties mutually agree to a public hearing.

C. The parties to the hearing shall have the right to submit evidence, both oral and written, to support their respective positions.

D. The hearing will be held within forty (40) days of the Board action to non-renew.

E. The two-member panel shall submit a recommendation to the Board within five (5) days of the hearing.

Section 6. If the provisions of Article IX, Evaluation of Professional Staff, are not followed, limited contract teachers cannot be non-renewed.

Optional: Should a teacher believe that the Board has not substantially complied with the procedural requirements of this Article or Article IX, Evaluation of Professional Staff, he/she may request a review of the Board's compliance with procedures by an arbitrator. The review will be accomplished under the American Arbitration Association's Expedited Labor Arbitration Rules.

A. The arbitrator's authority will solely be limited to a review of whether the Board and the Administration have substantially complied with the provisions of this Article.

B. Should the arbitrator determine that these procedures have not been substantially complied with, he/she may award an additional one (1) year limited contract.

C. The arbitrator will be without authority to review the sufficiency of the Board's reasons for non-renewal.

ARTICLE XIX

DISCUSSION AND RESOLUTION COMMITTEE

A Discussion and Resolution Committee will be established and meet at least once each semester as deemed necessary by either A.T.O. or the Administration. The A.T.O. President and the Superintendent will meet to mutually establish an agenda and provide each member with a copy at least twenty-four (24) hours prior to the scheduled meeting. Other meetings may be called if necessary. Such Committee will consist of two (2) representatives of the A.T.O., one (1) being the A.T.O. President, and two (2) representatives of the Board, of which one (1) will be a Board member and one (1) the Superintendent. The purpose of the Committee is to discuss concerns of either the A.T.O. or the Board.

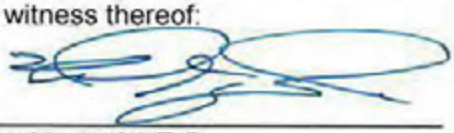
ARTICLE XX

DURATION

This Agreement shall be effective 11:59 PM, June 30, 2024 and it shall continue in effect until midnight, June 30, 2027.

This Agreement is signed the 16th day of May, 2024.

In witness thereof:



President of A.T.O.

President, Arcadia BOE

Secretary of A.T.O.

Treasurer, Arcadia BOE

APPENDIX A

3.00% ARCADIA PROFESSIONAL STAFF SALARY

2024-2025

Step	BA		150		MA		MA+15	
0	$ 40,275	1.000	$ 42,168	1.047	$ 44,102	1.095	$ 45,511	1.130
1	$ 41,886	1.040	$ 43,981	1.092	$ 46,115	1.145	$ 47,927	1.190
2	$ 43,537	1.081	$ 45,832	1.138	$ 48,169	1.196	$ 50,344	1.250
3	$ 45,228	1.123	$ 47,726	1.185	$ 50,263	1.248	$ 52,761	1.310
4	$ 46,961	1.166	$ 49,659	1.233	$ 52,398	1.301	$ 55,177	1.370
5	$ 48,733	1.210	$ 51,633	1.282	$ 54,572	1.355	$ 57,594	1.430
6	$ 50,546	1.255	$ 53,647	1.332	$ 56,788	1.410	$ 60,010	1.490
7	$ 52,398	1.301	$ 55,701	1.383	$ 59,044	1.466	$ 62,426	1.550
8	$ 54,291	1.348	$ 57,794	1.435	$ 61,338	1.523	$ 64,842	1.610
9	$ 56,223	1.396	$ 60,091	1.492	$ 63,674	1.581	$ 67,260	1.670
10	$ 58,198	1.445	$ 62,386	1.549	$ 66,051	1.640	$ 69,675	1.730
11	$ 60,212	1.495	$ 64,682	1.606	$ 68,468	1.700	$ 72,093	1.790
12	$ 62,266	1.546	$ 66,977	1.663	$ 70,924	1.761	$ 74,509	1.850
13	$ 64,359	1.598	$ 69,273	1.720	$ 73,422	1.823	$ 76,925	1.910
14	$ 66,495	1.651	$ 71,608	1.778	$ 75,959	1.886	$ 79,342	1.970
15	$ 66,495	1.651	$ 71,608	1.778	$ 78,536	1.950	$ 83,772	2.080
17	$ 66,495	1.651	$ 72,817	1.808	$ 78,536	1.950	$ 85,383	2.120
20	$ 68,669	1.705	$ 73,985	1.837	$ 81,154	2.015	$ 86,994	2.160
23	$ 68,669	1.705	$ 73,985	1.837	$ 81,154	2.015	$ 87,799	2.180
25	$ 70,200	1.743	$ 74,791	1.857	$ 83,812	2.081	$ 88,605	2.200
28	$ 70,560	1.752	$ 75,554	1.876	$ 85,250	2.117	$ 91,316	2.267
30	$ 70,925	1.761	$ 76,322	1.895	$ 86,713	2.153	$ 94,002	2.334

