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MASTER AGREEMENT

BETWEEN

THE

BOARD OF EDUCATION

PERRYSBURG EXEMPTED VILLAGE SCHOOL DISTRICT

AND

THE PERRYSBURG EDUCATION ASSOCIATION

Effective from August 1, 2024 through July 31, 2027

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ARTICLE I. ORGANIZATIONAL RIGHTS

A. Recognition

1. This Agreement is entered into by and between the Board of Education of the Perrysburg Exempted Village School District, hereinafter called the Board, and the Perrysburg Education Association, hereinafter called the PEA.

2. The Board recognizes the PEA, affiliated with the Ohio Education Association and the National Education Association, as the sole and exclusive bargaining representative for all full and part-time teachers as defined in this Master Agreement.

3. The Board agrees not to negotiate with any one of, or group of, the Members other than the PEA for the duration of this Master Agreement.

4. The Board agrees, in principle, not to sub-contract current PEA positions. Should the Board consider sub-contracting any bargaining unit positions, they agree to meet with the PEA in advance to discuss such considerations.

5. Neither the Board nor the Association shall discriminate against bargaining unit personnel on the basis of race, color, creed, national origin, sex, religion, disability, or for the exercise of rights protected by the Constitution of the United States and the laws of the State of Ohio.

6. Advances in technology may allow for the development of technologically innovative methods of instruction. The terms "Blended Learning," "Online learning" or "Distance Learning" as used herein refer to instruction where the Member and the student are separated geographically so that face to face communication is absent; communication is accomplished instead of by one or more technological media. No Member's contract shall be suspended under Article XVI (Reduction in Force) as a result of implementing such instruction. Nothing in this paragraph (A)(6) shall permit the Board to provide "blended," "online," or "distance learning" for a course or class that a member of the bargaining unit is teaching or in the previous school year taught if that member is still employed and is still licensed to teach. The PEA President will be notified of any potential virtual class/course changes within the District, including changes prior to each school year, mid-year, and any end of the year changes. This Paragraph does not apply to a virtual academy offered by the District, except that no Member's contract shall be suspended under Article XVI (Reduction in Force) as a result of offering such an academy.

B. Definitions

1. Board: 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.

2. Superintendent: The executive officer of the school district.

3. Member: For all full and part-time teachers: A person certificated and employed by the Board. This includes all classroom teachers, special teachers (art, reading, music, physical education, speech and hearing, CBI, special education), department heads, coordinators, school counselors, librarians, nurses, psychologists, hourly rated teachers, deans and all substitute teachers working more than sixty (60) days in the same teaching assignment. Excluded from this definition are administrators, intern psychologists, and casual substitute teachers.

4. Administrative Staff: Includes principals, assistant principal**s**, superintendent, and athletic director if paid as an administrator, or a person who fills a new position created by the Board of Education who has responsibility to hire, fire, evaluate, or to recommend such action as a part of the job description.

5. Agreement: This written Master Agreement.

C. Payroll Deduction

Payroll deductions will be continuous and provided without cost to the bargaining unit members for the following: a) Member dues, b) Credit Union, c) United Way d) Tax Sheltered Annuities, e) Insurance (life, dental, health, vision), f) EPAC and g) Others as agreed upon.

D. The PEA shall represent any professional staff member who is included as a "Member" in definition B-3 above. Each person included in this definition shall be represented by the Association equally and without discrimination, regardless of membership or non-membership in the PEA.

E. The Administration will provide a copy of this Master Agreement to all certificated staff members. Copies will be distributed by the PEA and/or the Administration. Whenever this Master Agreement requires the provision of copies or notice, an electronic copy or notice is sufficient unless the specific provision precludes copies or notices electronically.

F. There will be no reprisals of any kind taken against any Member by reason of his membership in the PEA or participation in any of its lawful activities.

G. Nothing contained herein will be construed to restrict or deny to any professional staff member's rights they may have under law.

H. Representatives of the Perrysburg Education Association are granted up to an aggregate of eight (8) days annually for conference purposes. The unused portion is not accumulative from year to year.

I. Long-term substitutes shall continue to be paid in accordance with Board policy and the Ohio Revised Code, i.e., after 60 consecutive days in the same assignment, long-term substitute teachers will be paid at the District's negotiated base salary (Step 0, B.S. on salary schedule). After the 60th consecutive day in the same assignment, long-term

substitutes will begin accumulating sick leave (Article XIII(E)) and will be eligible for personal leave (Article XIII(A)) and insurance benefits (Article XXV) in accordance with this Agreement. The one-year limited contracts of substitutes in the bargaining unit shall automatically expire at the end of the school year, without further action by or notice from the Board; this sentence supersedes O.R.C. 3319.11.

J. Reemployment of Retirees

1. When a teaching vacancy exists which the Board may fill by hiring a properly certificated teacher who was not already employed by the Board, the Board may consider an employee retiree for any such vacancy upon the recommendation of the Superintendent. A retiree is an individual who has attained service retirement status with the State Teachers Retirement System and is otherwise qualified by certification or license and background for public school teaching in Ohio.

2. A retiree shall be paid at her/his level of training and granted a maximum of three years' experience, regardless of the duration of her/his employment as a reemployed retiree and placed on step three (3) on the salary schedule.

3. A retiree shall receive a one-year limited contract which shall expire automatically at the end of the stated term. No notice of non-renewal is required. Continuation of employment of a retiree through offering a new one-year limited contract which automatically expires shall be at the discretion of the Board upon recommendation of the Superintendent. A retiree is not eligible for a continuing contract regardless of years of employment as a retiree with the Board. The parties specifically waive all rights for such employees pursuant to O.R.C. §§3319.11.

4. A retiree shall accumulate and use sick leave, but shall not be entitled to severance pay upon conclusion of the employment as a retiree.

5. Unless otherwise required by Ohio law, a retiree shall not be entitled to participate in medical insurance provided to other bargaining unit members but shall be eligible for dental and vision coverage.

6. A retiree shall not accumulate seniority in the bargaining unit.

7. This provision supersedes any differing or inconsistent terms of other provisions of the Master Agreement or of the Ohio Revised Code which pertain to teacher employment, including, but not limited to, provisions of the Agreement and Statutes pertaining to Member salary and salary schedule advancement, contract status, duration of contract, procedural requirements for non-renewal, evaluation requirements related to Member contract non-renewal, seniority and severance pay.

K. Documents

The Board agrees to supply the Association upon reasonable request within a reasonable time all public documents relating to financial, enrollment, budget, and other data necessary to prepare proposals for negotiations. The Board agrees to supply the Association with access to all Board policies and procedures, etc.

L. Use of Facilities

The Association and its representatives shall have the right to use school buildings before and after school hours for meetings, provided that special custodial services are not required and such use does not interfere with student or other school activities or operations. The Board may make a reasonable charge when custodial services are required. The Association must give the particular principal reasonable advance written notice of its desire to use a particular building and the date and time of any meetings.

M. Use of Equipment

The Association shall have the right to use school equipment, all technology, and communications equipment. The Association shall pay for the reasonable cost of such equipment and all materials and supplies incident to such use. The Association will hold the Board harmless for loss or corruption of data of the District due to the Association's use.

N. Official Business

1. Duly authorized representatives of the Association shall be permitted to transact official Association business with the Board on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations or activities.

2. Association representatives (Members) engaged during the school day on behalf of the Association in negotiations, mediation, bargaining grievances or arbitration with any representative of the Board shall be released from regular duties without loss of salary, if the administration or Board schedules or agrees to a meeting/conference for such purposes during the teacher workday. Such appearance(s) shall not be charged against any other leave in this Agreement.

O. Bulletin Boards and Use of Mail

The Association shall have the right to post notices of Association business on teacher bulletin boards in faculty planning rooms and use available campus mail service, school mail boxes and school e-mail for communications. At least one (1) member bulletin board shall be provided in each school building. The Association will hold the Board harmless for loss or corruption of data of the District due to the Association's use.

P. No Partisan Activity

In using Board premises, equipment or property under Sections (L), (M), (N), or (O) above, the Association and its agents and representatives shall not engage in partisan political activity and shall not promote, support, or oppose any candidate(s) for public office.

Q. Criminal Records Checks

All employees newly employed by the District shall be conditionally employed until the Board receives the results of a criminal records check from both the Bureau of Criminal Identification and Investigation and the Federal Bureau of Investigation. If such report indicates the individual does not qualify for employment as defined in Revised Code Section 3319.31 (B)(1), the individual shall be informed that he/she is being released from conditional employment and the reason, i.e., the report from Bureau of Criminal Identification and Investigation or the Federal Bureau of Investigation, for the release. No individual released from conditional employment under this section, nor the Association or any other agency or individual acting upon the conditional employee's behalf, shall have the right to bring a grievance or request arbitration or initiate any other legal proceeding to contest a conditional employee's release from conditional employment by the Board.

R. Association Release Time

The Association President shall be granted release time. If the President is a junior or senior high school teacher, she/he shall be released one (1) period per day in place of an assigned duty. If the President is an elementary faculty member, she/he shall be excluded from pre and post student day duties. It is understood that the President remains responsible for participating in activities relating to the education of students, including but not limited to IEP conferences, student credentialing, etc., that might be scheduled during such release time and that the President normally will remain in her/his assigned building during the release time.

In addition, if the Association President is an elementary or intermediate teacher, the President may use up to a total of ten (10) workdays per school year, for Association matters, within or outside of the District. The District will make good faith efforts not to assign non-teaching duties to the Association President during the workday, when possible.

S. Labor Management Committee

1. In the interest of sound labor/management relations, the Association leadership and Administration leadership will meet at agreeable dates and times for the purpose of discussing those matters outlined in (2) below. The parties agree to periodically engage in LMC training with the federal mediator.

2. Agenda - Some purposes for Labor/Management meetings may include:

i. Discuss the administration of this Agreement.
ii. Notify the PEA of meaningful and/or district-wide changes made by the Administration which may affect bargaining unit members.
iii. Discuss grievances which have not been processed beyond the final step of the grievance procedure, when such discussions are mutually agreed to by the parties;
iv. Disseminate general information of interest to the parties;
v. Give the PEA representatives the opportunity to share the view of their members and/or make suggestions on subjects of interest to their members;
vi. Discuss ways to improve efficiency and work performance; or
vii. Consider and discuss health, safety, and training matters.

ARTICLE II. MANAGEMENT RIGHTS

The Board retains all rights, which do not conflict with state and federal law, except as limited by the express and specific terms of this Master Agreement. In the event that the specific terms of this Master Agreement conflict with the rights of management, then the specific terms of this Master Agreement will be controlling.

ARTICLE III. NEGOTIATIONS PROCEDURES

A. Relation to Law

Negotiations will be governed by provisions of Chapter 4117 of the Ohio Revised Code except that the parties agree to follow the mutually agreed dispute resolution procedure contained in the Paragraph B and except that negotiations taking place during the term of the Master Agreement shall take place pursuant to the provisions of Paragraph D below.

B. Bargaining Process

1. Either the Association or the Board may initiate negotiations by letter of submission forwarded by the Association to the Superintendent or by the Superintendent to the President of the Association. In the absence of the Superintendent, requests shall be submitted directly to the Board President. The letter of submission must be forwarded to the other party by April 15 of the year in which this Agreement expires.

2. The parties shall hold their first negotiation session by May 1, unless a mutually satisfactory earlier or later date is agreed upon. At the initial session, the parties will exchange their complete proposals. Each proposal shall fully set forth that to which agreement is sought. Submission of topical listings will not be permitted.

After the initial session, proposals on new issues may not be submitted, except by mutual agreement.

3. Each negotiating team may consist of no more than seven (7) persons, one of whom may be a consultant or attorney. Either party may use a consultant or attorney as spokesperson for its team. No substitutes will be permitted without the consent of the other party. Prior to the completion of each negotiation session, a mutually agreeable time, place and date shall be set for the next negotiation session.

4. When the parties reach a complete tentative agreement the Agreement shall be presented to the Association for its approval. Upon ratification by the Association, the Agreement will be presented to the Board for adoption.

5. Unless otherwise mutually agreed by the parties, all costs and expenses, including payment of consultants, shall be borne by the party incurring the cost or expense.

C. Alternate Impasse Procedures

1. Pursuant to Section 4117.14 (C)(1) and 4117.14 (E) of the Ohio Revised Code, the parties have established the following mutually agreed-upon dispute resolution procedures. The parties further agree that all other sections of ORC 4117 and 4117.14 not specifically referred to in these procedures will apply.

2. The parties mutually agree that if a complete tentative agreement is not reached by May 31, either party may request the assistance of the Federal Mediation and Conciliation Service (FMCS). These negotiations in the presence of a Federal Mediator may be extended by mutual agreement. The parties are bound contractually to negotiate in good faith during the period before the FMCS personnel are available to work with the parties.

