10/02/2024
2163-01
24-CON-01-2163
44798

NEGOTIATED AGREEMENT

BETWEEN THE

JACKSON CENTER LOCAL BOARD OF EDUCATION

AND THE

JACKSON CENTER EDUCATION ASSOCIATION

AUGUST 1, 2024– JULY 31, 2027

TABLE OF CONTENTS

ARTICLE I – STATEMENT OF PURPOSE 3
ARTICLE II – RECOGNITION 3
ARTICLE III – PROCEDURAL OPERATIONS 3
A. Request to Negotiate 3
B. Negotiation Sessions 4
C. Agreement Procedure 5
D. Impasse Procedure 5
E. Provisions Contrary to Law 6
F. Agreement Duration 6
G. Amendment Procedure 6
H. Definitions 6
ARTICLE IV – TEACHING CONDITIONS 8
A. Teacher Days on Duty 8
B. Hours of Duty 8
C. Parent/Teacher Conference Times 8
D. Conference Period/ Saturday School/ Summer School 8
E. Superintendent Advisory Committee 8
ARTICLE V – LEAVE OF ABSENCE 9
A. Sick Leave 9
B. Personal Leave 10
C. Jury Duty/Court Leave 10
D. Military Leave 11
ARTICLE VI – CONTRACTS 11
A. Teacher Contracts 11
B. Eligibility for Continuing Contracts 11
C. Reduction in Force 12
D. Supplemental Contracts 13
ARTICLE VII – VACANCIES, TRANSFERS, AND ASSIGNMENTS 14
A. Vacancies 14
B. Transfers and Assignments 14
ARTICLE VIII – EVALUATION PROCEDURES 15
A. Evaluation 15
ARTICLE IX – GRIEVANCE PROCEDURE 15
A. Definitions 15
B. Procedure 15
C. Miscellaneous Provisions 16
ARTICLE X – ECONOMIC CONCERNS 17

A. Salaries 17
B. Payroll Deduction 17
C. Educational Options Instructors 17
D. Required License and Background Check Fees 17
E. Severance Pay 17
F. Super Severance 18
G. Insurance 18
ARTICLE XI – REHIRING RETIRED TEACHERS 18
ARTICLE XII – APPROVAL 19
ATTACHMENT A – CERTIFIED SALARIES FOR 2021-2024
ATTACHMENT B – SUPPLEMENTAL AND STIPEND COMPENSATION

ARTICLE I – STATEMENT OF PURPOSE

The purpose of the local school district is to provide the best educational opportunities for the children of the local school district. It is the objective of the board of education, the superintendent, and the instructional staff to provide the highest quality educational program for the children of this district.

The board of education, the superintendent, and the instructional staff can best attain their common objectives and discharge their respective responsibilities by utilizing the abilities, experience, and judgments of each other to resolve matters of concern affecting the quality of the educational program.

It is the purpose of this document to establish a relationship between the board of education and the local education association and to set forth an orderly procedure for the consideration and mutual resolution of matters of concern to either party.

A. The Local Board of Education

The local board of education, hereinafter referred to as the board, is recognized as the locally elected body charged with the responsibility of establishing policies for the school district. It is further recognized that the board is guided in this matter by existing and revised laws of the state of Ohio.

B. The Superintendent

The superintendent is recognized as the executive officer of the school district and the chief advisor to the board of education. The superintendent and his administrative staff have the responsibility of carrying out the board established policies.

C. The Instructional Staff

The instructional staff is recognized as having the ultimate responsibility of providing the best possible educational opportunities for the children enrolled in the school.

ARTICLE II – RECOGNITION

A. The Local Education Association

The Jackson Center Education Association, hereinafter referred to as the association, is recognized for purpose of negotiations as the sole and exclusive representative of the instructional staff.

B. Association Rights

Exclusive recognition shall entitle the association these rights:

1. Use of bulletin board for staff information.
2. Announcements at faculty meetings.
3. Use of public address systems for association announcements according to school procedures.
4. Distribution of faculty bulletins to teachers according to normal school procedure.
5. Association spokesman rights at regular board of education meetings.
6. The JCEA president shall receive prior to each Board meeting, all agendas, Treasurer's reports, materials and documents that are considered to be public that are given to Board members.
7. A PDF copy of the signed master agreement will be placed in a shared faculty file.
8. The JCEA may obtain, by written request, a list of all employees names, degree level and experience level on the current pay model.

ARTICLE III – PROCEDURAL OPERATIONS

A. Request to Negotiate

1. All requests for negotiation meetings shall be made in writing. The date to begin negotiations shall not be before March 1 nor later than May 15 in the year of expiration of the negotiated contract. Requests initiated by the association shall be directed to the superintendent, acting as the representative of the board. Requests initiated by the board shall be directed from the

superintendent to the president of the association. The written request for professional negotiations shall include:

a. Date of writing.
b. Statement of purpose for meeting.
c. List of items to be negotiated by requesting party.
d. Name of association officers.

2. A written reply shall be sent by the receiving party within 10 days to the official representative of the requesting party. This communication shall include:
   a. Date of writing.
   b. Recognition of request for a professional negotiations meeting.
   c. List of items to be negotiated by the receiving party.
   d. Time, place, and date of a mutually agreeable, initial negotiations meeting.

B. Negotiation Sessions

1. The first negotiation session shall be held within 15 days of the date listed on the initial request for negotiations.

2. Prior to the first negotiations meeting, an agenda will be made listing the item(s) submitted for negotiations by both the board and association. This shall be provided by the superintendent.

3. At the first negotiation session, the first item of business will be the approval of the agenda. Once approved by both negotiation teams, no new matters shall be introduced for consideration during the course of this negotiations meeting without mutual consent of both teams.

4. Negotiation meetings shall be in executive session.

5. During the course of negotiations, items agreed to shall be reduced in writing and initialed by the chairman of both committees, the vote recorded and set aside.

6. Secretarial assistance shall be provided for the negotiation meeting by the superintendent. Summary records of each session shall be kept and one copy for each negotiations team shall be provided within two days after each session.

7. Each negotiation team shall have no more than four (4) members.

8. Each negotiation team may use consultants as they feel essential in the course of negotiations.

9. No other person or persons shall be present during the negotiations meeting unless mutually agreed upon by members of both negotiations teams.

10. Either team may declare a recess when it appears that meaningful progress cannot be attained. A recess can only commence after mutual agreement for the time and place for the continuation of the negotiations has been determined and item agreement (see No.5) has been followed. A recess shall be for not more than three (3) school days, unless extended by mutual consent.

11 Either team may call for a caucus at any time. A caucus shall not be for longer than 30 minutes unless an extension is mutually agreeable to both teams.

12. The negotiations period-shall be for a period not to exceed 30 school days. All sessions are to be completed within this time period unless extended by mutual agreement.

13. Prior to and during the period of the negotiations meeting, the board and association agree to provide to the other, upon written request and in a reasonable time period, essential information as will assist the respective negotiations teams in developing intelligent, accurate, and constructive programs that will be in the best interest of all parties to foster a quality educational program.

14. Members of the respective negotiations team have the power and authority to negotiate, that is, to make proposals, consider proposals, and make concessions in the course of discussion.

15. All sessions of the negotiations meeting shall be in "good faith".

16. While negotiations are in progress, news releases shall be made only with mutual agreement of the negotiations teams. Said releases shall be in writing and each team shall have a copy of the statement prior to release.

17. Progress reports may be made to the represented bodies by either negotiations team at the discretion of the team.

18. During the course of the negotiations meeting, joint study committees may be created by mutual consent of the negotiations teams. Members of the study committee will be determined by members of the negotiation teams. The purpose and particular assignment shall be stated at the time the study committee is created as well as the time for a report of the findings.

C. Agreement Procedure

1. When agreement is reached on the items being negotiated, a final written copy shall be submitted to the association for ratification and then to the board at its next regular or special board meeting.

2. The final copy will contain the following:
    a. Terms of the provision
    b. Effective date of the provision

3. When approved by both parties, it shall be signed by their respective presidents and shall be entered into the official minutes of the board. Thereupon, the items agreed to shall constitute a revision of school policies. When applicable, provisions will be reflected in the individual contract or statement of conditions of service as submitted to employees.

4. Agreed to items shall remain in effect for the period of the negotiated agreement unless otherwise determined by mutual agreement.