Signing bonus of $500 to any teacher hired at step 0

Signing bonus of $500 to any teacher hired at step 1

A teacher starting at step 0 will be entitled to the bonus at step 1 as well

Effective 1/1/2025 the HSA contribution by the Board will be $3500 for a family plan and $1750 for a single plan.

APPENDIX A

3.00% ARCADIA PROFESSIONAL STAFF SALARY

2025-2026

Step	BA		150		MA		MA+15	
0	$ 41,483	1.000	$ 43,433	1.047	$ 45,424	1.095	$ 46,876	1.130
1	$ 43,143	1.040	$ 45,300	1.092	$ 47,499	1.145	$ 49,364	1.190
2	$ 44,843	1.081	$ 47,207	1.138	$ 49,614	1.196	$ 51,854	1.250
3	$ 46,585	1.123	$ 49,158	1.185	$ 51,770	1.248	$ 54,343	1.310
4	$ 48,370	1.166	$ 51,148	1.233	$ 53,970	1.301	$ 56,832	1.370
5	$ 50,195	1.210	$ 53,182	1.282	$ 56,209	1.355	$ 59,321	1.430
6	$ 52,062	1.255	$ 55,256	1.332	$ 58,492	1.410	$ 61,810	1.490
7	$ 53,970	1.301	$ 57,371	1.383	$ 60,815	1.466	$ 64,298	1.550
8	$ 55,920	1.348	$ 59,528	1.435	$ 63,178	1.523	$ 66,787	1.610
9	$ 57,910	1.396	$ 61,893	1.492	$ 65,584	1.581	$ 69,277	1.670
10	$ 59,943	1.445	$ 64,258	1.549	$ 68,032	1.640	$ 71,765	1.730
11	$ 62,018	1.495	$ 66,622	1.606	$ 70,522	1.700	$ 74,255	1.790
12	$ 64,133	1.546	$ 68,986	1.663	$ 73,051	1.761	$ 76,744	1.850
13	$ 66,289	1.598	$ 71,351	1.720	$ 75,624	1.823	$ 79,232	1.910
14	$ 68,489	1.651	$ 73,756	1.778	$ 78,237	1.886	$ 81,722	1.970
15	$ 68,489	1.651	$ 73,756	1.778	$ 80,891	1.950	$ 86,284	2.080
17	$ 68,489	1.651	$ 75,001	1.808	$ 80,891	1.950	$ 87,943	2.120
20	$ 70,729	1.705	$ 76,204	1.837	$ 83,588	2.015	$ 89,603	2.160
23	$ 70,729	1.705	$ 76,204	1.837	$ 83,588	2.015	$ 90,432	2.180
25	$ 72,305	1.743	$ 77,034	1.857	$ 86,326	2.081	$ 91,262	2.200
28	$ 72,676	1.752	$ 77,820	1.876	$ 87,807	2.117	$ 94,055	2.267
30	$ 73,052	1.761	$ 78,611	1.895	$ 89,313	2.153	$ 96,822	2.334

Signing bonus of $500 to any teacher hired at step 0

Signing bonus of $500 to any teacher hired at step 1

A teacher starting at step 0 will be entitled to the bonus at step 1 as well

Effective 1/1/2026 the HSA contribution by the Board will be $3000 for a family plan and $1500 for a single plan.