3. If a complete tentative agreement is not reached through the mediation process by June 30, either the Board or the Association may request that a fact-finding panel be created. Within fifteen (15) days after receipt of a request for a fact-finding panel, the parties shall appoint fact-finding panel members as follows:

   a. The Board shall select one member.

   b. The Association shall select one member.

   c. These two members will select a third member who will serve as chairperson. Should they fail to agree, the third party shall be obtained through the American Arbitration Association according to its voluntary rules and regulations, except that the list shall consist of seven (7) arbitrators with an office or residence in Ohio.

d. This panel will have the authority to call witnesses, hold hearings, and confer with any parties deemed advisable to effect a recommendation to the Board and to the Association.

e. All hearings by this panel shall be in closed sessions and no news releases shall be made concerning progress of the hearings until the written recommendations are issued.

f. The panel shall confer with both parties and shall submit a written report of its recommendations to the Board and the Association within fourteen (14) days after the chairperson is selected unless the Board and the Association agree to a later date. The fact-finding panel shall make recommendations for settlement of issues at any time during this fourteen (14) day period. The written recommendation of the fact-finding panel shall be presented within thirty (30) days of issuance to the Association and then to the Board for acceptance or rejection.

g. Each party will pay the expenses of its own representative on the panel. The expenses of the chairperson will be shared equally by the Board and the Association.

h. If agreement has not been reached by the conclusion of the thirty (30) day period for acceptance or rejection of the fact-finding report then the Association has the right to strike pursuant to provisions of ORC 4117.14 and the Board may exercise its rights.

D. Should either party seek to open negotiations during the term of the Agreement over a mandatory subject of bargaining not bargained during negotiations leading to this Agreement, that party must serve notice to negotiate to the other party. Upon receipt of the notice, the parties will bargain for not more than fifteen (15) calendar days. Should the parties reach impasse after fifteen (15) days of negotiations, the parties agree to submit all unresolved issues to mediation for a period of seven (7) days using the assistance of the Federal Mediation and Conciliation Service. Should agreement be reached and ratified by both parties, such agreement is incorporated into the current Agreement. If agreement is not reached, the Agreement will continue unchanged for its duration.

E. The PEA President will submit the names of the members of the negotiating team to the Superintendent.

ARTICLE IV. IMPLEMENTATION AND AGREEMENT

This Agreement will become effective upon its ratification by the PEA and the Board. It may be amended by mutual consent of both parties. A meeting to negotiate such amendment proposals shall be held not more than thirty (30) days following a written request for such meeting by either party. Negotiations shall be conducted in accordance with the procedures in this

Agreement, but such amendment proposals shall not be permitted during the negotiations period defined in Paragraphs B of Article III, above, except by mutual consent of both parties.

ARTICLE V. SEVERABILITY

Should any article, section or clause of this Agreement become unlawful, said article, section, or clause shall be deemed invalid except to the extent permitted by law, but all other provisions shall continue in full force and effect for the duration of the Agreement. The Board agrees to bargain with the Union over the impact of such unlawfulness and to bring the Master Agreement into compliance. Such bargaining shall occur under Article III(B).

ARTICLE VI. ASSOCIATION MEMBERSHIP

A. Payroll Deduction of Dues

The Board agrees to deduct from the pay of employees dues for PEA when so authorized by the employee and to remit dues to PEA/OEA monthly. Payroll deductions shall be continuous and shall continue for successive periods of one year, unless written notification of termination is received by the PEA and Treasurer. Association dues shall be deducted consistent with pay periods, between October and May.

B. Indemnification of the Board

1. The Association agrees to indemnify the Board, including its officers, members, employees, and agents, for any cost and liability incurred as a result of their implementation and enforcement of this Article provided that:

   a. The Board shall give the Association a twenty (20) day written notice of any claim made or action filed against the Board by a non-member for which indemnification may be claimed;

   b. The Association reserves the right to designate counsel to represent and defend the Board. However, this provision shall not prevent the Board from employing its own counsel (at its own expense) to assist in such representation. Furthermore, the Association agrees that counsel it designates to represent the Board shall accept and act upon the Board's reasonable instructions and recognize his/her primary obligation to his/her client, i.e., the Board. In no event shall the Association impose such representation upon the Board as will create or foster a conflict of interest;

   c. The Board shall give full and complete cooperation and reasonable assistance to the Association and its counsel at all levels of the proceeding;

   d. The Board shall permit the Association and/or its affiliates to intervene as a party;

e. Indemnification shall not be required if the Board intentionally or willfully fails (except pursuant to court order) to fulfill its obligation herein.

C. Fair Share

If during the term of this Agreement the decision in *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, No. 16-1466, 585 U.S. ___ (2018), is overruled, the provisions from Article VI regarding fair share shall revert to the provisions in the 2016-2019 Master Agreement.

ARTICLE VII. GRIEVANCE PROCEDURE

A. Definitions:

1. A grievance is defined as a claim by a Member, group of Members, or the Association to enforce its rights under the Agreement or on behalf of one or more Members (hereafter called the grievant) claiming that there has been a violation, misinterpretation or misapplication of the Master Agreement, policies and procedures that pertain to compensation, and terms and conditions of professional employment.

2. A day shall be defined as a school calendar day for which Members are compensated during the regular school year but Mondays through Fridays (other than federal holidays) during the summer vacation period.

3. It is expressly understood and agreed that member(s) of the bargaining unit may not file a grievance to contest some alleged mistreatment of that member(s) by the Association.

4. See Article X, Section E for Expedited Grievance Procedures pertaining to Teacher Evaluations.

B. General Provisions:

1. There shall be no reprisal against a person or persons who initiate or participate in a grievance according to the agreed-upon procedure.

2. A grievance may be withdrawn at any level without prejudice.

3. Time limits specified in the procedure may be altered by mutual agreement of the grievant(s) and Superintendent or Board of Education.

4. During all phases of the grievance process the PEA and/or its representatives have the right to be present.

5. The fact that a Member files a grievance shall not be utilized in denying promotions or for employment recommendations.

6. Hearings and conferences under this procedure will be conducted at a time and place, which will afford a fair and reasonable opportunity for all interested parties and witnesses to be present, provided that hearings before Step 5 shall not be conducted during the teacher work day.

7. The Association President and the Superintendent/designee may agree in writing that Steps 1 and 2 can be conducted with the Superintendent/designee and thus take the place of Step 3 when the grievance seeks a remedy for the Association as an organization or for all members of the bargaining unit. At any step, if the appropriate administrator/Superintendent or designee does not reply within ten (10) days or denies the grievance, the grievance may be advanced to the next step.

C. Step 1:

Within fifteen (15) days from the date of the event-giving rise to a grievance, the grievant shall complete the form in Appendix E and request an informal meeting with the appropriate administrator for the purpose of resolving the matter. The grievant shall indicate that the discussion will pertain to a possible grievance. If the grievant fails to request such meeting within fifteen (15) days after the grievant knew or should have known of the act or condition, on which the grievance is based, the grievance shall be considered waived.

D. Step 2:

If the grievance is not resolved at Step 1, the grievant shall, within five (5) days, present to the administrator with whom the grievance was initiated with a written explanation of the grievance, citing the specific section of the Master Agreement that has been violated and the relief sought.

Within ten (10) days of the receipt of such claim, the appropriate administrator shall render a decision on the grievance in written form, one copy of which will be sent to the grievant and a second copy will be sent to the President of the Association and the Superintendent.

E. Step 3:

If the grievant is not satisfied with the written decision of the appropriate administrator, the grievant shall, within ten (10) days of receipt of the decision, send a written request for a hearing before the Superintendent. In addition to the request, the grievant shall include the written explanation of the grievance originally submitted at Step 2. A copy of the request and the grievance shall be sent to the President of the Board of Education by the President of the Association. The grievant and the Superintendent or designee may each have a representative present at the hearing. The hearing will be held within ten (10) days of the Superintendent's receipt of the request. The Superintendent will render a decision on the grievance within ten (10) days of the hearing. The action taken

will be reduced to writing and copies sent to the grievant, the appropriate administrator and the President of the Board of Education.

F. Step 4: Mediation

If the Step 3 procedure does not resolve the grievance, the grievant, with the written concurrence of the Association, may within ten (10) days of receipt of the decision, send a written request to the Superintendent for assistance through the Federal Mediation and Conciliation Services (FMCS). Should the parties mutually agree to mediation, the parties will hold mediation as soon as practical following the selection of the mediator, but in no event more than thirty (30) calendar days from the appeal date unless mutually agreed upon by the parties. The grievant and the Superintendent or designee may each have representation present at the mediation. If no agreement is reached through the assistance of FMCS, the grievance shall advance to Step 5. Should FMCS not be available for mediation, the Board and Association will mutually agree on a mediator and share in fifty percent (50%) of the cost of mediation.

G. Step 5: Arbitration

If the Association is not satisfied with the Step 4 mediation, it may within thirty (30) calendar days of the Step 4 mediation, advance the grievance to arbitration by giving simultaneous written notice of such appeal to the American Arbitration Association and the Superintendent. Unless the parties mutually agree to expedited arbitration pursuant to the American Arbitration Association rules for expedited labor arbitration, the procedural format will be the American Arbitration Association Rules for Voluntary Labor Arbitration. The Arbitrator shall be selected and conduct an arbitration pursuant to the appropriate rules of the American Arbitration Association.

The Arbitrator shall render his decision in writing within thirty (30) days, or such additional time as the parties may in writing agree, after any grievance has been submitted to him and his decision, when so rendered as required by law, will be final and binding on the parties and may be enforced by any court of competent jurisdiction. The Board and the PEA will bear their own grievance process and arbitration expenses individually and share the Arbitrator's fee and expenses equally.

The jurisdiction and authority of the Arbitrator and his opinion and award will be limited to the interpretation of the written provisions of this Agreement. The Arbitrator shall have no authority to add to or to subtract from or in any way modify the terms and conditions of this Agreement.

In any arbitration proceeding where a question concerning the Arbitrator's jurisdiction over the grievance is raised, the Arbitrator will make a separate decision on the question of his jurisdiction. In his decision the Arbitrator will first rule upon the jurisdictional issues and, if he determines he has no jurisdiction, he will make no decision or recommendation concerning the merits of the grievance. Nothing contained herein will prohibit the Arbitrator from taking all evidence of the jurisdictional issues and merits of the grievance in a single hearing.

ARTICLE VIII. TEACHER CONTRACTS AND PAY PRACTICES

A. Regular Contracts

1. Individual contracts are between the Member and the Board but will be subject to the provisions of the Master Agreement.

2. Sequence of Limited Contracts

   The length of limited contracts that are offered to members will be as follows:

   a. First contract – one year

   b. Second contract – one year

   c. Third contract and each contract thereafter – two years

   d. Members enrolled in the Ohio Resident Educator Program will receive one-year contracts until they have successfully completed the program, at which time they will be eligible for a two-year contract.

3. Said contracts shall contain the following information:

   a. Name of the Member.

   b. Name of the school district and Board employing said Member.

   c. Type of contract, limited or continuing. If limited, the number of years the contract is to be in effect.

   d. Annual compensation to be paid.

   e. If limited, the number of days in the contract year and the beginning date. If continuing contract, number of days in the contract year will be contained in salary agreement.

   f. Anticipated subject(s) and/or grade(s) to be taught for the next school year and areas of certification and/or licensure. Enrollment fluctuation may change the assignments at any time.

   g. Provision for the signature and date of the Member being contracted, the Treasurer, and the President of the Board of Education.

4. Eligibility for Continuing Contract Status

   a. If a Member received his/her initial certificate or license prior to January 1, 2011, he/she shall be eligible for a continuing contract after completing 3 years with Perrysburg schools (at least 3 of the last five years, OR 2 years if tenure was granted elsewhere.)

b. If a Member received his/her initial license on or after January 1, 2011, the Member shall be eligible for a continuing contract 7 years after receiving their Resident Educator or initial license.

c. Member must have one of the following:

i. If the Member did not hold a masters' degree at the time of initially receiving a Members' certificate or an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license.

ii. If the Member held a masters' degree at the time of initially receiving a Member's certificate or an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules with the state board of education shall adopt.

d. A Member must meet the eligibility requirements for a continuing contract set forth in O.R.C. 3319.11(B) and 3319.08(D-F).

e. A member must send a letter requesting continuing contract status to the building principal *and* the Superintendent no later than October 1.

f. The Building principal must send a letter to the Superintendent recommending the Member for tenure. The Superintendent recommends a teacher eligible for tenure to the Board.

g. Under RC 3319.11, the superintendent has the option to recommend reemployment of a Member eligible for tenure under a one-time contract with reasons directed at professional improvement, only if the Board rejects, by ¾ vote, the superintendent's recommendation for tenure.

B. Pay Practices.

1. All Members shall be paid by direct deposit over 24 pays. Pay days will be the 5th and the 20th of the month. The Board will provide employees access to an online program that allows the employee to review miscellaneous payroll information.

2. Newly hired members whose first day of work in a school year is prior to the 15th of month will be paid for the first time on the 5th of the month following. Newly hired members whose first day of work in a school year is prior to the last day of the month will be paid for the first time on the 20th of the month following. Newly hired members shall be paid for their orientation day(s) at the PEA hourly rate. Such time will be submitted on timesheets and will be paid on the next payroll.

3. Salary Placement and Contract Status

For the purpose of this paragraph (B)(3), "day" means central office business day. In order to be eligible for new salary schedule placement, Members must supply the office of the Superintendent with written confirmation of their attainment of additional hours not later than ten days before the first work day of the year or ten days before the end of the first semester of the year. Original transcripts or a written form that is available at the Personnel office shall be completed by the university and submitted to the Personnel office at least ten (10) days before the first work day of the year or ten days before the end of the first semester of the year. Additional hours which entitle the Member to advance on the salary schedule shall be made effective with the first pay of each semester, provided the notice has been given within the timeline set forth above. Members who believe they will be eligible for consideration for continuing contract status (tenure) pursuant to the guidelines listed below, must advise the office of the Superintendent and the building principal of that fact by October 1st. Failure to so advise the office of the Superintendent by that date will result in a waiver of the Member's right to be considered for continuing contract until the following school year.