D. Impasse Procedure

1. Responsibilities
   The parties pledge themselves to negotiate in good faith and, in the event agreement is not reached, to utilize in good faith such mediatory facilities as are provided.

2. Advisory Panel
   In the event that agreement is not reached within the specified time limit for the negotiations meeting or it is the opinion that the use of an impartial third party may resolve differences or impasse, either negotiations team may request the creation of an advisory panel. The advisory panel shall consist of three (3) members: one appointed by the board, one appointed by the association, and the third by the agreement of the first two appointees. If agreement cannot be reached by the first two members, the American Arbitration Association shall be contacted to appoint the third member of the panel.

3. Procedures Regarding Advisory Panel
    a. A written dated statement declaring impasse or requesting the creation of the advisory panel will be sent to the other party's official negotiation representative within five days of the last negotiations session.
    b. The advisory panel is to be selected within 15 days of the last negotiations session.
    c. Within 15 days from the last negotiations session, the advisory panel shall declare a meeting with the negotiations teams. At this meeting the following shall be provided by each team:
        i. An itemized list of issues to be covered by the panel.
        ii. A position paper on each item submitted for review, submitted by both teams.

iii. Clarification of issues and definitions.
iv. Establish a time when a panel report will be provided not to exceed 20 days from this meeting.

4. The advisory panel shall have the right to hold subsequent meetings with individuals deemed qualified in seeking a recommendation for resolving disagreement.

5. The advisory panel shall file a written disposition with each party within the 20 days allotted. Such findings shall be used by the negotiations teams to obtain mutual agreement to the issues under consideration.

6. If no agreement is reached between the negotiations teams within five days of the filing of the written disposition, the disposition shall be made public, be made available to the members of the association, and read into the minutes of the board.

7. The cost of securing an advisory panel shall be provided as follows:
   a. The board shall pay the expense of its party.
   b. The association shall pay the expense of its party.
   c. The board and association shall pay equally the expenses of the third party.
   d. Secretarial supplies and assistance shall be provided by the board and local association.

E. Provisions Contrary to Law

If any provision of this document or any application of the document to any certified person or persons shall be found contrary to law, then this provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force.

F. Agreement Duration

The agreement duration and effective dates of the agreement shall be listed in the negotiated contract.

G. Amendment Procedure

If either party desires to amend the procedures stipulated in this agreement, that proposal shall be submitted to the other party in accordance with procedures stated in this agreement.

H. Definitions

1. Board of Education - The local board of education duly elected by residents of the local school district to serve as the policy-making body of the local public schools.

2. Superintendent - The local superintendent, the chief executive officer of the local board of education and advisor to the board of education.

3. Instructional Staff - All persons recognized to be certified teaching employees by the local board of education and represented in professional negotiations by the association. This includes all certified employees of the local board of education who do not have evaluative authority with respect to hiring and firing of instructional staff and are eligible for membership in the association.

4. Sole & Exclusive Representative - The instructional staff granted such status, shall be recognized by the local board of education as the official voice of all members of the instructional staff, regardless of membership or non-membership in the organization. The exclusive representative shall further represent members of instructional staff regardless of race, color, creed, nationality, age, marital status, origin, or gender.

5. Negotiations - To confer, discuss, propose, consider, make concessions, and counter-proposals, in good faith, in an effort to reach mutual agreement on items under consideration. Such negotiations shall be conducted by representatives of the local board of education and the

association with authority to negotiate in "good faith." Final approval of any negotiated item shall be first by action of the association and then official adoption of the board.

6. Negotiations Meeting Period –The period of time beginning with the opening letter and ending with the signing of the contract.

7. Negotiations Session - The actual conferring by the representatives of the local board of education and the local education association.

8. Negotiations Team – The body of official representatives of the local board of education or the local education association.

9. Executive Session - A meeting with admittance to be limited at the discretion of the participants calling the meeting or the provisions for such a session as provided in this negotiations procedure.

10. Consultants - Advisors to the negotiations team. Individuals due to special training, experience, and talents having abilities to assist in clarifying points under consideration and to assist in resolving misunderstandings.

11. Recess - The period of time between negotiations session once the negotiation meeting has commenced. A negotiation session shall not be recessed for a period longer than seventy-two (72) hours, unless mutually agreed upon by both negotiation teams.

12. Caucus - A limited break in the negotiation session of not more than thirty (30) minutes.

13. Day - A calendar day.

14. Good Faith - The willingness to consider, propose, make concessions and counter-proposals in an effort to reach a mutually agreed position. Good faith does not mean that either negotiations team is given authority to make final commitment for the local board of education or the local education association.

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

16. Progress Report - Reports made to the local board of education or the local education association while negotiations are in process.

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

18. Advisory Panel – A party of three (3) persons, one representative of the local board of education, one representative of the local education association, and one person selected by the previously stated two persons, none of whom are to be members of the local board of education, or their employees. The purpose of the advisory panel is to study the negotiations proceedings leading to an impasse. The findings of the advisory panel are advisory only but should be given fullest consideration by the members of the parties involved.

19. Impasse -Disagreement, a deadlock on a given item being negotiated. Impasse is reached when no further change of position by the members of the negotiations teams is taking place and agreement is not reached.

20. Written Disposition -The findings and recommendation of parties used to resolve an impasse situation. Such a disposition is an advisory notice and should be given the greatest consideration by both the local board of education and the local education association in an effort to obtain agreement.

ARTICLE IV – TEACHING CONDITIONS

A. Teacher Days on Duty

1. The total number of teacher days on duty will be 184 as follows:
    a. 179 days - instructional days of school
    b. up to two (2) parent/teacher conference days
    c. up to three (3) days teacher work days

2. The minimum number of student days will be in the range of 170-175. Five calamity days will be allotted with make-up possibilities on Martin Luther King Day and Presidents' Day if those five days are exceeded prior to those respective holidays. If the 6th+ calamity day takes place after Presidents' Day, making up those day(s), for students, will be the decision of the superintendent in consultation with the administration and JCEA leadership.

3. If the number of calamity days rises above the allotted 5, then teachers will be expected to spend time at school either preparing for classes, attending professional development, collaborating with other teachers and/or performing other duties approved/assigned by the administration.

4. Teacher work day with students = 7.5 hours, Teacher work day without students = 7.0 hours

5. The guidance counselor position will start at 204 days. The minimum number of days for the guidance counselor will be 199 which does include P-T conference days and teacher work days.

B. Hours of Duty

On regular school days, hours of duty shall be 7 hours, 30 minutes daily. When school is delayed one or two hours, the reporting time for teachers will also be delayed one or two hours.

C. Parent/Teacher Conference Times

Parent teacher conference times and dates will be mutually agreed upon by the administration and JCEA. No stipends will be given for conferences that take place outside of the agreed upon times and dates. Additional requests for P-T conferences by parents and teachers are welcomed and should be set up at mutually accepted times and dates.

D. Conference Period/ Saturday School/ Summer School

1. A twenty-dollar ($20) stipend will be paid to any teacher who, upon request by the building principal, agrees to teach a class during his/her conference period or integrates another teacher's class into his/her own due to unavailability of substitutes.

2. An hourly rate of $30 per hour will be paid to any teacher who, upon request of the principal or administration, agrees to monitor students during Saturday School Detention. If there are no teachers willing or able to monitor, classified staff or substitute teachers could be approached and paid at the same rate.

3. An hourly rate of $30per hour will be paid to any teacher who, upon the request of the principal or administration, agrees to teach students during Summer School.

E. Superintendent Advisory Committee

1. Starting with the 2017-18 school year, the superintendent of schools will meet with representatives of the certified staff on a monthly basis or as needed during the months of September – April.

2. This committee is to be composed of the superintendent, a staff member from K-5, 6-8, and 9-12, and an agreed upon officer of the Jackson Center Education Association.

ARTICLE V – LEAVE OF ABSENCE

A. Sick Leave

1. Accumulation
    a. Sick leave will be granted according to ORC 3319.141 enacted by the Ohio Legislature and policies established by the Board. The law provides one and one fourth (1 ¼) days per month which is fifteen (15) days each calendar year of employment.
    b. Such sick leave shall accumulate to a maximum of two hundred twenty (220) days.
    c. Advancement in the event a certified/licensed staff member has not accumulated sick leave credits, an advancement of fifteen (15) sick leave days shall be provided in accordance with ORC 3319.141.
    d. Certified/licensed staff members employed by Jackson Center Local Schools who have previously accumulated sick leave from other systems can transfer-in no more than the maximum days in accordance with this agreement.