APPENDIX A

3.50% ARCADIA PROFESSIONAL STAFF SALARY

2026-2027

Step	BA		150		MA		MA+15	
0	$ 42,935	1.000	$ 44,953	1.047	$ 47,014	1.095	$ 48,517	1.130
1	$ 44,653	1.040	$ 46,886	1.092	$ 49,161	1.145	$ 51,092	1.190
2	$ 46,412	1.081	$ 48,860	1.138	$ 51,351	1.196	$ 53,669	1.250
3	$ 48,216	1.123	$ 50,878	1.185	$ 53,582	1.248	$ 56,245	1.310
4	$ 50,063	1.166	$ 52,938	1.233	$ 55,859	1.301	$ 58,821	1.370
5	$ 51,952	1.210	$ 55,043	1.282	$ 58,176	1.355	$ 61,398	1.430
6	$ 53,884	1.255	$ 57,190	1.332	$ 60,539	1.410	$ 63,974	1.490
7	$ 55,859	1.301	$ 59,380	1.383	$ 62,943	1.466	$ 66,549	1.550
8	$ 57,877	1.348	$ 61,611	1.435	$ 65,390	1.523	$ 69,125	1.610
9	$ 59,937	1.396	$ 64,060	1.492	$ 67,880	1.581	$ 71,702	1.670
10	$ 62,042	1.445	$ 66,507	1.549	$ 70,413	1.640	$ 74,277	1.730
11	$ 64,188	1.495	$ 68,954	1.606	$ 72,990	1.700	$ 76,854	1.790
12	$ 66,378	1.546	$ 71,400	1.663	$ 75,608	1.761	$ 79,430	1.850
13	$ 68,610	1.598	$ 73,849	1.720	$ 78,271	1.823	$ 82,005	1.910
14	$ 70,886	1.651	$ 76,338	1.778	$ 80,976	1.886	$ 84,582	1.970
15	$ 70,886	1.651	$ 76,338	1.778	$ 83,723	1.950	$ 89,304	2.080
17	$ 70,886	1.651	$ 77,626	1.808	$ 83,723	1.950	$ 91,022	2.120
20	$ 73,205	1.705	$ 78,871	1.837	$ 86,514	2.015	$ 92,739	2.160
23	$ 73,205	1.705	$ 78,871	1.837	$ 86,514	2.015	$ 93,598	2.180
25	$ 74,836	1.743	$ 79,731	1.857	$ 89,347	2.081	$ 94,457	2.200
28	$ 75,220	1.752	$ 80,544	1.876	$ 90,881	2.117	$ 97,347	2.267
30	$ 75,609	1.761	$ 81,362	1.895	$ 92,440	2.153	$ 100,211	2.334

Signing bonus of $500 to any teacher hired at step 0

Signing bonus of $500 to any teacher hired at step 1

A teacher starting at step 0 will be entitled to the bonus at step 1 as well

Effective 1/1/2027 the HSA contribution by the Board will be $1000 for a family plan and $500 for a single plan. The Board will match the employee's contribution up to an additional $1000/family or $500/single.

A new hire without an HSA will receive a Board contribution of $3000 for a family plan and $1500 for a single plan.

APPENDIX B

EXTRA-CURRICULAR/SUPPLEMENTAL SALARY SCHEDULE

Certain assignments may require extra responsibility or extra time over and above that required of all professional staff members. When the Board and Administration determine the need, such assignments will be provided a supplemental contract and supplemental compensation as listed below. Contracts for such assignments will be awarded by the Board upon the recommendation of the Superintendent.

A teacher who is offered and undertakes a supplemental assignment will enter into a one-year supplemental contract with the Board. Supplemental contracts automatically expire each year under Ohio law. In order to accommodate the planning, scheduling, and budgetary needs of the District, the Board may, prior to June 1, notify holders of supplemental contracts that their contracts will be renewed for the following school year.

Pay for supplemental assignments will be based upon work performed beyond regular duties and beyond the regular work day.

The percent shown below will be applied to the experience level of each individual for that activity on the B.A. Column of the teacher salary schedule.