C. Extended Time Allowance

Members of the bargaining unit assigned to positions as District Pre-K-12 school counseling personnel and (when part of the unit) school psychologists or other members of the bargaining unit required in writing by the Superintendent's office to work beyond the regular school year will be issued supplemental contracts for services beyond the regular Member work year. Such contracts shall provide compensation for such services at the member's regular per diem rate for each full day of extended service. The number of extended days may vary from year to year. Extended time days shall occur on nonscheduled work days (Monday through Friday). Other services beyond the regular school year performed by a bargaining unit member which is not required in writing by the Superintendent's office shall be compensated at the established hourly rate for such hours as are approved by the Superintendent's office.

D. Supplemental Contracts

1. Supplemental contracts will be entered into with each professional staff member who is to perform duties which are in addition to such professional staff member's regular duties and for which compensation is authorized. Such contracts will be limited contracts. Each applicant for a supplemental position will be rated using a maximum scale of 100 points, with 5 added points awarded to any applicant who is a Member in the District. The position will be awarded to the applicant with the highest number of rating points, including the added 5 for unit members.

2. In addition to specifying additional duties, said contracts will include all information except item F stated in Section A3, above.

3. Members performing seasonal activities supplementals have the option of a lump sum payment upon completion of the seasonal activity or payment in accordance with the following schedule; if the option of a lump-sum payment is chosen, a separate payment will be issued for payment of such supplemental contract with the following provisions:

   a. Full year activities – Members performing full year activities will have the option of spread pays or a lump sum payment at the completion of the supplemental, or they may opt to have their pay spread over the entire contract year. For those choosing to spread their pay, the first day shall begin within 30 days of the member submitting their signed contract to the Treasurer's office. Notification of the member's choice of pay must be noted on the contract and returned to the Treasurer's office by September 1. If no notification is received, the Member will be paid in accordance with the lump sum payment option.

   b. Fall activities – pay starts with the first payroll on or after September 5 and continues for four additional pays. Notification must be received in the Treasurer's Office by the first day of school. For the lump sum option: verification forms for fall activities are due by November 15. A separate payroll will be run on or about December 5th of each year to pay all fall supplementals. Should a Member miss the deadline to submit the verification form with supervisory approval for payment, the supplemental pay will be included in the Member's next regular paycheck following submission of the completed verification form, or at the Member's request, held until the next supplemental lump sum payroll date.

   c. Winter activities - pay starts with the first pay on or after November 5 and continues for four additional pays. Notification must be received in the Treasurer's Office by October 15. For the lump sum option: verification forms for all winter activities are due by March 15. A separate payroll will be run on or about April 5 of each year to pay winter supplementals. Should a Member miss the deadline to submit the verification form with supervisory approval for payment, the supplemental pay will be included in the Member's next regular paycheck following submission of a completed verification form, or, at the Member's request, held until the next supplemental lump sum payroll date.

   d. Spring activities – pay starts with the first pay on or after March 5 and continues for four additional pays. Notification must be received in the Treasurer's Office by February 15. For the lump sum option: verifications forms for all spring activities are due to be submitted to the Treasurer's office by June 1. A separate payroll will be run on or about June 20 of each year to pay spring supplementals. Should a Member miss a deadline to submit the verification form with supervisory approval for payment, the supplemental pay will be included in the Member's next regular paycheck following submission of a completed verification form,

or, at the Member's direction, held until the next supplemental lump sum payroll date.

e. Summer activities – pay starts with the first pay on or after June 5 and continues for four additional pays. Notification must be received in the Treasurer's Office by May 15. For the lump sum option: verification forms for all summer activities are due to be submitted to the Treasurer's office by September 1. A separate payroll will be run on or about September 20 of each year to pay summer supplementals. Should a Member miss a deadline to submit the verification form with supervisory approval for payment, the supplemental pay will be included in the Member's next regular paycheck following submission of a completed verification form, or, at the Member's direction, held until the next supplemental lump sum payroll date.

4. The Superintendent/designee periodically will provide the PEA President with information regarding the status of supplemental contracts, including the number of contracts and vacant or newly filled positions. This information is also available upon request of the PEA President.

5. Members may elect to split a single supplemental contract, as long as the total amount does not exceed the amount set forth in the supplemental salary schedule for the position.

E. Supplemental Review Committee – Ground Rules

1. A Supplemental Review Committee (SRC) shall be appointed by the Board of Education and the Perrysburg Education Association. Appointments shall be for the length of the Master Agreement, unless the appointee no longer meets the criteria established for his/her appointment. Replacements shall be made in the same manner as used for the original appointments.

2. The committee shall consist of eight (8) working members:

a. Four (4) members shall be appointed by the President of the association to include

One (1) Elementary staff member

One (1) Intermediate staff member

One (1) Jr. High staff member

One (1) High School staff member

At least 50% of the PEA members should hold a supplemental. At such time that an appointee no longer meets the criteria for his/her appointment, the President of the Association will name a replacement, using the criteria

required to maintain the balance of positions as indicated above.

b. Four (4) members shall be appointed by the Superintendent to include:

Athletic Director

Two (2) Principals

Superintendent/designee

3. The SRC will be responsible for making a recommendation to the Superintendent, after reviewing requests submitted by Members and administrators for:

a. Adding a position

b. Deleting a position

c. Moving a supplemental on the supplemental salary schedule.

d. Creating or revising job descriptions.

4. The Superintendent, upon receipt of the SRC recommendations, shall consider said recommendations and take action within ten (10) days of receipt of such recommendations. The Superintendent shall provide the SRC with his/her written decision regarding the recommendations with supporting rationale.

5. If four or more members of the committee are not satisfied with the Superintendent's rationale, the matter may be submitted to the Board for final consideration.

6. The SRC shall adopt its own procedures and meeting dates.

F. LPDC (Local Professional Development Committee)

The LPDC shall determine its rules for voting, planning or other organization issues that are in compliance with the Ohio Revised Code.

Compensation for members appointed by PEA at .08, with .12 for the chair on the index supplemental schedule. The LPDC is recognized as the district's liaison with the State regarding licensure, and is the only path through which Members may renew their licenses.

When placing or replacing PEA members for any committee receiving compensation, the PEA Executive Board will make recommendations, not appointments to the Superintendent for hire.

G. Job Sharing

1. Two Members who are qualified and certified/licensed for the same position may be granted the opportunity to share a job upon recommendation by the Superintendent.

2. Job sharing shall refer to a voluntary option available for two unit members in like job classifications (certification) to share one (1) full-time position. Priority for job sharing opportunities shall be given to unit members on a "first come, first served" basis.

3. The Superintendent may designate grade levels and buildings at which job sharing opportunities may be available and may limit the number of job sharing opportunities, District-wide. Job sharing must conform to and last the full school year unless approved for modification by the Superintendent.

4. The salary of the job-sharing Member shall be the percentage of that Member's salary as set forth in this Agreement, which represents a percentage of the job that the Member performs. For example, if two (2) Members equally share a position, each Member will be paid 50% of the salary she/he would otherwise earn.

5. Job sharing Members will have the option of paying fifty percent (50%) of all insurance premiums at the established rate.

6. All sick leave and personal leave days are accrued and accumulated at the same percentage as job-sharing Members will be working (e.g. 50%=7.5 sick days and 1.5 personal days per year).

7. Each job-sharing Member shall be credited with a full year of seniority and a full year of credit for placement on the salary schedule for each year they participate in a job sharing position.

8. Unit members interested in job sharing for an upcoming school year can request a meeting with the building principal and Superintendent to discuss job-sharing opportunities. It shall be the primary responsibility of the unit member seeking a job sharing opportunity to find an acceptable job-sharing partner. No unit member shall be required to job share or be involuntarily assigned or transferred for the purpose of job sharing.

9. To be considered for job sharing, the interested Members must submit a written proposal to the Superintendent no later than April 1 of the school year preceding the school year in which the job share will be implemented. The proposal must include a letter to the building principal and a copy to the Superintendent, requesting that the unit members' contracts be reduced, and detail the specific position which will be shared, and how the proposed arrangement will work. The proposal must detail how the unit members' educational philosophies are compatible and how they will share a full-time equivalent load of performance

responsibilities for attendance, and participation in in-service meetings, staff meetings, team meetings, material selection meetings, IEP meetings, etc.

10. Unless there is a different agreement between the Members and the principal, job-sharing Members at the elementary buildings shall split the day equally, and at the intermediate, junior high school, and high school shall divide assignments and number of periods equally.

11. The administration will attempt to comply with the wishes of the job-sharing Members regarding scheduling, but reserves the right to schedule working hours and classes as needed.

12. Each job-sharing Member's workday will be 3.75 hours. Both Members must attend scheduled parent conferences.

13. Other staff will not be required to assume any responsibilities of the job-sharing Members.

14. Between them, the job-sharing Members shall be responsible for performing a full time equivalency of instructional and supervisory assignments, including committee assignments and attendance at staff meetings, team meetings, materials selections meetings, in services, IEP meetings, etc. The job-sharing Member attending one of the above listed meetings shall solicit the view of his/her partner in advance of the meeting so the absent partner's views are able to be presented and shall be responsible for sharing the meetings results with the partner. Unless circumstances require the attendance of both Members at a particular meeting, for example certain IEP meetings, or student staffings, attendance by one of the pair will satisfy this requirement.

15. At the end of each grading period, the job-sharing partnership will be reviewed, or more often if necessary by the building principal or his/her designee and the Superintendent, to ensure that the Members involved in the job share are performing their duties at expected standards. Key considerations will be:

    a. The partnership work schedule does not interfere with normal interactions with supervisors, fellow employees, parents and students;

    b. The partnership schedule does not adversely affect the ability of other employees and/or students to perform their work;

    c. The partnership ensures their accessibility to staff who maintain full-time hours;

    d. Leave (professional, personal and sick leave) have been handled in the same manner as prior to the job-sharing partnership; and

    e. The partnership is following the agreed upon work schedule.

16. Inadequate availability, reduced work production and/or work quality may be cause for modification or termination of the job-sharing partnership. If a recommendation is made that a job-sharing partnership be terminated and returned to one-full time position prior to the end of the school year, the individual Member's seniority will be considered in deciding who will be given the option of remaining in the position on a full-time basis. The job-sharing Member who does not remain in the full time position in this case shall be subject to layoff and recall procedures outlined in Article XVI of the Master Agreement. If neither Member desires full time employment, the position may be posted and the both Members in the job-share will be subject to lay-off procedures. In no event shall a Member who is/was job sharing displace another Member prior to the end of the school year.

17. By April 1 of each school year, the Members involved in a job-sharing partnership must notify the building principal(s) and Superintendent in writing whether they wish to continue the job-sharing arrangement for the next school year. If the Members decide to dissolve the job-sharing arrangement at the conclusion of the academic year, each job-sharing Member may choose to apply for any available full-time position or have the option of resigning from the system.

18. By March 31, the Members involved in job sharing and the building principal will review the job-sharing program and the specific job-sharing arrangement. At this time the Members should offer their input on improving the job-sharing program for the next academic year along with their requests for time scheduling.

19. Non-job share Members on the recall list must be offered positions before job-sharing Members can be offered full-time contracts.

20. If during the school year one of the job-sharing Members becomes unable to continue the job-sharing arrangement, that Member shall give a four-week notice to the building principal and Superintendent, unless an emergency necessitates immediate change and the remaining job sharing Member shall fill the fulltime position for the remainder of the school year. The other job-sharing Member will use appropriate leave provisions as outlined in the Master Agreement.

21. Job-sharing Members shall be subject to all other provisions of the Master Agreement.

ARTICLE IX. JOB OPENINGS

A. All Member vacancies will be emailed to all Members and posted on the Perrysburg web page at the beginning of the posting period. When posting externally, no specific grade or class will be listed until internal assignments or transfers have occurred. Time between posting and consideration for the position shall be at least five (5) working days or, between the last contract day of one school year and the first contract year day of the next school year, seven (7) calendar days.

B. If there is a vacancy in a specific building, the principal will notify the staff via the building conference email. Interested staff members will have three (3) days notification to provide written interest of a reassignment to that building principal. These three (3) days run concurrently with the five (5) working days described in Paragraph (A). An electronic notification shall be sent to that Member from Human Resources as acknowledgement of receipt.

C. Any Member interested in moving to a new position in a different building must initiate the transfer request in writing through the internal application process to the Executive Director of Human Resources and the building principal. An electronic notification shall be sent to that Member as acknowledgement of receipt.

D. Requests for reassignments or transfers will be considered before any vacancy is filled by a new employee. The Board agrees to give due consideration to the professional background and attainments of all applicants for job openings. All current Members applying for a posted position shall be afforded an opportunity for an interview.

E. The Board agrees to meet upon the request of the PEA President in March of each year with the PEA Leadership to review staffing needs for the following school year.

F. The procedure outlined above will not restrict the Board from going outside the system in an effort to find the best-qualified candidate available.

G. No vacancy will be filled except in compliance with the above procedure.

H. Notice of transfer from one building to another or reassignment within the same building will be given to Members whenever possible prior to June 1 preceding the school year in which the transfer is to take place.

I. In case of an involuntary reassignment, the following procedure will apply:

1. Should a Member be subject to involuntary reassignment, a conference will be held with the Member and the reassigning administrator; a PEA representative may attend. The reason for the reassignment will be explained to the Member.

2. An involuntary transfer may not be for arbitrary, capricious, or unreasonable reasons or in retaliation for the Member's exercise of protected rights.