2. Use of Sick Leave
    a. Certified/licensed staff members may use sick leave for absences due to personal illness, pregnancy, recovery from childbirth, injury, exposure to contagious disease which could be communicated to other employees or to students, medical or dental appointments (when such cannot be scheduled during non-working hours), and for illness or injury to spouse, children (living in the employee's household or an adult child without a caregiver), or parents. Other potential cases are subject to the approval of the administration.
        i. Three (3) or more consecutive sick days for the same individual will require a doctor's note.
        ii. Suspected cases of abuse of sick leave will be investigated and could be grounds for termination.
    b. Maternity leave will be limited to 6 weeks for a normal birth and 8 weeks for a cesarean birth. Those 6 weeks will include Holidays, Christmas break, Thanksgiving etc. The use of sick leave due to pregnancy complications prior to or after birth of the child will follow normal request for sick leave procedures. Requests for more time off (exceeding the 6 or 8 weeks respectively) for normal births can be filed following FMLA standards, will not deduct from the employees sick leave accumulation, and will be unpaid.
    c. Paternity leave will be limited to no more than 5 consecutive school days. These 5 days will include Holidays, Christmas break, Thanksgiving etc. and excludes weekends. A father may use paternity leave for the labor, delivery and/or recovery of the mother of his child. Additional sick days may be granted due to unusual circumstances upon a request submitted to the principal and upon approval by the superintendent.

3. Bereavement
    a. For the death of an immediate family member, use of sick leave is limited to five (5) days.
        i. Immediate family will include: parents, spouse, child (biological, legal or adopted).
    b. Up to three (3) days of sick leave may be used to attend the funeral services of an extended family member.
        i. Extended family will include: Grandparents, grandchildren, sibling, mother-in-law, father in-law, son-in-law, and daughter-in-law.
    c. Up to one (1) day of sick leave may be used to attend the funeral services of an aunt, uncle, first cousin, niece, nephew, brother in-law, or sister in-law.
    d. Up to one (1) day of sick leave may be granted, at the discretion of the superintendent, for any person who does not fit the above definitions.
    e. Additional sick day(s) used for bereavement may be granted upon a request submitted to the principal and upon approval by the Superintendent.

4. Attendance Incentive
    a. Certified/licensed staff members will be reimbursed as follows:
        i. 0 Sick Leave Days and 0 Personal Days used $500
        ii. 0 Sick Leave Days and 1 Personal Day used $300
        iii. 0 Sick Leave Days and 2 Personal Days used $150
        iv. Excluded:
            -Maternity leave
            -Paternity leave (5 days)
            -Jury Duty
            -Bereavement
    b. Certified/licensed staff members may use up to 4 hours of flexible personal time. A sign out sheet will be used to track this time. After the initial 4 hours, any coverage needed will be tracked as partial absences to the ¼ day.
    c. Partial day absences will be calculated as:
        i. Absent 0-2 hours ¼ day
        ii. Absent 2-4 hours ½ day
        iii. Absent 4-6 hours ¾ day
        iv. Absent 6-8 hours 1 day
    d. In case of a school closing, any certified/licensed staff member on sick leave shall not be charged with use of any sick leave. If a partial day is counted as a student day, leaves will be charged as originally approved.

B. Personal Leave

1. Each certified/licensed staff member will be allowed three (3) days of absence during each school year without loss of salary for personal leave.

2. Personal leave may be used for any purpose at the discretion of the certified/licensed staff member.

3. Certified/licensed staff members may elect to carry over up to two (2) personal days each school year, and can only have five (5) personal days in any given year, which includes any carry over day. Such personal days will be non-cumulative.

4. The superintendent should receive requests for personal leave days for approval a minimum of five (5) school days in advance except in situations deemed as emergencies. The superintendent may make exceptions to the above guidelines.

5. In case of a school closing, any certified/licensed staff member on personal leave shall not be charged with use of personal leave. If a partial day is counted as a student day, leaves will be charged as originally approved.

6. Certified/licensed staff members who have used any amount of sick days will be paid eighty-five dollars ($85) for each unused personal day that they do not carry over.

C. Jury Duty/Court Leave

1. Jury Duty
   Certified/licensed staff members shall be granted jury duty leave during normal working hours provided that they are served with a formal request to participate in jury duty. Any compensation received by the certified/licensed staff member shall be endorsed and presented to the district treasurer.

2. Court Leave
   Certified/licensed staff members shall be granted court leave during normal working hours provided that they are served with a lawfully issued subpoena in a school-related matter. There will be no financial penalty attached to such service in any way, and such days shall not be deducted from any other leave days. Otherwise, personal or unpaid leave must be used for

personal court leave. Any unpaid leave considered for approval will be at the superintendent's discretion.

D. Military Leave

1. Military Leave up to Thirty-One (31) Days
   A certified/licensed staff member who is a member of the reserve component of the Armed Forces of the United States shall, upon application, be granted a leave of absence for military service up to thirty-one (31) days in one (1) calendar year, without loss of pay, as specified in O.R.C. §5923.05.

2. Extended Military Leave
   A certified/licensed staff member who leaves his/her teaching position to serve in the Armed Forces of the United States, as defined by O.R.C. §3319.14, shall be considered to be on special leave of absence, and he/she shall be entitled to return to the service of the District under the terms of pertinent statutes. Upon such return, the certified/licensed staff member shall be returned to service in the school without loss of professional or financial status.

ARTICLE VI – CONTRACTS

A. Teacher Contracts

1. Each certified/licensed staff member will receive a yearly notice. Said notice shall contain the following:
   a. Teacher's name
   b. District Name
   c. School year
   d. Type of Contract
   e. Years of service
   f. Education level
   g. Annual salary
   h. A Supplemental position(s) pay scale will be provided with the individual contract
   i. Signatures/Dates of President of the Board, Treasurer, Teacher

B. Eligibility for Continuing Contracts

1. Licensure
   a. Teachers with a professional license and a masters degree are eligible to apply for a continuing contract after their third year of teaching in the Jackson Center Local School District.
   b. The teacher must apply by September 1st of the year in which they wish to be considered for a continuing contract. A written application will include: Name of Teacher, Year Continuing Contract is Requested, Current Date, Signature of Applicant
   c. Teachers with a continuing contract previously granted in another Ohio school district may apply for a continuing contract by September 1st of their second year of teaching in the Jackson Center Local School District. The teacher must have a professional license and a masters degree to apply.

2. A teacher may or may not be granted a continuing contract during the term of a multi-year limited contract. The decision of the Superintendent in these situations is final and binding.

3. All language subject to state law.

4. Eligibility for continuing contracts will be subject to Ohio Revised Code 3319.08, 3319.11 and any subsequent legislation concerning continuing contracts.

C. Reduction in Force

1. Attrition

To the extent possible, the number of staff members affected and/or adversely affected by a reduction in force and the extent of such effects will be kept to a minimum by not employing replacements for employees who retire, resign, go on leave of absence for whose limited contracts are not renewed for reasons other than reduction in force.

2. Reasons for Reductions
   When the Board of Education determines that it is necessary to reduce the number of positions necessary as a result of lack of sufficient operating funds, decreased enrollment of pupils, meaning a lesser number of students in: (a) the entire district, (b) building or buildings within the district, and (c) a particular academic program or curriculum area of study, return to duty of regular teachers after leaves of absence, suspension of schools, or territorial changes affecting the district for financial reasons and/or any other reason set forth in ORC 3319.17.

3. Suspension of Contracts
   a. All teachers, who are to be part of the plan, shall have their contracts renewed and the Board shall then proceed to suspend contracts for the reduction in staff. For the purpose of this sub-section, a teacher is deemed a "part of the plan" if the sole reason for dissolving the employment relationship between the Board and such teacher is reduction in force (RIF).
   b. Procedure: If it is deemed necessary by the Board to reduce staff, the Board shall proceed to suspend contracts for teachers who have been evaluated in accordance with the evaluation procedure of this Agreement. Suspension of contracts shall be recommended by licensure/certification area and an order shall be based on the following:
      i. First, the Board shall handle staff reductions through normal attrition (early retirement, resignations, etc.).
      ii. Second, certified/licensed staff members shall be reduced first utilizing the following order:
         1. Licensure/Certification.
         2. Competency as determined by formal evaluation.
         3. When evaluations are comparable, seniority in the District shall prevail.
   c. Using the criteria in this provision, the District will establish the order in which members' contracts are suspended and will recall members in reverse order. The board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. O.R.C. §3319.17(C).