Position	
Assistant Athletic Director (2)	15%
Head Football Coach	15
Assistant Football (3)	9
Middle School Football (2)	4
Head Basketball Coach (2)	15
Assistant Basketball Coach (2)	9
Reserve Basketball Coach (2)	7
Middle School Basketball Coaches (4)	4
Head Track Coach	13
Assistant Track Coaches (2)	6
Middle School Track Coaches (2)	4
Head Volleyball Coach	15
Assistant Volleyball Coach	6

Position	
Reserve Volleyball Coach	7%
Head Wrestling Coach (2)	15
Assistant Wrestling Coach (2)	6
Middle School Wrestling Coach (2)	4
Head Baseball Coach	13
Assistant Baseball Coach	6
Head Softball Coach	13
Assistant Softball Coach	6
Head Golf Coach	13
Assistant Golf Coach	6
Weight Trainer Seasonal (4)	2
Head Cheerleader Coach	13
Middle School Cheerleader Coach	6
Sr. Advisors (2)	3
Jr. Advisor (2)	1.5
Sophomore Advisor (2)	1.5
Freshman Advisor (2)	1.5
Middle School Advisor	1.5
Yearbook Advisor	5
Student Council Advisor	2.5
Honor Society Advisor	1.5
Band Director	15
Assistant Band Director	9
Visual Director/Show Designer	5
Color Guard Instructor	5

Vocal Music Director	3
Musical/Play Directors (4)	4
Esports Coaches (2)	4
Middle School Volleyball Coaches (2)	4%
Quiz Bowl Advisor Middle/High School	2.5
Power of the Pen	2.5
Hype Teen Institute Advisor	2.5
Elementary Musicals/Choir/Play	3.5
Elementary Student Council	1.5
National Junior Honor Society Advisor	1
Musical/Play Set Design and Construction	2
Mentoring a Resident Educator	$500.00

A. The number in parenthesis for example, "Head Basketball Coaches (2)" indicates the maximum number of positions to be filled in each job classification. In the absence of this number, it is understood that compensation is available for only one (1) individual in that job classification. As is indicated above, positions will be filled based on the need determined by the Board and the Administration.

B. Once placed on the schedule and with the exception of C. below, only years of experience at Arcadia in the same position count toward progression on the salary scale.

Once placed on the schedule and with the exception of C. below, only years of actual musical productions count toward progression on the salary scale.

C. If a person moves down in an activity, he/she will retain all years of experience in that activity.
Example: If the Head Football Coach had 5 years in that position and moved to be a Middle School Football Coach, he would retain the 5 years experience in that activity.

If a person moves up in an activity, he/she will retain one-half (1/2) of the years of experience in that activity.
Example : If the Assistant Coach in Volleyball had 6 years in that position and moved to be the Head Volleyball Coach, he/she would retain 3 years experience in that activity.

D. Positions can be added at any time by mutual agreement of the Board and the A.T.O without reopening negotiations.

CBA FY25 - FY27

CERTIFICATE

The undersigned Treasurer of the Board of Education of the Arcadia Local School District, Arcadia, Ohio, certifies that the money required to meet the obligations of the Board during Fiscal Year 2025-27 under the attached contract have been lawfully appropriated by the Board for such purposes and are in treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.

The undersigned, Treasurer and President of the Board of Education of the Arcadia Local School District, Arcadia, Ohio, and the Superintendent of Schools of the Arcadia Local School District, Arcadia, Ohio, hereby certify that the District has in effect for the remainder of the current fiscal year and the succeeding two fiscal years or the term of the attached contract, whichever is longer, the authorization to levy taxes, including the renewal of existing levies, which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel, programs and services essential to the provision of an adequate educational program on all of the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year.

This Certificate is given in compliance with Sections 5705.41, 5705.412, and 5705.44 of the Revised Code.

Dated: May 15, 2024.

Angie Spridgeon
Treasurer, Board of Education
Arcadia Local School District, Ohio

President, Board of Education
Arcadia Local School District, Ohio

David M. Golda
Superintendent of Schools
Arcadia Local School District, Ohio