3. Procedures for transfer (Section J of this Article) shall apply to involuntary transfers.

J. A Member who applies for but does not receive a new position (different grade level or building) will be offered a chance to meet with the Superintendent to receive the reasons for the denial of the Member's request for a new assignment. A PEA representative may attend, as may another administrator at the invitation of the Superintendent. Such denial may not be for arbitrary, capricious, or unreasonable reasons or in retaliation for the Member's exercise of protected rights.

K. Definitions

VACANCY - An unoccupied certificated staff position, an open position for purpose of transfer, or a newly created position that has been determined to be filled.

TRANSFER – Building to building if there is a change in the primary assignment.

REASSIGNMENT – A change in grade level or department within the same building (K-12).

L. Classroom Movement

Members whose classroom assignments have changed are expected to pack all of their personal belongings. Actual movement of personal belongings as well as District materials from one location to another will be the responsibility of the District with any additional help required for such activity to be paid at an appropriate classified employee rate.

ARTICLE X. MEMBER EVALUATION

A. OTES 2.0

The following policy applies to District employees who meet one of the following categories and are not substitutes or adult education instructors and who spend at least 50% of his/her time providing content-related student instruction:

- A Member working under a license issued under Ohio Revised Code (ORC) Sections 3319.22, 3319.26, 3319.222 or 3319.226; or
- A Member working under a permanent certificate issued under ORC 3319.222 as existed prior to September 2003; or
- A Member working under a permanent certificate issued under ORC 3319.222 as it existed prior to September 2006; or
- A Member working under a permit issued under ORC 3319.301.

- The district has elected to evaluate “Accomplished” members once every three (3) years consistent with ORC 3319.111.
- The district has elected to evaluate “Skilled” members once every two (2) years consistent with ORC 3319.111.
- The district has elected to evaluate “Developing” and “Ineffective” members annually consistent with ORC 3319.111.

1. Observation and Evaluation Procedures

Formal observations will include an entire lesson or class period of at least thirty (30) minutes.

Evaluators in evaluation documentation (formal observations, documented walkthroughs and summative evaluations) shall rely only on school records or substantiated information. Members shall have ten (10) school calendar days beyond the observation conference to present evidence to support/refute classroom observations. The evaluator will be considered to have met the deadlines of this Article if the evaluator completed his/her responsibilities timely but altered, amended or supplemented his/her evaluation activities or documentation based on the Member's presentation.

2. Timeline and Annual Deadlines

a. Formal Observation Timelines

No formal observation shall be made during the first ten (10) student attendance days of the year or ten (10) school calendar days from date of hire, whichever comes later.

A pre-observation conference shall occur before the formal observation, if requested by the evaluator or Member. The evaluator and Member will mutually agree on the date and time for any pre-observation conference. Each formal observation shall be followed by a conference at which time a written observation report will be given to the Member. This conference will take place within five (5) school calendar days of the formal observation. There should be at least fifteen (15) school calendar days between formal observations, unless the Christmas/New Year's break intervenes, in which case at least ten (10) school calendar days.

b. Documented Walkthroughs.

The evaluator shall conduct at least two (2) documented walkthroughs for purposes of the annual evaluation. A copy of the document summarizing the time, date, and comments on the walkthrough shall be given to, or sent to the Member in written form within seven (7) school calendar days after the walkthrough. Each documented walkthrough must consist of no more than thirty (30) minutes in the Member's classroom.

c. The timelines stated in paragraphs (2) (a), (b) and (d) (except for May 1) shall be reasonably modified by the evaluator due to the absence(s) of the Member or evaluator with the mutual agreement of the Member, which agreement shall not be unreasonably withheld.

d. Formal Classroom Observation Deadlines.

The annual deadlines for conducting formal classroom observation are as follows:

For Limited Contract and Continuing Contract Members:

-the first observation will take place by the end of the first semester.

-the second (and third if required) observation will take place by May 1 unless the evaluator intends to recommend nonrenewal, in which case the second and third observations will take place by April 15.

For "Accomplished" Members and "Skilled" Members not formally evaluated:

-the observation will take place by May 1st.
-the conference with the teacher shall be held prior to May 1st.

e. Evaluation Summary Deadlines:

No Member shall be subject to more than one (1) evaluation cycle per school year.

The evaluation shall be completed by the first day of May and the Member shall receive a written report of the results of the evaluation by the tenth day of May.

3. Assigning an End of Year Performance Rating.

Each evaluation will result in an effectiveness rating of "Accomplished", "Skilled", "Developing" or "Ineffective" as set forth in the OTES 2.0 Framework and state law. Each Member will be assigned an end of year performance rating by his/her evaluator after considering the evidence collected throughout the evaluation process.

4. Determining High-Quality Student Data (HQSD).

The Member evaluation will use at least two measures of district-determined high-quality student data to provide evidence of student learning attributable to the Member being evaluated. When applicable to the grade level or subject area taught by a teacher, high quality student data shall include the value-added progress dimension, and the Member shall use at least one other measure of high-quality student data to demonstrate student learning. High quality student data may be used as evidence in any component of the evaluation where applicable. Determining HQSD will be a collaborative effort of administration and PEA members with a protocol to guide quality review.

5. Credentialed Evaluators.

Credentialed evaluators that are employed by the Board shall observe but in each instance the building administrator shall sign the summative evaluation report. Neither PEA bargaining unit members nor third party companies shall be used as evaluators. If as a result of the first formal observation of a school year when the Member will be considered for renewal or nonrenewal the evaluator indicates that the Member's deficiencies are such that there may be a recommendation for nonrenewal, the building administrator (who must be credentialed as an evaluator) will conduct the second and third formal observation.

6. Forms

State-approved forms will be followed for all evaluation procedures and can be accessed on the appropriate websites.

7. Training

OTES 2.0 training shall be provided based on collaboration between the Association and the administration. The District will offer OTES. 2.0 credentialed evaluator training for a minimum of one (1) PEA member per school building. A list of resources pertaining to the evaluation process shall be provided to each Association member.

8. Legal Changes

a. In the event of legal changes that affect or supersede Article X of this Agreement or require modification of the Board's evaluation policy, the parties agree to form a committee to develop and provide input on the policy and conform the labor agreement language to the new law. The committee shall include up to eight (8) administrators designated by the Superintendent and up to eight (8) members designated by the PEA President.

b. The Board may evaluate a Member who receives a rating of "Accomplished" or "Skilled" on the Member's most recent evaluation less frequently than annually consistent with the law and this Agreement. If legislation is enacted during the term of this Agreement that requires written evaluation of Members or of certain Members on a less frequent basis than as provided in this Article X, this Article shall be deemed to be automatically amended to include those legislative changes.

9. Professional Growth Plan

Members will create a professional growth plan consisting of a minimum of one goal. The number of goals is to be determined by the member. The Professional Growth Plan helps the member identify an area of professional development that will enable the member to enhance practice. The member is accountable for implementing and completing the plan. The plan must align to any district and/or building improvement plan(s). The Professional Growth Plan is developed annually. It is to be reviewed regularly and updated as necessary based on collaborative conversations between the evaluator and the member.

B. Non-OTES Evaluated Members

1. Speech Language Pathologists, School Psychologists, Occupational Therapists, Physical Therapists, Media Specialists, and Adapted Physical Education Teachers and any other non-OTES Member working under the Ohio Revised Code (ORC) who provide services to students in the Perrysburg Exempted Village School District and hold a 5-year license shall be evaluated by a credentialed evaluator (F) or the Pupil Services Administrator. The frequency of evaluation and deadlines shall be consistent with Sections (A)(1) and (A)(2)(d) above.

2. Observation/Evaluation procedures:

   a. Director of Pupil Personnel gathers input from building principal(s), staff that interact with the listed personnel.

   b. An evaluation may include the following sections:
      1. Description of current role
      2. High quality student data
      3. Professionalism rating
      4. Communication rating
      5. Area of reinforcement to be developed by the evaluator in consultation with the Member
      6. Areas of refinement
      7. Student data component

C. School Counselors

District School Counselors will be evaluated utilizing the Ohio School Counselors Evaluation System. State-approved forms will be followed for all evaluation procedures and can be accessed on the appropriate websites.

D. Non-OTES Evaluated Member Deadline

1. The evaluator shall complete the written evaluation by May 1 and shall hold a conference with the Member and provide him/her with a copy of the evaluation by May 10.

2. The time frames and deadlines above shall be adjusted due to the absence of the evaluator or Member.

E. Expedited Grievance Challenge to Member Evaluations.

1. If a Member believes the evaluator has violated the procedure established in this Article X, or has violated Art. I(A)(5), or that the evaluator's judgment or conclusion is arbitrary, capricious or unreasonable, the Member must file a written grievance at Step 3 of Article VII within ten (10) school calendar days of the Member's receipt of the signed and final version of a written evaluation for the particular school year.

2. The Superintendent and/or designee(s) shall meet within ten (10) school calendar days of the filing of a written evaluation grievance with the Association President and/or OEA Consultant and discuss the grievance(s) to attempt to understand and resolve the grievance(s). The parties may mutually agree to mediation pursuant to Article VII. Within ten (10) school calendar days of such a meeting, if the Association wished to appeal to arbitration, the Association shall file a written request for arbitration with the Superintendent, consistent with Article VII.

F. Mentor/Coaches or Members on Improvement Plan

1. Members on an Improvement Plan may request that a Mentor/Coach be assigned to work with them to improve their performance.

2. The Mentor/Coach will be trained to mentor a member and will not be the mentee member's credentialed evaluator.

3. The Mentor/Coach will be provided release time once a quarter to observe the mentee member.

4. The Building Principal will select the Mentor/Coach from a list of qualified members who have expressed a willingness to serve as a Mentor/Coach.

   a. The Mentor/Coach should have continuing contract status and have served as a member in the District for at least five (5) consecutive years.
   b. The Mentor/Coach must hold a valid teaching certificate/license and typically will be assigned to a member with the same area of certification/license.
   c. The Mentor/Coach must have demonstrated ability to work cooperatively and effectively with professional staff members and have extensive knowledge of a variety of classroom management and instructional techniques.
   d. The Mentor/Coach shall not have a role in the formal evaluation of the mentee member.

5. The Mentor/Coach will not be requested or directed to make any recommendations regarding the continued employment of the mentee member.

6. The Mentor/Coach will provide a monthly log to the Building Principal identifying the amount of time the Mentor/Coach spent with his/her mentee member and the topics addressed.

7. At any time, either the Mentor/Coach or mentee member may exercise the option to have a new mentor assigned. No specifics shall be given as to the basis for the exercise of this option and said change shall occur without prejudice or judgment to either the mentor member or the member.

ARTICLE XI. PERSONNEL RECORDS

A. All personnel records will be filed in the Personnel Office on a current basis. These personnel records may include: 1) application for employment, including references; 2) copy of latest Master Agreement, properly signed; 3) copy of latest salary notice; 4) Ohio teacher certificate/-license; 5) personal and professional data form; 6) transcript of college credits showing the official record of the degree granted, original or certified copy; 7) record of military service, if any; and 8) other documentation which can legally be retained in one's file.

B. Personnel records will remain confidential to the extent permitted by Ohio law and will be carefully guarded in the interest of the individual employee. They are primarily available for administrative use and review by the individual employee. Each file will contain a record indicating who has reviewed it and the date reviewed.

C. Upon request, a Member will be permitted to review his/her personnel file during the regular business hours of the administrative offices. Pre-employment materials, such as reference letters, university credentials, etc., are not available for review. For each request over five (5) in any given day, the time sequence will be delayed at the rate of two (2) days per five (5) requests. The Superintendent will set up an appointment within two (2) days. At the direction of the Superintendent, information gathered prior to employment of the Member will be removed from the file. The review of the file will be in the presence of the Superintendent or his designated representative. No material will be removed from said file by the Member without the written authorization of the Superintendent. Upon request, copies of any material contained in the file will be provided said Member upon payment of the reasonable cost of reproducing such copies.

D. Official grievances filed by any Member under the grievance procedure as outlined in this Master Agreement will not be placed in the personnel file of the Member. Such grievances(s) may become a part of a common grievance file housed in the Office of the Superintendent.

E. A professional staff member will be notified of the intent of the administration to place in his/her personnel file any nondisciplinary material which may be considered critical or complimentary of the conduct, performance, character or personality of the professional staff member and will be provided the opportunity to read any such material prior to its being placed in such personnel file. The professional staff member will acknowledge that he/she has read the material by affixing his/her signature and date to the copy to be filed. The professional staff member will receive a copy of all entries into his/her file contemporaneous with the filing of documents. The professional staff member will also have the opportunity to reply to such critical material in a written statement to be entered in the personnel file. Such reply must be presented to the building principal, who will affix his/her signature thereto, acknowledging that the building principal has read the reply. Such signature will not indicate agreement by the principal with the content of the reply.

F. Members can have a representative accompany them when reviewing their individual personnel files provided that a signed release is provided to the Superintendent or his designee.

G. There shall be only one (1) official personnel file.

H. 1. If a Member disputes the accuracy or validity of material in his/her file, he/she may file a written complaint with the Superintendent who shall conduct an investigation. The dispute shall specify the reasons why the Member believes the material lacks accuracy and/or validity. If the Superintendent determines the material lacks one (1) or more of these qualities, it shall be modified or removed from the Member's file.

2. Material in a personnel file may also be removed upon written mutual agreement of the Member and the administrator who made the entry or the Superintendent.