4. Seniority
   a. Every teacher's name shall appear in an Excel spreadsheet on a list which includes all his/her area(s) of certification and contract status. This list will be available upon request from the district administration. Those teachers who have more than one (1) area of certification shall have their name listed for each area for which they hold certification. Areas of certification shall be those areas in which the teacher is certified by the State Department of Education, on file in the Administrative or Treasurer's offices at the time the Board adopts the reduction in staff plan.
   b. Seniority is based on the length of continuous service of the school system which is not affected by authorized leave of absence. Seniority of teachers who resign and are subsequently re-employed shall begin at the date of re-employment.

5. Determination of Seniority
   Where two (2) or more teachers have joined the system at the same time, their names are arranged on the seniority lists based on the Board meeting at which they were hired. Those teachers employed on the same date shall use the date on their application form for seniority purposes.

6. Recall
   Seniority shall not be the basis for recalling a teacher, except when making a decision between Teachers who have comparable evaluations. O.R.C. §3319.17(C). Names of teachers whose

contracts are suspended due to a RIF shall be placed on a RIF list based on (1) licensure/certification; (2) competency as determined by formal evaluation; and (3) when evaluations are comparable, seniority in the district shall prevail. When there is an opening, the teacher who meets the above criteria for the position shall be restored by the Board at the same seniority, salary, and fringe benefits as he/she would have received if a RIF had not taken place, provided, however, such teacher shall not be granted service credit for salary purposes for such time such teacher's contract was suspended. No new teachers may be hired by the school system for any position as long as there is a teacher certified for the position on the RIF list.

7. Availability for Recall
    a. If an opening occurs, the Board shall notify teachers certified/licensed for the position to advise them of such position. It is the teacher's responsibility to keep the Board informed of his/her current contact information. A RIF list will be made available to the Association at all times. When a teacher's contract is suspended due to a RIF, the teacher's name will remain on the RIF list for a period of twenty-four (24) months, unless:
        i. The teacher requests to be removed from the recall list.
        ii. The teacher fails to respond within five (5) days to an offer of recall.
        iii. The teacher refuses an offer of recall to a position equal or more in time for which he/she is certified.
        iv. The teacher accepts a job in public education in Ohio.

D. Supplemental Contracts

1. Minimum Number of Students
    a. The administration, with the assistance of the athletic director and coaches, will establish for each sport open to students a minimum number of students needed to participate for that sport to be offered. Students must indicate their interest by the designated date for the school to proceed with that sport for that year. If the minimum number of students is not reached, the supplemental contract for any coach involved can be null and void.
    b. If for any reason, the number of students on a team falls below the minimum number established after the season has started, the administration will have the prerogative to discontinue that sport for the remainder of the year. In such a case, the remainder of the contract for the coach involved will be null and void. The coach will be paid for the portion of the contract worked.

2. Contract Expiration
    a. All certified employees assigned paid supplemental duties shall be issued written supplemental contracts.
    b. All supplemental contracts will automatically expire at the end of the contract period, and no non-renewal is required.
    c. When a teacher is to be rehired in the same position, a new contract will be issued for the new contract year.

3. Experience Steps
    a. After three (3) years of experience in a supplemental position, there will be a 10% increase in the supplemental pay; after six (6) years, a 25% increase. Example: Teacher Base Salary - $20,000.

	Golf, etc.	Baseball, etc.
Supplemental Position % of Base	5%	8%
Supplemental Pay	$1,000	$1,600
3-5 years experience - Add 10%	+ 100	+ 160
Total Pay	$1,100	$1,760
Supplemental Pay	$1,000	$1,600
6+ years experience - Add 25%	+ 250	+ 400
Total Pay	$1,250	$2,000

b. Experience of coaches and advisors at another school, in another sport, in the same sport at different levels or by participation in those activities at the collegiate level may be granted at the discretion of the superintendent in consultation with the administration.
c. The amounts of all supplemental contracts will be based upon the entry level salary of a first year teacher. A schedule will be provided to those performing supplemental positions.

ARTICLE VII – VACANCIES, TRANSFERS, AND ASSIGNMENTS

A. Vacancies

1. The superintendent shall post all vacancies via staff email when they occur in the Jackson Center Local School District. Vacancies are defined as positions open through resignation, retirement, non-renewal, addition, or termination.

2. If a vacancy occurs during the summer months, the superintendent shall send notification by means of email to each certificated/licensed staff member. Those not covered by this means will be notified by letter or phone by the superintendent.

3. A notice of vacancies shall be posted for a minimum of three (3) school days and existing certificated/licensed staff members will be given primary consideration as vacancies occur. Certificated/licensed staff will respond in writing within three (3) school days of the posting if they are interested in the position. The correspondence must be signed, dated and submitted to the superintendent. The hiring decision will not be made prior to the listed date three (3) school days after the end of the posting date.

4. In an emergency situation, the superintendent may fill a vacancy temporarily for a period of six (6) school days while a replacement is sought.

5. Decisions are based on the best interest of students, teachers, and the district.

B. Transfers & Assignments

1. Involuntary Transfer
   The superintendent shall assign certificated/licensed staff members as deemed necessary after consultation among superintendent, principal, and the certificated/licensed staff member.

2. Voluntary Transfer
   a. A certificated/licensed staff member may request a transfer to another building, grade level, subject area, or a newly created position. Such requests should be communicated through the annual intent form or submitted in writing to the superintendent following a vacancy.
   b. Should several applicants request the same position and all things equal, seniority in the school district shall be one of the deciding criteria.

3. Decisions are based on the best interest of students, teachers, and the district.

ARTICLE VIII – EVALUATION PROCEDURES

A. Evaluation

All evaluations must comply with ORC 3319.11 while using an instrument agreed upon by the board of education and the Jackson Center Education Association.

ARTICLE IX – GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is defined as an alleged violation, misinterpretation, or misapplication of the contract.
2. A grievant shall be defined as the person who was harmed by an alleged violation, misinterpretation, or misapplication of the contract by the board/administration. In the event the violation concerns a right granted to the association pursuant to this contract, the association may be a grievant.
3. Day as used in this procedure shall be a calendar day.

B. Procedure

1. Step One (Informal Complaint)
   a. Prior to the filing of a written grievance, the employee shall first request an informal discussion with the appropriate administrator to attempt to resolve the problem. The teacher may be accompanied at this level of the grievance procedure by a representative of the association if the teacher wishes said representation. The administrator may be accompanied by another administrator at this step of the grievance procedure if he or she desires.

2. Step Two
   a. If the discussion at step one of the grievance procedure does not resolve the teacher's complaint, the teacher may file a written grievance setting forth the specific provisions of the contract violated and the remedy which the teacher seeks for said alleged violation. This written grievance must be filed in writing with the administrator no later than fifteen (15) calendar days after the occurrence of the event upon which the grievance is based.
   b. Within seven (7) calendar days after the written grievance is received by the administrator, the administrator or designee shall meet with the teacher filing the grievance in an attempt to resolve it. The seven day limit will be extended one (1) day for each day the grievant and/or the administrator is absent for any reason or to a mutually agreeable date for any reason.
   c. The teacher may be accompanied at this level of the grievance procedure by a representative of the association if the teacher wishes said representation. The administrator may be accompanied by another administrator at this step of the grievance procedure if he or she desires.
   d. Within seven (7) calendar days after this meeting, the administrator shall present his/her decision in writing to the grievant and provide a copy to the association president.

3. Step Three
   a. If the grievant is not satisfied with the decision at step two of the grievance procedure, the teacher may appeal this decision to step three of the grievance procedure by filing a written appeal notice with the superintendent within seven (7) calendar days of receipt of the decision of the administrator at step two. The superintendent/designee shall set a mutually agreeable date for a hearing at step three, which date shall not be more than ten (10) calendar days after the superintendent's receipt of the written appeal from the teacher.
   b. The teacher shall be entitled to a representative of his/her choice at this meeting and the superintendent may have another administrator present at the hearing as well. The superintendent shall issue his/her written decision on the grievance within ten (10) calendar days of the hearing with a copy of the written decision being provided to the grievant and the association president.