3. If the Member elects to submit a dispute to Step Five of the grievance procedure after receiving the Superintendent's decision, the arbitrator may not order material removed from the Member's personnel file unless the Member demonstrates that the material is factually inaccurate or invalid. No grievance or aspect of any grievance that concerns an administrator's exercise of his/her professional judgment in matters such as evaluation and observation may be taken to Step Five. Moreover, an arbitrator is specifically prohibited from submitting his/her judgment for that of an administrator in matters of professional judgment.

ARTICLE XII. COMPLAINT PROCEDURES

A complaint is a negative reference about a staff member's personal or professional performance while fulfilling contractual duties, made by a parent or another member of the community, and shall be handled using the following procedure.

A. Complaints involving the health, safety, and/or welfare of a student or staff member, alleged violations of board policy, or that allege criminal conduct will not be subject to the complaint procedure.

B. If any complaint is referred to the building principal or supervisor, he/she will determine the validity and/or seriousness of the complaint. The principal or supervisor shall determine if the complaint should be disregarded or brought to the attention of the member at that time.

C. If the complaint is referred to the member, he/she will be given the identity of the complainant and the opportunity to discuss the details of the situation with his/her principal or supervisor within five (5) calendar days. The employee has a right to representation in a conference and must be notified of this right prior to the meeting.

D. If the event leading to the complaint occurred more than 10 days prior to it being raised, the complaint shall be dismissed. Anonymous complaints shall not be considered. Member to member complaints shall be referred to PEA and will be communicated to the PEA President.

E. If the complaint is subsequently dismissed, then such complaint shall not be placed in the personnel file of the bargaining unit member, and shall not be used in any subsequent conference, evaluation, or other assessment of the bargaining unit member involved.

F. If a complaint leads to disciplinary action, the final discipline records will be the records placed in the member's file and the member shall have the right to submit a rebuttal.

ARTICLE XIII. LEAVES

Professional staff members will be entitled to the following temporary leaves of absence without loss of pay each school year. In the event a member uses the following leaves of absence and

requires a substitute, the member may express a preference for the substitute to be assigned, but is not required to find their own substitute.

A. Personal and/or Family Emergency Leave

Each teaching employee, at the beginning of each school year, shall be credited with three (3) personal leave days per year to be used exclusively for personal use. Members shall be allowed to roll over one (1) personal leave day to the next year but may not hold more than four (4) days at any time. To opt out of the roll over and have that personal day be converted to a sick day, the employee must notify the Treasurer's Office in writing by May 15th. Any remaining personal leave days shall be credited to accumulated sick leave at the close of the year. Any Member with accumulated sick leave of 250 days shall receive an amount equal to the then current substitute daily rate for each unused personal leave day. If a Member has used the three or four days, up to two or one additional days per year may be taken not to exceed five days by a Member for emergency absences if approved by the Superintendent, whose determination in approving or rejecting the request shall not be arbitrary or capricious. Reasons for granting or denying an emergency request for these additional two days shall not be deemed precedent setting. There shall be no conversion to sick leave or payment of these two days.

Personal leave days may not be used for gainful employment, to take part in a transaction in which financial profit is sought, or during any work stoppage. Falsification or improper use of personal leave may be grounds for discipline.

Notice to the Member's principal that personal leave will be taken will be given at least 24 hours in advance, except in the event of an emergency situation not covered by sick leave.

Not more than 10% of the Members in a building may use personal leave on the same day, except during the months of April and May, when no more than 5% of the Members in a building may use personal leave on the same day. Personal leave will be granted on a "first applied for" basis.

Except in the event of a highly unusual situation out of control of the Member, personal leave may not be taken on the day before or the day after a school holiday or vacation, or the first day of a school year or semester. However, personal leave used for funeral attendance not covered under sick leave shall not count against these limits.

All disputes regarding a highly unusual situation shall be resolved by the Superintendent, whose determination shall not be arbitrary or capricious.

B. Unpaid Leave of Absence

1. A bargaining unit member may, with the approval of the Superintendent, be granted an unpaid leave of absence. A written request stating the reason and duration of the leave must be submitted to the Superintendent no later than sixty (60) calendar days prior to the beginning of the desired leave when foreseeable, or

as soon as the need is known when not foreseeable. The maximum length of an unpaid leave shall be one year, and renewal of such leave shall be at the discretion of the Board. If a unit member requests an early termination of the leave, the Superintendent will have the option of approval or disapproval**.**

2. The employee must notify the Superintendent by April 1 if they plan on returning the following year.

3. Upon return from an unpaid leave, the unit member will resume the contract status, which existed prior to such leave. If the unit member desires to continue insurance benefits during the leave of absence, the member must pay the full premium amount through a check to the Treasurer of the school district.

4. Members who are on extended sick leave will receive Board paid benefits for a one-year period. An extended sick leave absence without pay is granted to professional staff members as follows:

   a. Any professional staff member who has been in the Perrysburg Schools for two (2) consecutive years whose personal illness extends beyond the period covered by her/his accumulated sick leave shall be granted further leave, for such time as is necessary for complete recovery from such illness. Request for this medical leave will be accompanied by a statement from the attending physician stating the disability from performing work and recommending that a leave of absence be granted. A medical release authorized by a physician shall be considered one of the conditions for returning to active service.

   b. The professional staff member while on this leave shall not receive tenure, even though he/she meets the requirements for tenure.

   c. This leave shall be granted for up to one year.

   d. This leave may be extended for an additional year upon written request to the Superintendent prior to the beginning of the school year, up to a maximum of two years as per O.R.C. 3319.13.

5. Unpaid leave of absence will normally be granted in semester increments. If the leave is the result of pregnancy, the leave may begin during a semester already in progress.

6. Members who are in pay status for a minimum of one hundred and twenty (120) days during the school year will be granted one year of experience on the salary schedule, even though they are on an unpaid leave of absence for up to sixty-four (64) days.

7. While on unpaid leave of absence, the employee will not accumulate sick leave.

C. Absent Without Pay

1. Members will be allowed to be absent from work without pay during their regular work hours only if a substitute is available and if the Member has prior approval by the immediate supervisor and the Superintendent.

2. Under this section, Members who are absent without pay for three (3) or more consecutive days will have deducted a prorated portion of their medical insurance premium. This deduction will be calculated by multiplying the Member's monthly insurance premium by twelve and dividing this figure by the number of Member days in the school year.

D. Professional Leave

1. Professional staff members are encouraged to attend professional meetings that contribute to the educational program. Procedures for approval of professional leave are outlined in Article XIV.

E. Sick Leave

The sick leave policy for the Perrysburg Exempted Village School District shall be as follows:

1. Granting of five (5) days to each new professional staff member in the system on the first contract day to be used for absences caused by illness or physical disability of the professional staff member.

2. Granting of one and one-quarter (1-1/4) days for each completed month of service, or fifteen (15) days for each completed year of service.

3. Sick leave may be accumulated up to two hundred fifty (250) days. Any Member starting the year at a maximum accumulation of 250 days who uses 15 or fewer days in the school year shall end that year at 250 days.

4. Sick Leave may be used for absence due to personal illness, injury, pregnancy, exposure to contagious disease which could be communicated to others, and for absence due to illness, emergencies or death in the employee's immediate family as defined below. Sick leave may be used by the employee for the exposure to contagious disease, including but not limited to quarantines of the member's child/children. Sick Leave also may be used to attend to matters relating to application for or implementation of Medicaid, Medicare and other nursing care matters involving one's immediate family. A "day" of sick leave is the Member's scheduled workday whatever that workday is when the absence is taken.

5. Immediate family includes father, mother, spouse and children, father-in-law, mother-in-law, or anyone who is a permanent member of the household of the staff member in connection with absences due to illness or emergencies in the immediate family. In the case of death in the immediate family, the definition

shall be extended to include brother, sister, grandparents, grandchildren, uncle, aunt, nephew, niece, brother-in-law, sister-in-law, the spouse of his/her child or anyone who has virtually held the position of parent, grandparent, grandchild, father-in-law, or mother-in-law. Sick leave may be granted for illness, emergency or death of others in addition to those listed above with the approval of the Superintendent for a maximum of five days per year. A Member may use accumulated sick leave to attend funeral services for a student on his or her current school year roster or caseload, so long as the administrator is informed prior to the day of the service.

6. Professional staff members entering the Perrysburg system from other Ohio public school systems should see that a statement of their accumulated sick leave is forwarded to the Treasurer's Office of the Perrysburg Public Schools.

7. Sick leave will not be charged for days on which schools are not in session due to public calamity or unforeseeable emergency situations.

8. Upon return from extended sick leave or unpaid leave of absence, a professional staff member shall return to the same position he/she held prior to leave or to an equivalent position.

9. Members are required to return to work within nine (9) weeks after delivery of a child or adoption or fostering of a child pre-school age or younger unless the attending physician submits certification of physical disability.

10. Members who are absent because of sickness will be assumed to be returning the following school day unless they do the following: Enter an absence or request a substitute, by using the district's automated system. Members are responsible for entering their own absences and substitute requests into the automated system. Members must enter the request into the automated system as soon as they know that they will be absent from work. Members must request professional leave through the district's online professional development program. Members who are absent due to illness will be assumed to be returning the following school day unless these directions are followed.

11. Where an employee is excessively absent or is absent in an unusual pattern or is demonstrating behavior which, in the opinion of the Superintendent, suggests that the Member might not be able to perform her/his professional duties in a satisfactory manner, the Superintendent is entitled to require that employee to undergo a physical or mental examination. The physician will report only whether or not the employee is able to work. Absence examinations in connection with excessive or suspicious absences are at the expense of the Board. The possibility of sick leave pool donations will continue to be determined on an individual, case by case basis and are subject to Board approval.

12. The Board shall present and provide additional supplementary insurance options (such as disability, cancer, etc.) to Members for purchase within 30 days following the first work day. Additional insurance choices may be purchased

through payroll deduction. A Member may use accumulated sick leave to attend funeral services for a student on his or her current school year roster or caseload, so long as the administrator is informed prior to the day of the service.

13. Perfect Attendance Incentive

If in the first semester a unit member has perfect attendance, excluding professional days, the member shall receive a stipend of $100.00; a unit member with perfect attendance, excluding professional leave, for the second semester shall receive a stipend of $150.00. These amounts shall be prorated for part-time Members and shall not be available to tutors.

F. Assault Leave

A staff member who is absent due to disability resulting from an unprovoked attack upon said staff member which occurred on Board premises or while in attendance at an official school function and in the course of said staff member's employment will, subject to the approval of the Superintendent, be granted up to twenty-five (25) working days assault leave. During such assault leave, said Member will be maintained on full pay basis. Such assault leave will not be deducted from the Member's accumulated sick leave. Additional days, up to the total of fifty (50), may be granted to a Member upon confirmation by the Board's physician that the disability continues. Should the Board's physician indicate that the disability is permanent, the Member shall convert to sick leave and apply for disability retirement through the State Teachers Retirement System.

Assault leave may not be granted under this policy unless the staff member in question:

1. Has submitted a signed, written letter justifying the granting and use of assault leave:

2. Provides a certificate from a licensed physician stating the nature and duration of the disability and the necessity of absence from employment, and agrees to file criminal prosecution charges against the person(s) involved. Exceptions to this might include an attack by a student as a manifestation of a disability, if the Member and administration agree that filing criminal charges would not be sound.

   Falsification of the aforesaid-signed statements will be grounds for suspension or termination of employment under Ohio Revised Code 3319.16.

G. Military Leave

1. Military leaves and right to re-employment upon completion of military service will be granted upon terms and conditions and to the extent specified by Ohio Revised Code § 3319.14 and 5923.05.

2. Members who are members of the Reserve Forces of the United States or the Organized Militia as defined by O.R.C. 5923.01 shall be entitled to leave of absence with pay or partial pay for such time as they are in military duty as

defined by O.R.C. 5923.01 in accordance with O.R.C. 5923.05, which currently provides (June 2021) for:

a. Twenty-two (22) contract days of full pay, up to the equivalent of one hundred seventy-six (176) hours, each federal fiscal year; and

b. Then partial pay equal to the lesser of: (1) the difference between the Member's regular pay and his/her military pay, including combat pay, if applicable; or (2) $500 monthly.

3. Upon return from an absence for military service, the Member shall be reinstated to his/her previous assignment. For purposes of seniority and placement on the salary schedule, years of absence for military service shall be counted as though teaching service had been performed during that time.

4. Upon request and with 5 days' notice, members who are veterans will receive paid released time on Veterans Day, November 11th, when it occurs on a regularly scheduled work day to attend events in their honor. This paid time will not be deducted from personal or sick leave.

H. Fringe Benefits

In the event a leave of absence is granted as a result of the serious health condition of the Member, spouse, child or parent of the Member, pursuant to the Family Medical Leave Act of 1993 (FMLA), the Member shall be eligible for continuation, at Board expense, on the group hospitalization and major medical coverage as provided under this Agreement. Board payment towards the cost of such insurance coverage shall be at the level established under Article XXV. Continuation at Board's expense of health coverages during any period of unpaid leave of absence for any reason shall be for a period not to exceed a total of twelve (12) weeks in a twelve (12) month period, (defined as the twelve (12) month period measured forward from the date the staff member's first FMLA leave begins), except for a Member on an extended sick leave in accordance with Article XIII(B)(4). In the event a Member has taken paid sick leave for any of the circumstances for which he/she applies for and receives an unpaid leave of absence, the period of paid sick leave shall be deducted from the twelve (12) week annual period for continuation, at Board expense, of health benefits during the otherwise unpaid leave of absence. If the Member elects not to return to work following an unpaid leave of absence during which she/he has continued, at Board expense, on the health benefit programs provided under Article XXV and should the Member's reason for not returning to work be other than the continuation, reoccurrence or onset of the health condition that gave rise to the leave, the Member shall reimburse the Board for the health insurance premiums paid by the Board during the twelve (12) week period described above. Eligibility for continuation, at Board expense, of health insurance benefits is limited to Members employed on at least a 3/4 time basis over a full school year, and only following completion of one full school year of employment.