4. Step Four (Arbitration)
   a. If the grievance is not resolved at step three of the grievance procedure, the teacher may appeal the decision through arbitration provided the grievant files a written notice of appeal to arbitrate the matter with the superintendent no later than seven (7) calendar days after the grievant's receipt of the superintendent's written decision at step three.

b. If this written appeal to arbitration is not filed with the superintendent within the time limits stated above, the grievance or dispute shall be null and void.
c. If a written appeal is filed by the grievant within the time lines provided above, the parties shall jointly request the American Arbitration Association to submit a list of seven (7) arbitrators to hear the grievance. The arbitrator shall be selected from this list in accordance with the rules of the American Arbitration Association and any subsequent lists if no satisfactory arbitrator is contained on the first list shall be conducted in accordance with the rules and procedures of the American Arbitration Association.
d. The arbitrator appointed to hear the grievance shall conduct a hearing at a mutually agreed upon date and shall limit his/her findings strictly to the application and interpretation of the contract provisions at issue. The arbitrator shall be limited in his/her review to the issue or issues submitted for arbitration and shall be without power or authority to make any decision which is:
    i. Contrary to, inconsistent with, modifying or varying in any way, the terms of this agreement or applicable law.
    ii. Limiting or interfering in any way with the powers, duties, and responsibilities of the board under Ohio law.
e. The arbitrator shall issue his/her decision in accordance with the rules of the American Arbitration Association. The decision shall be in writing and shall be binding upon the parties.
f. The costs for the services of the arbitrator shall be paid by the party against whom the arbitrator rules.

C. Miscellaneous Provisions

1. Any individual teacher or group of teachers shall have the right to present grievances to the administration without the intervention of the association, provided that any adjustment of grievances presented shall not be inconsistent with the terms of the agreement. Any adjustment shall be made known to the association president in writing within five (5) calendar days of said resolution.

2. An individual grievance may be withdrawn by the grievant at any time.

3. All grievance and arbitration hearings shall be conducted in executive session.

4. A copy of all documents, communications, or records pertinent to resolution of the grievance shall, upon request, be furnished to the grievant and the employer. The party requesting the document shall bear the cost of reproducing such materials.

5. Failure of the grievant to comply with any time limits set forth in the grievance procedure, including appealing a decision to the next step of the procedure within the time period provided, shall result in the withdrawal and dismissal of the grievance.

6. Failure of the administration to meet the time limits of the grievance procedure shall allow the grievant to proceed to the next step of the grievance procedure.

7. Any of the time limits set forth in this grievance procedure may be waived or changed by mutual agreement of the parties.

8. Grievance hearings shall be held outside of the regular school day unless otherwise mutually agreed.

9. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

ARTICLE X – ECONOMIC CONCERNS

A. Salaries

1. Salary increase

2024-25					
BA					
Year 0	$2,325				
Years 1-24	$2,525				
Years 25-28	$2,500	$2,475	$2,450	$2,425	
Years 29-35+	$2,350				
BA +150					
Year 0	$2,425				
Years 1-24	$2,625				
Years 25-28	$2,600	$2,575	$2,550	$2,525	
Years 29-35+	$2,450				
Masters					
Year 0	$2,625				
Years 1-24	$2,850				
Years 25-28	$2,825	$2,800	$2,775	$2,750	
Years 29-35+	$2,650				
Masters +15					
Year 0	$2,750				
Years 1-24	$2,975				
Years 25-28	$2,950	$2,925	$2,900	$2,875	
Years 29-35+	$2,775				

2025-26					
BA					
Year 0	$2,175				
Years 1-24	$2,375				
Years 25-29	$2,350	$2,325	$2,300	$2,275	$2,250
Years 30-35+	$2,175				
BA +150					
Year 0	$2,275				
Years 1-24	$2,475				
Years 25-29	$2,450	$2,425	$2,400	$2,375	$2,350
Years 30-35+	$2,275				
Masters					
Year 0	$2,475				
Years 1-24	$2,700				
Years 25-29	$2,675	$2,650	$2,625	$2,600	$2,575
Years 30-35+	$2,500				
Masters +15					
Year 0	$2,600				
Years 1-24	$2,825				
Years 25-29	$2,800	$2,775	$2,750	$2,725	$2,700
Years 30-35+	$2,575				

2026-27					
BA					
Year 0	$1,825				
Years 1-24	$2,025				
Years 25-29	$2,000	$1,975	$1,950	$1,925	$1,900
Years 30-35+	$1,825				
BA +150					
Year 0	$1,925				
Years 1-24	$2,125				
Years 25-29	$2,100	$2,075	$2,050	$2,025	$2,000
Years 30-35+	$1,925				
Masters					
Year 0	$2,125				
Years 1-24	$2,350				
Years 25-29	$2,325	$2,300	$2,275	$2,250	$2,225
Years 30-35+	$2,150				
Masters +15					
Year 0	$2,250				
Years 1-24	$2,475				
Years 25-29	$2,450	$2,425	$2,400	$2,375	$2,350
Years 30-35+	$2,275				

2. A budget based salary model has been used since the 2013-14 school year. Annual salary increases are added directly to the current individual's salary.

3. Education lanes will remain.
   a. After the MA degree, hours to be applied to the MA + 15 salary column must be graduate hours related to the education field and/or courses leading to an education certification or licensure area.

4. Ratios will remain for experienced employees to determine their base pay vs. lump sum payment.

5. If a staff member is eligible for a lump sum payment, it can be taken as a cash payment, a deposit into the employee HSA, or a deposit into a pre-existing employee annuity/retirement account. The lump sum option does not apply to employees working solely on supplemental, pupil activity, or stipend contracts.

B. Payroll Deduction

1. Payroll deduction for the Ohio Tuition Trust Authority will be authorized on an annual basis provided a minimum of ten (10) employees request it. The same guidelines shall apply as to other payroll deductions authorized in the board policy manual, such as United Way. This provision will be added to board policy, File: DLB, and added as Number 5 under United Way contributions.
2. Guidelines
   a. A minimum of ten (10) employees must authorize payroll deductions by the designated time for the program to be administered.
   b. Employees desiring payroll deduction for this program must sign an authorization sheet at least three (3) weeks prior to the first deduction.
   c. Authorized deduction will be made as stipulated by the employee (one time, two times, etc.) for the current school year.
   d. Employees authorizing payroll deduction must request a minimum of one tuition unit per deduction.

C. Educational Options Instructors

For teachers assigned educational option responsibilities, an annual stipend of $500 will be paid in May. Educational options are normally for classes with three (3) or fewer students registered or for courses not normally offered in the regular schedule. Educational options must be approved by the administration.

D. Required License and Background Check Fees

Starting with the 2017-18 School Year (August 1, 2017), the Jackson Center Board of Education will pay 100% for license renewal and background checks of certified staff members.

E. Severance Pay

Severance pay shall be calculated as per Board Policy, File: GCBD-R page 3 of 4, Number 9, and shall read "not to exceed a maximum of forty (40) days."

F. Super Severance

A super severance will be offered at the end of the school year during which the teacher completes 30 years of service as determined by the State Teachers Retirement System. This super severance will offer double the regular severance. Teachers eligible for this super severance must notify the school district by May 1 of their intent to retire at the end of the school year and take advantage of the Super Severance.

G. Insurance

1. Health Insurance
    a. All employees who are considered full-time are eligible for health insurance. Part-time employees hired after the date of this negotiated agreement are eligible for health insurance on a pro-rated basis.
    b. Full time Employees
        i. The board will pay 75% of the PPO insurance premium for all employees.
        ii. The board will pay 100% of the HSA insurance premium for all employees.
        iii. The board will contribute $550family/$350 single for startup of employee's HSA account.
        iv. The board will pay $1,100 (single) and $3,300 (family) for any employee not taking Health Insurance coverage for the 12 months of the policy year. Payment will be made at the end of the policy year.
    c. Part-time Employees
        i. Up to 3 hrs per day – 33% of the above rates
        ii. Over 3 hrs to 6 hrs per day – 66% of the above rates
        iii. Over 6 hrs per day – Full-time rates
    d. Plans will be as established and approved by the consortium.
    e. Deadlines for selection of the medical plan described, provisions for changing medical plans during the year, and other similar arrangements, administrative provisions, etc. will be subject to approval and/or determination by the consortium.

2. Dental Insurance
   The board of education shall provide dental insurance for all certified teaching employees. The board will pay 100% of the premium.

3. Liability Insurance
   The board of education shall provide liability insurance coverage for each certified teaching employee in an amount of not less than $1,000,000 per teacher.