ARTICLE XIV. PROFESSIONAL DEVELOPMENT

A. Committee

An annually established advisory committee composed of representatives of the PEA and the administration will meet to plan professional development for the certificated/licensed staff and other duties listed below. The committee will be guided by priorities of the District. The committee will be composed of two (2) Members from the elementary level, two (2) Members from the intermediate level, two (2) Members from the Junior High level and two (2) Members from the High School level appointed by the PEA. The committee also will be composed of one (1) central office administrator, one (1) elementary Principal, one (1) secondary Principal, and an LPDC administrative representative as appointed by the Superintendent.

Other administrators and representatives of other bargaining units may be included on the committee with the mutual consent of the Association and the Superintendent.

The committee will meet at least quarterly, and any other times as needed, to accomplish the professional development objectives of the District. Costs related to the work of the committee will be borne by the Board, subject to approval by the Superintendent.

B. Committee Responsibility

The committee is also responsible for evaluating and approving staff members' individual professional development requests based on criteria established by the committee. All members of the committee will participate and vote on decisions.

The Board will establish and maintain an account in the amount of $75,000 solely for the payment of expenses of Members attending such meetings. The payment of expenses will be inclusive of the cost of a substitute teacher. When Members are required to attend meetings and conferences due to significant curriculum changes, the Board will provide additional funds to pay for their expenses. A sub-committee of the negotiating team will meet once a year to evaluate the effectiveness and funding levels of this committee.

C. Tuition Reimbursement

Each school year a pool of $45,000 shall be available for reimbursement of tuition charges paid by unit members for successful completion of graduate level classes approved in advance by the Superintendent. To be considered for approval the course work must be on the graduate level in a residence course from an accredited institution and in the Member's area of certification/licensure or in another area approved by the Superintendent. The pool shall be divided among Members so approved with a limit of reimbursement of 3 semester hours or equivalent per year (July 1-June 30). Requests are to be submitted by August 1st; proof of course completion with an earned credit of B or above is to be submitted by September 15th. Reimbursement payments will be issued on or about October 20th. To be eligible for payment a Member must be under contract with the Board at the time of payment. Members who do not complete one (1) full year of

service for the Board (the school year in which reimbursement is made) shall repay the amount reimbursed.

D. Contact hours and CEUs

The LDPC will determine and publish the mandated trainings for which members may receive contact hours. To the extent these hours are approved by LPDC, these approved trainings will be credited to members' contact hours. Members may apply for contact hours for all additional mandated trainings.

ARTICLE XV. TEACHER PROTECTION/STUDENT DISCIPLINE

A. Prior to the beginning of the school year, the administration of each school will develop school procedures to deal with control and discipline of students.

B. It is the responsibility of each professional staff member to implement such procedures so as to provide an atmosphere for learning to take place.

C. It is recognized that, in developing responsible student conduct, the positive disciplinary techniques of example, counseling and guidance should take place over punitive disciplinary measures.

D. Section 3319.41 of the Ohio Revised Code states that a professional staff member or administrator may use such force as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupils, for the purpose of self-defense, or for the protection of persons or property.

E. All cases of physical threat, violence, or harassment of members of the staff will be reported immediately to the principal or direct supervisor. The principal or direct supervisor shall investigate the report and will respond accordingly based upon information gathered from the investigation.

- At the staff member's discretion, the principal will notify the police.
- The involved staff member will complete an assault report and provide a copy to the principal.
- The principal will forward the report to the Superintendent
- Any staff member who is assaulted will at their discretion be excused to seek a medical evaluation of the injuries.
- The Board will cover expenses not covered by the employee's insurance and/or the Ohio Workers Compensation Program.

- If the physician's evaluation of the injury or injuries resulting from the assault warrants additional time off for the staff member, such time will be governed by the assault leave policy.

F. Any student physically or verbally threatening or harassing a staff member will be removed from the class and parents will be notified. At the staff member's discretion, a meeting with parents and administrator will be requested. Attendance by the staff member will be at their discretion. The staff member may request a meeting with his/her administrator and/or a pupil services department representative to discuss the concerns and collaboratively problem-solve solutions, such as a behavior plan, a crisis plan, or additional training and support.

G. The policy of the Board regarding suspensions, expulsions and emergency removals will be applicable to the removal, suspension, or expulsion of students.

H. Neither the Board nor the Association shall discriminate on the basis of race, creed, religion, color, national origin, age, sex, and marital status and/or sexual orientation with respect to any employee, student or community member. Neither the Board nor the Association condones harassment for any reason, and both agree to act together to prevent its occurrence. All allegations of harassment shall be reported to the appropriate building administrator or Central Office administrator. The Board shall investigate complaints in a timely manner.

I. Members are not required to tolerate vulgarity, profanity, or threatening or aggressive conduct from any adult while performing the employee's duties. Members are empowered to end a meeting or phone call or cease communicating temporarily with an individual who engages in this conduct. A member who is subjected to this conduct shall report it to the building principal or direct supervisor for further action.

ARTICLE XVI. REDUCTION IN FORCE

A. Reasons for Reduction

If the Board of Education decides that it will be necessary to reduce the number of Members, it may make a reasonable reduction for reasons set forth in O.R.C. 3319.17, which (as of June, 2013) are: (1) return to duty of regular Members after leaves of absence including suspension of schools; (2) territorial changes affecting the district; (3) financial reasons; or (4) decreased enrollment of pupils.

B. Procedure

1. In making such reduction, the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent of Schools. Members whose contracts are suspended shall have the right of restoration to active service status in the reverse order of layoff when teaching positions become vacant or are created in which any of such Members are or become qualified. Members who had unsatisfactory evaluations at the time of the reduction in force will not have

recall rights. "Unsatisfactory" in this article means an "Ineffective" summative evaluation rating.

2. Steps to Determine "Preference to Teachers"

Certification: Certification will be defined as all types of certification/licensure that are approved by the Ohio Department of Education.

Reductions in Force will be made in the following order unless prohibited by law:

a. Members on limited contracts who have received unsatisfactory formal observations and/or summative (year-end) evaluations within the last two years.

b. Part Time continuing contract Members.

c. Should an additional reduction in force need to be made to Full Time Limited Contract Members, they shall be reduced utilizing the following order:

1. Licensure/Certification
2. Rating as determined by the most recent formal evaluation. (See comparable evaluations definition below).
3. When evaluations are comparable, seniority in the District shall prevail.
4. In the event that 1-3 does not resolve the determination, the record of attendance, licensure (multiple subject/grade levels), level of education, involvement in school/community activities, extracurricular activities, licensure (different levels, i.e., Master Teacher) and years of experience will be utilized to make the determination.

d. Continuing Contract

Continuing contract teachers shall be reduced by utilizing the following order:

1. Licensure/Certification
2. Rating as determined by the most recent formal evaluation
3. When evaluations are comparable, seniority in the District shall prevail.
4. In the event that 1-3 does not resolve the determination, the record of attendance, licensure (multiple subject/grade levels), level of education, involvement in school/community activities, extracurricular activities, licensure (different levels, i.e., Master Teacher) and years of experience will be utilized to make the determination.

Comparable Evaluations Definition

1. Teacher performance ratings of Accomplished and Skilled will be considered as comparable for the life of this Agreement and will prevail

over a rating of Developing. A teacher performance rating of Developing will prevail over a rating of Ineffective.

2. If two or more bargaining unit members have comparable evaluations and the same placement on the seniority list, seniority will be determined by the date of the Board meeting at which the bargaining unit member was hired, and then by the date on which the bargaining unit member signed the initial employment contract in the District.

Seniority shall be based on the most recent date of hire into a bargaining unit position. Retired Members who are hired back do not accumulate seniority years of service. Members who teach in Perrysburg but who are not paid by the Perrysburg Board of Education do not accumulate seniority years of service.

A Member taking an extended unpaid leave of absence as defined in Article XIII, Section (B) will not receive seniority credit for the period of time the Member is on leave. If a Member resigns and then is hired back, seniority years start over at the date of the rehire. Seniority for long-term subs commences with their first date of employment in a regular teaching position. Part-time Members will receive a prorated equivalent of seniority equal to the percentage of the school day they are employed.

3. Prior to any final recommendation to the Board of Education for a reduction in force, the Superintendent/designee shall meet with the PEA President to discuss the proposed recommendation and the specific positions and members affected. Following this meeting, and before the recommendation is submitted to the Board of Education, the PEA President will be provided all documentation used to determine the reduction. The Superintendent may approve up to two days of Association Leave for the PEA President to review the information.

C. Recall Rights

1. Certificated staff who have their contracts suspended will be on the recall list for three (3) calendar years from the date of the reduction in force action (RIF) as approved by the Board of Education. Positions will be offered even if they are part time in nature and full time employees may pass on the part time openings and wait for a full time position if one becomes available during the three (3)-year period.

2. The Association shall review the certified employee seniority list and submit for changes by April 1st of each year.

3. Laid off Employees shall be recalled in reverse order of layoff in keeping with contract status, Certification/Licensure, or other entry-level requirements for the bargaining unit position.

4. Any Employee shall be considered to have recall rights if the Employee is either laid off or is working in a position of lower pay or fewer hours than the position he/she held prior to the reduction in force or working in any position with a different Employer. The Employee shall be given seven (7) calendar days to accept such offer and shall be granted a minimum seven (7) calendar days from acceptance of the notice to report to work.

D. Notification of Anticipated RIF

1. Except for years in which the Board has a levy on the ballot in the May primary election, prior to April 15 the Superintendent shall notify the PEA president of any RIF to be implemented for the next school year; if there is a May primary, the deadline shall be May 20. The notification shall include the reason(s) for the RIF; the anticipated position(s) to be reduced or eliminated; the anticipated name(s) of the employees to be affected, the anticipated date of employer action to implement the RIF and the effective date of the RIF. The Superintendent shall notify the employee to be laid off due of the RIF by April 30 (by May 25 in the case of a May levy). The notice shall state the reason for the RIF and the effective date of the suspension.

2. Within ten (10) days of receipt of the written notification, two representatives of the union, the Superintendent and the Treasurer of the Board or President of the Board shall meet to review and discuss the proposed RIF.

ARTICLE XVII. ACADEMIC FREEDOM

While the Board intends to protect Members from any censorship or restraint that interferes with their obligation to pursue truth in fulfilling their classroom duties, it also expects that controversial issues will be presented in a fair and unbiased manner, and that the maturity and intellectual grasp of students will be taken into account.

ARTICLE XVIII. DISMISSAL/DISCIPLINE

A. The Perrysburg Public Schools will follow the Ohio Revised Code as it relates to the dismissal of certificated staff. In addition, Perrysburg staff members in the Perrysburg School District shall be granted, upon request, an opportunity for a conference with the Superintendent. The principal and the representative of the PEA may be present at such conference upon the request of the Member.

B. Employee Discipline Procedure

1. The purpose of a Progressive Discipline plan is to facilitate the discipline practices of the District. To this end, the procedure outlined will secure at the lowest possible level, solutions to problems which may arise during the school year affecting an employee's classroom performance or compliance with District rules, regulations, policies or directives in an effective and confidential manner, to correct and document employee performance problems, and to administer

employee discipline in an appropriate manner thereby contributing to employee morale by treating all certificated staff fairly.

2. An employee may be disciplined for just cause.

3. Discipline will be imposed in the following progression:

   a) Conference

      Before imposing a demotion, suspension or discharge on an employee, the Superintendent or his/her designee shall hold a conference with the employee to give an opportunity to learn the reasons for the intended disciplinary action and to explain his/her behavior. The employee has the right to be accompanied by his/her union representative. The conference will be scheduled as promptly as possible. The Superintendent or designee may impose reasonable rules for the conference and the conduct of the participants. If the Superintendent or designee determines that the employee's continued employment prior to the conference poses a danger to persons or property or a threat of disrupting operations, he/she may relieve the employee of duty with or without pay pending the conference to determine final disciplinary action.

   b) Penalties

      1. The first instance of misconduct by an employee shall result in a private oral reprimand from his/her supervisor. Documentation of this oral reprimand will be placed in the employee's personnel file.

      2. Further misconduct shall result in a written reprimand. (Within three (3) calendar years of oral reprimand). The written reprimand will be signed by both the employee and supervisor and placed in the employee's personnel file.

      3. Further misconduct shall result in suspension without pay or demotion, imposed by the Superintendent or designee. (Within three (3) calendar years of the written reprimand). The Superintendent or designee may impose a demotion or suspension for up to thirty (30) days without pay. Documentation of such suspensions or demotions shall be placed in the employee's personnel file.

      4. Further misconduct thereafter shall result in discharge, using the above mentioned process as documentation of due process. The recommendation for discharge of an employee shall be considered and voted upon by the Board of Education.

   c) Discipline will normally be progressive, but may be decided on an individual basis based upon the severity of the violation. Therefore, discipline may begin

at any step of the disciplinary procedure which is appropriate to the severity of the infraction.

d) Fringe benefits shall remain in effect during the time of any suspension under this article.

e) If a grievance is filed because of a suspension with or without pay, the grievance may be initiated at Step Three, Article VII, E.

f) Employee signatures only indicate receipt of disciplinary notice, not that they agree.

ARTICLE XIX. CONTRACT YEAR

A. The Board recognizes its duty to bargain consideration of the year-round school calendar. The contract year will include one (1) staff work day at the beginning of the school year, one staff work day at the end of the school year, one (1) Member in-service day as scheduled by the Perrysburg Staff Development Committee (PSDC) and the Superintendent or her/his designee. For the elementary buildings, the equivalent of two (2) conference days and one workday at the end of the first semester. For the intermediate, junior high and senior high buildings, the equivalent of one (1) conference day and one workday at the end of the first semester. Staff work days may not be split or divided over multiple days, and no meetings shall be scheduled on those days. For all Members, there will be one (1) Member professional development day scheduled the day preceding students' return from winter break (but not to be scheduled on a Friday). The 186th day added in 2014-15 and thereafter shall be a professional development day at the beginning of the school year. At each building, Members are obligated to participate in the equivalent of two (2) afternoon/evening parent-teacher conference days (3 hours of conferences per each afternoon/evening) and, as compensatory time, the Members shall receive the day before Thanksgiving as an unscheduled work day. A Member who is unable to take part in the afternoon/evening parent-teacher conference day(s) due to a highly unusual situation out of control of the Member is obligated to arrange, through her/his Building Principal, alternate times for the conduct of the parent/teacher conferences outside the regular expected Member workday. On non-student contact days, the Superintendent will annually establish the starting and ending time of the Member work day, not to exceed 7.5 hours, whenever District-wide professional development activities/meetings are planned. When a non-student contact day is designated as a preview day or orientation program, starting/ending times of the Member work day may be adjusted on a building-level basis so that Members are available to visit with new students and parents in the late afternoon/evening, not to exceed 7.5 hours.

B. The regular Member work year (contract days) shall be 186 days.

C. <u>School-Year Calendar</u>

The Superintendent has the authority to create and recommend a school year calendar to

the Board of Education. The Superintendent shall create an ad hoc committee for the purposes of exploring new calendar options. This committee will consist of representatives of all stakeholders and at least three, but no more than five, PEA members appointed by the PEA president. The committee will cease to exist upon their recommendation to the Superintendent.

ARTICLE XX. DELAYED OPENINGS AND EARLY DISMISSAL

In case of delay, Members will report within a reasonable length of time. In case of early dismissal the Members will be able to leave after the students have all cleared the building. In case the Superintendent closes the schools system-wide for emergency situations, Members will not be required to report to work, except for:

Beginning with the 5th (next day after 4th) cancelled but not made up day, PEA members may choose to work remotely and will be available, via email and/or the learning management system between the hours of 10:30 a.m. and 2:30 p.m. to answer emails from students and parents, and otherwise interact with students and or parents in an effort to enable learning to continue on those days. No make up day will be scheduled for Martin Luther King Day. If President's Day is needed as a make up day, it will be deemed a remote learning day. To the extent the Board is permitted by law to do so, the Board may count up to three days of remote learning towards the minimum school year. The Association provides its consent for the Board's plan to make up three days by using remote learning pursuant to Article XIX.

Beginning with the 9th cancelled but not made up day, a plan with the PEA President will be developed to make up lost instructional time.

If school is cancelled during any of the last three (3) instructional days of the first semester and the Member work day is replaced with an instructional make up day, the Member work day shall be deemed to occur off premises over the winter break. In such case elementary building Members will be released from the work day at the end of the school year 2.5 hours early. Otherwise, elementary Members shall be released 2.5 hours early on the last Member work day before winter break.

In the event the law is changed to provide additional flexibility for the Board of Education to allow remote or distance learning to satisfy minimum instructional hour requirements, the Board may elect to utilize that flexibility with notice to the Association. The Administration will meet and mutually agree with the Association regarding implementation of any plan to include any additional remote or distance learning into the school calendar.

ARTICLE XXI. SCHOOL DAY

A. <u>General</u>

1. The Member work day shall be 7.5 hours. Any before school or after school meetings and/or duties shall be conducted within the workday or considered voluntary.

2. Each full-time staff member will have a minimum 30-minute lunch period per day.

3. The Board of Education recognizes its mandatory duty to bargain consideration of any material change in the school day and schedules here reflected.

B. Preschool School Day

Preschool members shall receive thirty-five (35) consecutive minutes of continuous personal planning time per day on Monday through Thursday, and sixty (60) consecutive minutes of continuous personal planning time on Friday, which shall be designated by the Preschool Administrator. Designated planning times should be made available to teachers one (1) week before the given school week.

C. Elementary School Day

The elementary day shall include the following elements:

1. With the exception of the five PD rotation days per year, elementary Members shall receive consecutive minutes of continuous personal planning time per day equal to the length of the special area instruction. Such special area instruction shall not be less than thirty (30) consecutive minutes. Elementary teachers shall also have time for conferences, evaluation, planning and collaboration during any minutes prior to student arrival, after student dismissal, and the additional thirty (30) minutes when students are at recess.

2. Except for extraordinary circumstances (pandemic, lockdown), Members will not be required to monitor students while they are eating lunch.

3. The administration shall attempt to schedule encore teachers to receive at least five minutes of transition time between each class. If at least five minutes cannot be scheduled, prior to making the final decision, the building administrator will communicate with the building leadership team the options considered and the rationale for the decision.

D. Intermediate School Day

1. Members will be assigned a maximum of five graded instructional classes or periods requiring instructional preparation of up to 60 minutes or six classes not to exceed 45 minutes per day.

2. Members shall receive consecutive minutes of continuous personal planning time per day equal to the length of the special instructional class and not less than 40 minutes per day.

3. Members will have a 30 minute duty-free lunch.

4. Reasonable efforts will be made to assign staff on an equitable basis to instructional and non-instructional duties. Members may switch duties with their colleagues with the approval of the administration.

5. The intermediate school shall have no more than one (1) staff meeting per month not to exceed one (1) hour beyond the end of the teacher workday. The schedule of meetings shall be posted prior to the first teacher work day. Any teacher with an unavoidable conflict may work with his or her administrator to obtain the information provided.

E. Junior High School

1. Members will be assigned five (5) graded instructional classes or periods requiring instructional preparation of up to fifty (50) minutes each.

2. Members shall receive one period of continuous personal planning time equal to the length of one instructional period per day.

3. Duties will be assigned for any remaining periods in the schedule. Academic options (AO) represents a duty.

4. Members may volunteer to teach a sixth course in lieu of a duty assignment. Members who volunteer to teach a sixth course will be compensated by a stipend at .80 of the supplemental schedule for a full year course and .40 of the supplemental schedule for a semester course based on a 50-minute class period. The stipend will automatically increase consistent with any negotiated percentage increase applied to the BA/0 column. Classes less than 50 minutes will be prorated. Any blocked class shall be counted as two periods, beginning with the 2017-18 school year.

5. Reasonable efforts will be made to assign staff on an equitable basis to instructional and non-instructional duties. Members may switch duties with their colleagues with the approval of the administration. Cafeteria duty will be rotated every semester.

6. The Junior High shall have no more than one (1) staff meeting per month not to exceed one (1) hour beyond the end of the teacher workday. The schedule of meetings shall be posted prior to the first teacher work day. Any teacher with an unavoidable conflict may work with his or her administrator to obtain the information provided.

F. High School Day

1. Teachers shall be assigned six (6) periods (instructional, academic, intervention/assistance, or duty) every year. Of that total five (5) will be graded instructional assignments or a period requiring instructional preparation.

2. Members may volunteer to teach a sixth course in lieu of a duty assignment. Members who volunteer to teach a sixth course will be compensated by a stipend at .80 of the supplemental schedule for a full year course and .40 of the supplemental schedule for a semester course based on a 50-minute class period. The stipend will automatically increase consistent with any negotiated percentage increase applied to the BA/0 column. Classes less than 50 minutes will be prorated. A sixth class constitutes the teaching of six separate class periods.

3. Duties related to Continuous Improvement/school improvement requirements may be assigned by the building principal. Reasonable efforts will be made to assign staff on an equitable basis to instructional and non-instructional duties. Members may switch duties with their colleagues with the approval of the administration. Cafeteria duty will be rotated every semester.

4. A performance-based job description has been adopted for the high school department chairperson.

5. Members shall receive one (1) period of continuous personal planning time equal to the length of one instructional period.

G. Teachers Voluntarily Covering Classes for Absent Members

The District will make concerted efforts to use substitute teachers from the approved District substitute list. If a substitute cannot be found, Members shall be reimbursed for time spent covering a class for a colleague. To be eligible for reimbursement, a Member must be assigned to cover the class, and it must be during the Member's regularly scheduled, non-teaching time (planning period, teaming period, duty period, or lunch period).

However, if an administrator requests a Member to cover another Member's class during instructional time by doubling up, the receiving Member shall be paid under this Section (G). If the students in these circumstances are assigned to more than one Member, the amount shall be prorated among those Members.

Members will be assigned to cover a colleague's class in accordance with the following:

1. Absence where no substitute is available;

2. Other circumstances at the Principal's discretion.

All assignments under this provision must be approved by the Building Principal or designee, and shall be approved on a rotating basis.

At the intermediate, junior high and high school levels, a Member shall be paid at the current negotiated Member's hourly rate for every sixty (60) minutes spent covering or doubling up with another Member's class. Reimbursement for less than sixty (60) minutes will be prorated, based on the negotiated Member's hourly rate. At the

elementary level, a Member shall be paid at the current negotiated Member's hourly rate for every fifty (50) minutes spent covering or doubling up with another Member's class. Reimbursement for less than fifty (50) minutes will be pro-rated, based on the negotiated Member's hourly rate.
Regular Members used as period substitutes will be supplied with a "Period Sub Form" by their Principal for the purpose of recording substitute time.

The PEA Hourly Rate shall be calculated as the BA+15 (0 experience) per diem divided by 7.5.

ARTICLE XXII. CLASS SIZE

1. The Board shall comply with class size requirements of the State of Ohio imposed by state law or the Ohio Administrative Code in regulations adopted by the Ohio Department of Education.

2. With due consideration for the availability of state and local revenues, physical facilities, and the need to insure continuity of instruction, as well as emotional wellness of students, the Board will make good faith efforts to do the following: limit elementary class sizes to 25 pupils and limit intermediate, junior high, and high school class sizes to 27 pupils. This Paragraph of the Agreement is not subject to Article VII, the Grievance Procedure.

3. The administration shall prepare a report near the beginning and ending of each semester describing class sizes and caseloads by building, and district-wide, and will provide the report to the Board and PEA at a regularly scheduled Board meeting. The report will be presented annually to an ad hoc committee as a discussable agenda item. The report shall include the following, but does not need to be limited to:

    a. Class size requirements of the State of Ohio imposed by state law or the Ohio Administrative Code;

    b. The American School Counseling Association student to counselor ratio recommendations;

    c. Specific class sizes in each class in every elementary school;

    d. Specific class sizes for each section taught at the intermediate, junior high, and high school levels by course title;

    e. Specific counselor caseload sizes.

    The Labor Management Committee may discuss revisions to the report.

4. If a teacher perceives his/her assigned class size to be excessive relative to his/her grade level, he/she may request a review with his/her principal.

5. In the event a class size exceeds the targets set forth in this Article, the following remedies will be considered by the Superintendent or designee or the building principal, where applicable:

   A. Appropriate leveling of the grade level within a building;

   B. Transferring students to another building;

   C. Employment of a certified/licensed aide;

   D. Employment of an additional educator within the grade level/licensure to balance the class size issue within the affected building.

ARTICLE XXIII. TRAVEL

A. Members who are required to travel between buildings as a part of their regular work assignment will be reimbursed for established distances at the rate approved by the Internal Revenue Service.

B. Traveling members shall be given a minimum of fifteen (15) minutes to travel from one building to another. Travel time shall not be considered part of their planning time or lunch time.

C. If an accident occurs involving a member's personal vehicle during travel while on official school business, and the member is not at fault, the Board will reimburse the member's insurance deductible up to a maximum of $500.00 for vehicle repairs.

ARTICLE XXIV. RETIREMENT PAYMENT

A. General

Retirement pay will be a one-time lump sum payment to eligible members of this bargaining unit according to the following provisions.

B. Eligibility

A Member's eligibility for retirement pay will be determined as of the final date of employment. The criteria are as follows:

1. The Member retires from the Perrysburg Public Schools.

2. Retirement will be defined as disability retirement as specified in Section 3307.62, Ohio Revised Code or service retirement as specified in Section 3307.58, Ohio Revised Code (State Teachers' Retirement System).

3. The Member must be eligible for disability or service retirement as of the last date of employment with the Board.

4. The Member must, within one hundred and eighty (180) days of the last date of employment with the Board, prove acceptance into the retirement system by having received and cashed the first retirement check.

5. The Member must provide a copy of her/his first retirement check stub to the Treasurer's office to initiate the payment.

C. Benefit Calculation

In the event of death of an employee eligible for receipt of service retirement benefits under Ohio law, one-quarter (1/4) of the severance pay which the employee would have received shall be paid in accordance with Ohio Revised Code 2113.04 to the estate of the employee.

The Board will pay for accumulated sick leave upon retirement of the bargaining unit member in accordance with the following procedure:

1. Severance pay will be calculated using unused accrued sick leave up to a maximum of 210 days. The Board will pay the bargaining unit members thirty-eight percent (38%) of their unused sick leave with a maximum of 79 days paid.