4. Vision Insurance
   The board of education shall provide vision insurance which provides for an exam every 12 months and frames every 24 months. The board will pay 100% of the premium.

5. Life Insurance
   All employees will be provided a $20,000 term life insurance policy. The board shall pay 100% of the premium.

ARTICLE XI – REHIRING RETIRED TEACHERS

Teachers who have retired from the Jackson Center Local School District or from another school district in Ohio will be hired on a one year limited contract starting at the zero (0) years of experience level and at the degree column which is appropriate for their educational background (Bachelor's Degree, 150 hours,

Master's Degree, or Master's Degree + 15 hours). The regular salary schedule progression will then be followed for these teachers. The negotiated benefits package of the Jackson Center Local School District will be offered to these teachers. Subsequent contracts will continue to be one year limited contracts.

ARTICLE XII – APPROVAL

The foregoing constitutes an agreement negotiated between the Jackson Center Education Association and the Jackson Center Local Board of Education for the period August 1, 2024 through July 31, 2027. Both parties may modify this (3) year agreement only through execution in writing and by mutual agreement.

Signed: Date: 4/15/24

Alanna Lotz, President
Jackson Center Local Education Association

4/15/24

Brad Wren, President
Jackson Center Local Board of Education

ATTACHMENT A – CERTIFIED SALARIES FOR 2024-2027
ATTACHMENT B – SUPPLEMENTAL AND STIPEND COMPENSATION

JACKSON CENTER SCHOOLS
Certified Salary Schedule

2024-25 (YR 1 of 3)

Completed Yrs of Experience	Bachelors Degree			Bachelors +150 Hours			Masters Degree			Masters Degree +15		
		2024 25			2024 25			2024 25			2024 25	
	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary
0	$43,368	$2,325	$45,693	$45,108	$2,425	$47,533	$48,930	$2,625	$51,555	$51,285	$2,750	$54,035
1	$43,368	$2,525	$45,893	$45,108	$2,625	$47,733	$48,930	$2,850	$51,780	$51,285	$2,975	$54,260
2	$43,765	$2,525	$46,290	$45,512	$2,625	$48,137	$49,348	$2,850	$52,198	$51,712	$2,975	$54,687
3	$44,164	$2,525	$46,689	$45,815	$2,625	$48,440	$49,790	$2,850	$52,640	$52,163	$2,975	$55,138
4	$44,359	$2,525	$46,884	$46,016	$2,625	$48,641	$50,003	$2,850	$52,853	$52,385	$2,975	$55,360
5	$45,349	$2,525	$47,874	$46,970	$2,625	$49,595	$50,888	$2,850	$53,738	$53,212	$2,975	$56,187
6	$45,973	$2,525	$48,498	$47,585	$2,625	$50,210	$51,414	$2,850	$54,264	$53,665	$2,975	$56,640
7	$46,064	$2,525	$48,589	$47,679	$2,625	$50,304	$51,513	$2,850	$54,363	$53,769	$2,975	$56,744
8	$46,154	$2,525	$48,679	$47,772	$2,625	$50,397	$51,611	$2,850	$54,461	$53,871	$2,975	$56,846
9	$46,246	$2,525	$48,771	$47,960	$2,625	$50,585	$51,809	$2,850	$54,659	$54,079	$2,975	$57,054
10	$46,427	$2,525	$48,952	$48,336	$2,625	$50,961	$52,208	$2,850	$55,058	$54,496	$2,975	$57,471
11	$46,774	$2,525	$49,299	$48,667	$2,625	$51,292	$52,512	$2,850	$55,362	$54,778	$2,975	$57,753
12	$47,065	$2,525	$49,590	$48,940	$2,625	$51,565	$53,326	$2,850	$56,176	$55,006	$2,975	$57,981
13	$48,538	$2,525	$51,063	$49,940	$2,625	$52,565	$53,326	$2,850	$56,176	$55,006	$2,975	$57,981
14	$50,012	$2,525	$52,537	$51,466	$2,625	$54,091	$54,354	$2,850	$57,204	$55,853	$2,975	$58,828
15	$51,485	$2,525	$54,010	$52,962	$2,625	$55,587	$55,923	$2,850	$58,773	$57,465	$2,975	$60,440
16	$51,485	$2,525	$54,010	$52,962	$2,625	$55,587	$56,752	$2,850	$59,602	$58,690	$2,975	$61,665
17	$51,485	$2,525	$54,010	$52,962	$2,625	$55,587	$58,287	$2,850	$61,137	$60,531	$2,975	$63,506
18	$52,959	$2,525	$55,484	$55,572	$2,625	$58,197	$60,129	$2,850	$62,979	$62,374	$2,975	$65,349
19	$54,432	$2,525	$56,957	$57,230	$2,625	$59,855	$61,971	$2,850	$64,821	$64,215	$2,975	$67,190
20	$55,751	$2,525	$58,276	$58,732	$2,625	$61,357	$63,658	$2,850	$66,508	$65,903	$2,975	$68,878
21	$57,225	$2,525	$59,750	$60,390	$2,625	$63,015	$65,500	$2,850	$68,350	$67,744	$2,975	$70,719
22	$58,598	$2,525	$61,123	$61,948	$2,625	$64,573	$67,242	$2,850	$70,092	$69,486	$2,975	$72,461
23	$59,623	$2,525	$62,148	$63,136	$2,625	$65,761	$68,588	$2,850	$71,438	$70,821	$2,975	$73,796
24	$60,583	$2,525	$63,108	$64,253	$2,625	$66,878	$69,858	$2,850	$72,708	$72,075	$2,975	$75,050
25	$61,936	$2,500	$64,436	$65,787	$2,600	$68,387	$71,572	$2,825	$74,397	$73,791	$2,950	$76,741
26	$63,288	$2,475	$65,763	$67,321	$2,575	$69,896	$73,289	$2,800	$76,089	$75,506	$2,925	$78,431
27	$64,640	$2,450	$67,090	$68,856	$2,550	$71,406	$75,004	$2,775	$77,779	$77,222	$2,900	$80,122
28	$65,598	$2,425	$68,023	$69,968	$2,525	$72,493	$76,266	$2,750	$79,016	$78,471	$2,875	$81,346
29	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
30+	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
31	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
32	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
33	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
34	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256
35+	$66,332	$2,350	$68,682	$70,850	$2,450	$73,300	$77,290	$2,650	$79,940	$79,481	$2,775	$82,256

JACKSON CENTER SCHOOLS
Certified Salary Schedule

2025-26 (YR 2 of 3)

Completed Yrs of Experience	Bachelors Degree			Bachelors +150 Hours			Masters Degree			Masters Degree +15		
		2025 26			2025 26			2025 26			2025 26	
	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary
0	$45,693	$2,175	$47,868	$47,533	$2,275	$49,808	$51,555	$2,475	$54,030	$54,035	$2,600	$56,635
1	$45,693	$2,375	$48,068	$47,533	$2,475	$50,008	$51,555	$2,700	$54,255	$54,035	$2,825	$56,860
2	$45,893	$2,375	$48,268	$47,733	$2,475	$50,208	$51,780	$2,700	$54,480	$54,260	$2,825	$57,085
3	$46,290	$2,375	$48,665	$48,137	$2,475	$50,612	$52,198	$2,700	$54,898	$54,687	$2,825	$57,512
4	$46,689	$2,375	$49,064	$48,440	$2,475	$50,915	$52,640	$2,700	$55,340	$55,138	$2,825	$57,963
5	$46,884	$2,375	$49,259	$48,641	$2,475	$51,116	$52,853	$2,700	$55,553	$55,360	$2,825	$58,185
6	$47,874	$2,375	$50,249	$49,595	$2,475	$52,070	$53,738	$2,700	$56,438	$56,187	$2,825	$59,012
7	$48,498	$2,375	$50,873	$50,210	$2,475	$52,685	$54,264	$2,700	$56,964	$56,640	$2,825	$59,465
8	$48,589	$2,375	$50,964	$50,304	$2,475	$52,779	$54,363	$2,700	$57,063	$56,744	$2,825	$59,569
9	$48,679	$2,375	$51,054	$50,397	$2,475	$52,872	$54,461	$2,700	$57,161	$56,846	$2,825	$59,671
10	$48,771	$2,375	$51,146	$50,585	$2,475	$53,060	$54,659	$2,700	$57,359	$57,054	$2,825	$59,879
11	$48,952	$2,375	$51,327	$50,961	$2,475	$53,436	$55,058	$2,700	$57,758	$57,471	$2,825	$60,296
12	$49,299	$2,375	$51,674	$51,292	$2,475	$53,767	$55,362	$2,700	$58,062	$57,753	$2,825	$60,578
13	$49,590	$2,375	$51,965	$51,565	$2,475	$54,040	$56,176	$2,700	$58,876	$57,981	$2,825	$60,806
14	$51,063	$2,375	$53,438	$52,565	$2,475	$55,040	$56,176	$2,700	$58,876	$57,981	$2,825	$60,806
15	$52,537	$2,375	$54,912	$54,091	$2,475	$56,566	$57,204	$2,700	$59,904	$58,828	$2,825	$61,653
16	$54,010	$2,375	$56,385	$55,587	$2,475	$58,062	$58,773	$2,700	$61,473	$60,440	$2,825	$63,265
17	$54,010	$2,375	$56,385	$55,587	$2,475	$58,062	$59,602	$2,700	$62,302	$61,665	$2,825	$64,490
18	$54,010	$2,375	$56,385	$55,587	$2,475	$58,062	$61,137	$2,700	$63,837	$63,506	$2,825	$66,331
19	$55,484	$2,375	$57,859	$58,197	$2,475	$60,672	$62,979	$2,700	$65,679	$65,349	$2,825	$68,174
20	$56,957	$2,375	$59,332	$59,855	$2,475	$62,330	$64,821	$2,700	$67,521	$67,190	$2,825	$70,015
21	$58,276	$2,375	$60,651	$61,357	$2,475	$63,832	$66,508	$2,700	$69,208	$68,878	$2,825	$71,703
22	$59,750	$2,375	$62,125	$63,015	$2,475	$65,490	$68,350	$2,700	$71,050	$70,719	$2,825	$73,544
23	$61,123	$2,375	$63,498	$64,573	$2,475	$67,048	$70,092	$2,700	$72,792	$72,461	$2,825	$75,286
24	$62,148	$2,375	$64,523	$65,761	$2,475	$68,236	$71,438	$2,700	$74,138	$73,796	$2,825	$76,621
25	$63,108	$2,350	$65,458	$66,878	$2,450	$69,328	$72,708	$2,675	$75,383	$75,050	$2,800	$77,850
26	$64,436	$2,325	$66,761	$68,387	$2,425	$70,812	$74,397	$2,650	$77,047	$76,741	$2,775	$79,516
27	$65,763	$2,300	$68,063	$69,896	$2,400	$72,296	$76,089	$2,625	$78,714	$78,431	$2,750	$81,181
28	$67,090	$2,275	$69,365	$71,406	$2,375	$73,781	$77,779	$2,600	$80,379	$80,122	$2,725	$82,847
29	$68,023	$2,250	$70,273	$72,493	$2,350	$74,843	$79,016	$2,575	$81,591	$81,346	$2,700	$84,046
30+	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881
31	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881
32	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881
33	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881
34	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881
35+	$68,682	$2,175	$70,857	$73,300	$2,275	$75,575	$79,940	$2,500	$82,440	$82,256	$2,625	$84,881

JACKSON CENTER SCHOOLS

Certified Salary Schedule

2026-27 (YR 3 of 3)

Completed Yrs of Experience	Bachelors Degree			Bachelors +150 Hours			Masters Degree			Masters Degree +15		
		2026 27			2026 27			2026 27			2026 27	
	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary	Previous Year's Salary	Salary Increase	New Salary
0	$47,868	$1,825	$49,693	$49,808	$1,925	$51,733	$54,030	$2,125	$56,155	$56,635	$2,250	$58,885
1	$47,868	$2,025	$49,893	$49,808	$2,125	$51,933	$54,030	$2,350	$56,380	$56,635	$2,475	$59,110
2	$48,068	$2,025	$50,093	$50,008	$2,125	$52,133	$54,255	$2,350	$56,605	$56,860	$2,475	$59,335
3	$48,268	$2,025	$50,293	$50,208	$2,125	$52,333	$54,480	$2,350	$56,830	$57,085	$2,475	$59,560
4	$48,665	$2,025	$50,690	$50,612	$2,125	$52,737	$54,898	$2,350	$57,248	$57,512	$2,475	$59,987
5	$49,064	$2,025	$51,089	$50,915	$2,125	$53,040	$55,340	$2,350	$57,690	$57,963	$2,475	$60,438
6	$49,259	$2,025	$51,284	$51,116	$2,125	$53,241	$55,553	$2,350	$57,903	$58,185	$2,475	$60,660
7	$50,249	$2,025	$52,274	$52,070	$2,125	$54,195	$56,438	$2,350	$58,788	$59,012	$2,475	$61,487
8	$50,873	$2,025	$52,898	$52,685	$2,125	$54,810	$56,964	$2,350	$59,314	$59,465	$2,475	$61,940
9	$50,964	$2,025	$52,989	$52,779	$2,125	$54,904	$57,063	$2,350	$59,413	$59,569	$2,475	$62,044
10	$51,054	$2,025	$53,079	$52,872	$2,125	$54,997	$57,161	$2,350	$59,511	$59,671	$2,475	$62,146
11	$51,146	$2,025	$53,171	$53,060	$2,125	$55,185	$57,359	$2,350	$59,709	$59,879	$2,475	$62,354
12	$51,327	$2,025	$53,352	$53,436	$2,125	$55,561	$57,758	$2,350	$60,108	$60,296	$2,475	$62,771
13	$51,674	$2,025	$53,699	$53,767	$2,125	$55,892	$58,062	$2,350	$60,412	$60,578	$2,475	$63,053
14	$51,965	$2,025	$53,990	$54,040	$2,125	$56,165	$58,876	$2,350	$61,226	$60,806	$2,475	$63,281
15	$53,438	$2,025	$55,463	$55,040	$2,125	$57,165	$58,876	$2,350	$61,226	$60,806	$2,475	$63,281
16	$54,912	$2,025	$56,937	$56,566	$2,125	$58,691	$59,904	$2,350	$62,254	$61,653	$2,475	$64,128
17	$56,385	$2,025	$58,410	$58,062	$2,125	$60,187	$61,473	$2,350	$63,823	$63,265	$2,475	$65,740
18	$56,385	$2,025	$58,410	$58,062	$2,125	$60,187	$62,302	$2,350	$64,652	$64,490	$2,475	$66,965
19	$56,385	$2,025	$58,410	$58,062	$2,125	$60,187	$63,837	$2,350	$66,187	$66,331	$2,475	$68,806
20	$57,859	$2,025	$59,884	$60,672	$2,125	$62,797	$65,679	$2,350	$68,029	$68,174	$2,475	$70,649
21	$59,332	$2,025	$61,357	$62,330	$2,125	$64,455	$67,521	$2,350	$69,871	$70,015	$2,475	$72,490
22	$60,651	$2,025	$62,676	$63,832	$2,125	$65,957	$69,208	$2,350	$71,558	$71,703	$2,475	$74,178
23	$62,125	$2,025	$64,150	$65,490	$2,125	$67,615	$71,050	$2,350	$73,400	$73,544	$2,475	$76,019
24	$63,498	$2,025	$65,523	$67,048	$2,125	$69,173	$72,792	$2,350	$75,142	$75,286	$2,475	$77,761
25	$64,523	$2,000	$66,523	$68,236	$2,100	$70,336	$74,138	$2,325	$76,463	$76,621	$2,450	$79,071
26	$65,458	$1,975	$67,433	$69,328	$2,075	$71,403	$75,383	$2,300	$77,683	$77,850	$2,425	$80,275
27	$66,761	$1,950	$68,711	$70,812	$2,050	$72,862	$77,047	$2,275	$79,322	$79,516	$2,400	$81,916
28	$68,063	$1,925	$69,988	$72,296	$2,025	$74,321	$78,714	$2,250	$80,964	$81,181	$2,375	$83,556
29	$69,365	$1,900	$71,265	$73,781	$2,000	$75,781	$80,379	$2,225	$82,604	$82,847	$2,350	$85,197
30+	$70,273	$1,825	$72,098	$74,843	$1,925	$76,768	$81,591	$2,150	$83,741	$84,046	$2,275	$86,321
31	$70,857	$1,825	$72,682	$75,575	$1,925	$77,500	$82,440	$2,150	$84,590	$84,881	$2,275	$87,156
32	$70,857	$1,825	$72,682	$75,575	$1,925	$77,500	$82,440	$2,150	$84,590	$84,881	$2,275	$87,156
33	$70,857	$1,825	$72,682	$75,575	$1,925	$77,500	$82,440	$2,150	$84,590	$84,881	$2,275	$87,156
34	$70,857	$1,825	$72,682	$75,575	$1,925	$77,500	$82,440	$2,150	$84,590	$84,881	$2,275	$87,156
35+	$70,857	$1,825	$72,682	$75,575	$1,925	$77,500	$82,440	$2,150	$84,590	$84,881	$2,275	$87,156

JACKSON CENTER LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

$45,693 Entry Teacher 2024-2025

ACADEMICS

POSITION	Percentage of Entry Teacher	If **0-2** Yrs Experience	If **3-5 Yrs** Experience (+10% to 0-2 Yrs)	Total	If **6+ Yrs** Experience (+25% to 0-2 Yrs)	Total
Academia Advisor	3.00%	**$1,370.79**	$137.08	**$1,507.87**	$342.70	**$1,713.49**
Band Program	10.00%	**$4,569.30**	$456.93	**$5,026.23**	$1,142.33	**$5,711.63**
Class Advisor: Juniors & Prom	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Class Advisor: Seniors	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
Concessions	6.00%	**$2,741.58**	$274.16	**$3,015.74**	$685.40	**$3,426.98**
Destination Imagination	2.60%	**$1,188.02**	$118.80	**$1,306.82**	$297.00	**$1,485.02**
Drama Club	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Drama Club Assistant	2.50%	**$1,142.33**	$114.23	**$1,256.56**	$285.58	**$1,427.91**
Drama & Arts Tech. Support	1.50%	**$685.40**	$68.54	**$753.93**	$171.35	**$856.74**
Environmental Camp - Camp Wilson	2.50%	**$1,142.33**	$114.23	**$1,256.56**	$285.58	**$1,427.91**
FCCLA	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
Gifted	1.75%	**$799.63**	$79.96	**$879.59**	$199.91	**$999.53**
Honor Society	2.00%	**$913.86**	$91.39	**$1,005.25**	$228.47	**$1,142.33**
LPDC Advisor	2.50%	**$1,142.33**	$114.23	**$1,256.56**	$285.58	**$1,427.91**
Reading Prog. Coord	2.60%	**$1,188.02**	$118.80	**$1,306.82**	$297.00	**$1,485.02**
Resident Educator Mentoring	0.65%	**$297.00**	$29.70	**$326.70**	$74.25	**$371.26**
Science Fair	2.00%	**$913.86**	$91.39	**$1,005.25**	$228.47	**$1,142.33**
Special Education Coord.	6.50%	**$2,970.05**	$297.00	**$3,267.05**	$742.51	**$3,712.56**
Student Council: High School	2.00%	**$913.86**	$91.39	**$1,005.25**	$228.47	**$1,142.33**
Student Council: Junior High	1.50%	**$685.40**	$68.54	**$753.93**	$171.35	**$856.74**
Vocal Program	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Vocal Program: Show Choir	2.00%	**$913.86**	$91.39	**$1,005.25**	$228.47	**$1,142.33**
Web Master	2.60%	**$1,188.02**	$118.80	**$1,306.82**	$297.00	**$1,485.02**
Yearbook	7.00%	**$3,198.51**	$319.85	**$3,518.36**	$799.63	**$3,998.14**
		$38,473.51	$3,847.35	**$42,320.86**	$9,618.38	**$48,091.88**

** *All remaning academic stipens were converted to the supplemental schedule beginning in FY22.*

1. After three (3) years experience in a supplemental position, there will be a 10% increase in the supplemental pay; after six (6) years, a 25% increase

ex. Supplemental Base Pay		1,000	
3-5 years experience - add 10%		100	10%
	Total pay	1,100	

ex. Supplemental Base Pay		1,000	
6+ years experience - add 25%		250	25%
	Total pay	1,250	

2. Years of experience may include that gained while at another school, leading a different sport, leading the same sport at different levels in the program, playing at a collegiate level or other experiences considered relevant to the job.

JACKSON CENTER LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

$45,693 **Entry Teacher** **2024-2025**

ATHLETICS

AREA	ROLE	Percentage of Entry Teacher	If **0-2** Yrs Experience	If **3-5** Yrs Experience (+10% to 0-2 Yrs)	If **3-5** Yrs Experience Total	If **6+** Yrs Experience (+25% to 0-2 Yrs)	If **6+** Yrs Experience Total
Golf	Head Coach	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Cross Country	Head Coach	8.00%	**$3,655.44**	$365.54	**$4,020.98**	$913.86	**$4,569.30**
	Asst.	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Volleyball	Head Coach	12.50%	**$5,711.63**	$571.16	**$6,282.79**	$1,427.91	**$7,139.53**
	Varsity Asst.	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
	JV	7.00%	**$3,198.51**	$319.85	**$3,518.36**	$799.63	**$3,998.14**
	8th Grade	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
	7th Grade	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
Soccer	Head Coach	8.00%	**$3,655.44**	$365.54	**$4,020.98**	$913.86	**$4,569.30**
	Varsity Asst.	3.00%	**$1,370.79**	$137.08	**$1,507.87**	$342.70	**$1,713.49**
	JV	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Basketball: Boys	Head Coach	15.00%	**$6,853.95**	$685.40	**$7,539.35**	$1,713.49	**$8,567.44**
	Varsity Asst.	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	JV	9.00%	**$4,112.37**	$411.24	**$4,523.61**	$1,028.09	**$5,140.46**
	Freshman	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
	7th Grade	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	8th Grade	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	JH Asst.	2.75%	**$1,256.56**	$125.66	**$1,382.21**	$314.14	**$1,570.70**
Basketball: Girls	Head Coach	15.00%	**$6,853.95**	$685.40	**$7,539.35**	$1,713.49	**$8,567.44**
	Varsity Asst.	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	JV	9.00%	**$4,112.37**	$411.24	**$4,523.61**	$1,028.09	**$5,140.46**
	Freshman	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
	7th Grade	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	8th Grade	4.50%	**$2,056.19**	$205.62	**$2,261.80**	$514.05	**$2,570.23**
	JH Asst.	2.75%	**$1,256.56**	$125.66	**$1,382.21**	$314.14	**$1,570.70**
Cheerleading	Advisor - H.S.	6.00%	**$2,741.58**	$274.16	**$3,015.74**	$685.40	**$3,426.98**
	Advisor - J.H.	3.00%	**$1,370.79**	$137.08	**$1,507.87**	$342.70	**$1,713.49**
Baseball	Head Coach	8.00%	**$3,655.44**	$365.54	**$4,020.98**	$913.86	**$4,569.30**
	Varsity Asst.	3.00%	**$1,370.79**	$137.08	**$1,507.87**	$342.70	**$1,713.49**
	JV	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Softball	Head Coach	8.00%	**$3,655.44**	$365.54	**$4,020.98**	$913.86	**$4,569.30**
	Varsity Asst.	3.00%	**$1,370.79**	$137.08	**$1,507.87**	$342.70	**$1,713.49**
	JV	5.00%	**$2,284.65**	$228.47	**$2,513.12**	$571.16	**$2,855.81**
Track	Head Coach	8.00%	**$3,655.44**	$365.54	**$4,020.98**	$913.86	**$4,569.30**
	Varsity Asst.	4.00%	**$1,827.72**	$182.77	**$2,010.49**	$456.93	**$2,284.65**
Athletic Trainer	Athletic Trainer	6.00%	**$2,741.58**	$274.16	**$3,015.74**	$685.40	**$3,426.98**
Athletic Director	Lead	5.50%	**$2,513.12**	$251.31	**$2,764.43**	$628.28	**$3,141.39**
	Asst.	3.25%	**$1,485.02**	$148.50	**$1,633.52**	$371.26	**$1,856.28**
				$9,629.80		$24,074.50	

1. After three (3) years experience in a supplemental position, there will be a 10% increase in the supplemental pay; after six (6) years, a 25% increase

ex. Supplemental Base Pay	1,000	
3-5 years experience - add 10%	100	10%
Total pay	1,100	

ex. Supplemental Base Pay	1,000	
6+ years experience - add 25%	250	25%
Total pay	1,250	

2. Years of experience may include that gained while at another school, leading a different sport, leading the same sport at different levels in the program, playing at a collegiate level or other experiences considered relevant to the job.