2. The daily pay rate of the bargaining unit member will be his/her base rate as of the last day of service. The daily rate for salaried bargaining unit members will be calculated by dividing their most recent base salary by the number of work days in the approved school calendar.

3. Payment for sick leave on this basis will eliminate sick leave credit accrued by the bargaining unit member at that time. Such payment may be made only once to any given bargaining unit member at the time of retirement as defined and regulated by the State Teachers Retirement System of the State of Ohio or in the event of death, a bargaining unit member's eligibility for severance pay will be determined as of the final day of his/her employment.

4. To the extent permitted by law, no retirement contribution will be deducted from severance pay.

D. Severance Pay Deferral Plan

Retirement pay will be made through payroll to all Members under the age of 55 on or about January 15 of the calendar year following retirement. All Members turning 55 in the calendar year in which they retire or older, will take part in the Accumulated Leave Plan for Public Employees that is offered by an existing district 403(b) vendor.

1. If a retiring member is a participant in the accumulated leave plan, the employer contribution shall be made in a lump sum to an existing district 403(b) vendor on

his/her behalf under the accumulated leave plan in an amount equal to the lesser of:

a) The total amount of the Participant's Severance Pay, or

b) The maximum contribution amount allowable under the terms of the accumulated leave plan.

2. To the extent that an accumulated leave plan participant's severance pay exceeds the maximum amount allowable under the accumulated leave plan for a calendar year, the excess amount shall be payable to the accumulated leave plan in the following January, up to the maximum accumulated leave plan limits for that calendar year. If there is any remaining excess, it shall likewise be paid in subsequent calendar years; provided, however, that if any excess remains at the end of the fifth calendar year following the calendar year of retirement, the remainder shall be paid in cash to the retired employee.

3. If a member is entitled to have a contribution paid to an accumulated leave plan and dies prior to such contribution being paid to the Plan, the contribution shall be paid to the estate of the deceased member.

ARTICLE XXV. INSURANCE COVERAGE

A. Subject to the modifications below, Members selecting either single or family coverage shall be enrolled in the current PPO program and shall pay 10% of the monthly premium via payroll deduction. Employees commencing employment with the Board on and after August 1, 2005, shall pay 15% of the monthly contribution by payroll deduction.

Plan design shall be as set forth in the Summary of Benefits on the District's website.

1. Members will have the option of enrolling in a High Deductible Health Plan (HDHP)as set forth on the District's website. The HDHP is subject to change annually consistent with IRS regulations.

2. Enrollees in health insurance shall be provided a retail drug card. Effective January 1, 2017, generic drugs will have a $5 co-pay, Formulary drugs an $20 co-pay and Non-formulary drugs a $35 co-pay. Where a generic is available, the employee or dependent must select the generic prescription or pay, in addition to the co-pays, the full cost difference between the cost of the generic and the cost of the name brand prescription unless the attending physician, in writing, documents that filling the prescription with the name brand drug is a medical necessity and specifies the medical conditions producing the necessity. Mail order prescriptions are available at a 90 day supply at a co-pay of $5 for generic, $20 for Formulary and $35 for Non-formulary for each prescription, subject to the same generic mandate as set forth above. Formulary lists for different prescription carriers may change yearly (Jan.-Jan.) and formulary lists with the current carrier are not precedent-setting. Formulary drug lists (sometimes called performance drug lists) are available on the prescription provider's website.

3. If premium renewal increases during the term of this Agreement cumulatively exceed ten percent (10%), the annual deductible shall be increased to $450 for single coverage and $900 for family coverage.

4. The Board shall continue to maintain a telemedicine provider (with any cost paid by the Board).

5. All new hires will be enrolled in the traditional insurance plan with the opportunity to enroll in the High Deductible Health Plan (HDHP) during open enrollment of that school year.

6. All staff will be given the opportunity to attend an informational insurance seminar to be educated about all insurance options prior to open enrollment each year at a meeting held after regular work hours.

B. For any full-time certificated employee employed before 7/31/2005 who elects one or more forms of family or single coverage the Board of Education agrees to pay ninety percent (90%) of the total family or single health insurance premium. Employees commencing employment on and after 8/1/2005 shall pay 15% of the total family or single health insurance premium. Certificated employees who are employed between fifty percent (50%) and seventy-five percent (75%) of full-time are entitled to payment by the Board of 50% of the family or single premium, while certificated employees employed between 76% and 90% of full-time are entitled to Board payments of 75% of family or single health insurance premium Board payment of 90% (if hired before 7/31/2005) or 85% (if hired after 7/31/2005) of the family or single health insurance premium will be available to certificated employees employed at 90% and above of full time. Certificated employees employed less than 50% of the equivalent of a full-time teaching employee are not entitled to medical insurance benefits. This also includes all hospitalization, surgical, dental, and major medical insurance. Subject to the limitations imposed by federal, state, and local laws and regulations, the Member's contribution towards the cost of health insurances will be accomplished in a fashion that does not result in a negative tax impact on the Member.

C. Members electing health insurance coverage may participate in the Board's Section 125 Plan by electing to have their contribution amounts deducted from their pay on a pre-tax basis. Participation in the plan is subject to the rules and regulations of the Internal Revenue Code, as adopted by the Board.

D. The Board of Education will pay one hundred percent (100%) of the established life insurance policy for all employees in the insured amount of $50,000.

E. The Board reserves the right to add another network at any time, in addition to the current network.

F. If a state insurance pool is established during the life of this Agreement, and if the Board elects to convert the District's insurance to a program offered through the state insurance pool, the PEA reserves the right to bargain with respect to any material changes.

G. Spousal Mandate:

1. Employees whose spouse's employer or retirement provider provides and pays for at least 60% of the cost of health insurance for single coverage must have the spouse's plan provide primary coverage for the spouse. Benefits under the Board plans will not be provided to an eligible dependent spouse eligible for the type of group plan described above until the eligible spouse's group benefits have paid the primary portion of the claim.

2. Employees will be required to obtain yearly written verification on spousal eligibility from their spouse's employer.

3. In the event that the spousal mandate is in violation of applicable law, the bargaining unit and representatives of the Board of Education will meet to discuss application of said laws to the contract.

H. Health Care Committee (HCC)

The parties agree to establish a continuing committee composed of representatives of the PEA and the Board that will act in an advisory capacity to discuss health insurance matters affecting employees. The Committee will be composed of four members appointed by the PEA and four members appointed by the Board. Representatives of other bargaining units may be included on this Committee with the mutual consent of the PEA and the Board.

Each party will appoint a chairperson. Minutes will be kept of all meetings and shared with all members of the committee. The use of a consultant is permitted.

The Committee will review insurance costs, explore program additions or revisions, modifications and cost containment options, and examine utilization patterns and make recommendations to the Superintendent for changes within existing health insurance programs as well as adding and/or modifying health insurance plans/programs.

I. Waiver

1. Any Member currently receiving or who is eligible for Board paid contributions toward hospitalization, surgical and major medical insurance who waived the right to insurance for one (1) full benefit year (January 1 through December 31) will receive a lump sum payment on the first pay period following completion of that benefit year of $1,000. To be eligible for the payment, the employee may not be covered by any Perrysburg Schools health insurance program for the waiver year.

2. In the event of a change in the need for coverage due to a major life event causing a cessation of the Member's alternate source of coverage during the waiver year (major life event described as death of spouse, divorce, dissolution, spouse loss of job), the Member may reinstate coverage effective the first day of the following month without having to meet any pre-existing condition requirement provided

she/he has filed the proper application card with the Office of the Treasurer. Such re-entry into the insurance program will preclude the bargaining unit member from receiving the health care insurance waiver payment in lieu of coverage as indicated during the waiver year. If a Member retires or resigns before the waiver period is up the waiver will be pro-rated.

3. Should a Member elect to participate in the program, the Member must complete the waiver form by the 1st of October. The waiver shall remain in effect unless the Board receives written notification. A participant in the waiver program may change only once during open enrollment and must notify the Board prior to the last day of open enrollment of the requested change of status. A Member who withdraws from the program may not re-enter same until the following year, except for the conditions established in paragraph 2 above. A newly employed Member may elect to participate by completing the waiver of coverage at the time of initial employment. Payment shall be made to such persons on a pro rata basis. The waiver amount shall be paid in a separate payment.

J. New Employees

A newly hired Member who is eligible for insurance coverage and elects same will be insured effective with the first day of the first full month of Board employment.

K. Spouses both employed by Perrysburg Schools

When both spouses are employed by Perrysburg Schools with no dependents, they must each enroll for single coverage, rather than family coverage. If both spouses are employed by Perrysburg Schools and have dependents covered by Perrysburg Schools, one must take family coverage.

ARTICLE XXVI. EMPLOYEE'S RETIREMENT CONTRIBUTION

The Board will designate each employee's mandatory contributions to the State Teachers' Retirement System of Ohio as "picked up" by the Board as contemplated by Internal Revenue Service Revenue Rulings 77-462 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the employee's income reported by the Board as subject to federal and Ohio income tax will be the employee's total gross income reduced by then-current percentage amount of the employee's mandatory State Teachers' Retirement System of Ohio contribution which has been designated as "picked up" by the Board, and that the amount designated as "picked up" by the Board will be included in computing final average salary, provided that no employee's total salary is increased by such "pick up," nor is the Board's total contribution to the State Teachers' Retirement System of Ohio increased thereby.

ARTICLE XXVII. INDIVIDUAL RIGHTS

The provisions of this agreement shall be uniformly applied to all members of the bargaining unit.

ARTICLE XXVIII. MISCELLANEOUS

A. Each building will have a committee that will function as an open forum for discussion. Committee members and meeting times will be arranged by the PEA in cooperation with the building principal. The committee will meet as needed at a mutually agreed upon time.

B. Medical Procedures

Except for field trips, no classroom teacher shall be required to administer medications or provide nursing services to any student. Members must contact the school nurse prior to any field trip.

C. Smoking

All buildings and grounds in the District and every event held in any building in the District will be smoke/tobacco free at all times, regardless of whether or not school is in session or students are in attendance.

D. Drug-Free Schools

The Association and Board oppose the illegal use of drugs by any employee and oppose the use of illegal drugs or alcohol which presents a significant risk to safe and effective performance of job responsibilities. The parties agree that it is in the best interest of the Board, Association and all students that the District be a drug and alcohol-free work place. The Association and Board wholeheartedly support reasonable efforts by the other to obtain and maintain this result.

1. The Association further recognizes the right and duty of the Board to make, publish, and enforce rules and policies to assure this result. However PEA retains its rights to bargain over any material changes in policy or rules proposed by the Board.

2. The term "drug" includes cannabis, as well as other controlled substances including alcohol as defined in the Ohio Revised Code. The term "illegal drug usage" or "illegal drug abuse" includes the use of cannabis or any controlled substance which has not been legally prescribed and/or dispensed, or the abusive use of alcohol or a legally prescribed drug.

3. Before any reasonable suspicion testing program commences, at least three administrators appointed by the Superintendent shall attend training offered by the Ohio Bureau of Workers' Compensation in the detection and prevention of abuse of drugs or alcohol paid by the Board. Four members appointed by the Association President shall be offered the opportunity to attend such training.

4. Employees may be tested for abusive illegal drug usage of drugs or alcohol where there are reasonable grounds to believe that the employee to be tested is abusing illegal drugs. Before an employee may be directed to reasonable grounds testing,

a committee composed of at least two appropriately trained administrative personnel will consider the specific, objective facts which raise reasonable concerns regarding illegal drug abuse. The administrators will offer to meet with an appropriately trained PEA member appointed by the PEA President to review and discuss those facts and inferences. However, no member of the PEA will be expected or required to identify or offer an opinion with respect to whether an employee should be tested for use of drugs or alcohol. Such facts and inferences may be based upon, but are not limited to, any of the following:

a. Observable phenomena, such as direct observation of drug or alcohol use, possession or distribution, or the physical symptoms of being under the influence of drugs or alcohol, such as but not limited to slurred speech, dilated pupils, odor of alcohol or marijuana, changes in affect, dynamic mood swings, etc.

b. A pattern of abnormal conduct, erratic or aberrant behavior, or deteriorating work performance (e.g. frequent absenteeism, excessive tardiness, recurrent accidents) which appears to be related to substance or alcohol abuse and does not appear to be attributable to other factors.

c. The identification of an employee as a focus of a criminal investigation into unauthorized drug possession, use or trafficking.

d. Repeated or flagrant violations of the Board's safety or work rules, which are determined by a supervisor to pose a substantial risk of physical injury or property damage and which appear to be related to substance use or substance use that may violate the Board's drug free workplace policy and do not appear attributable to other factors.

5. Any member who may have caused or contributed to an on-the-job accident, as defined below, shall submit to a drug and/or alcohol test. "Accident" means an unplanned, unexpected or unintended event which occurs on Board property, during the conduct of the Board's business, or during working hours, or which involves Board-supplied motor vehicles or motor vehicles used in conducting the Board's business, or within the scope of employment, and which results in any of the following:

a. A fatality of anyone involved in the accident.

b. Bodily injury requiring off-site medical attention away from the employer's place of employment.

c. Vehicular damage in apparent excess of $2500, or

d. Non-vehicular damage in apparent excess of $2500.

6. Provided the Board had reasonable cause to believe that the employee to be tested is abusing illegal drugs or alcohol, an employee refusing to submit to testing shall be disciplined up to and including discharge.

7. Testing shall be conducted at a laboratory that meets "Mandatory Guidelines for Federal Workplace Drug Testing Programs and is listed on the Federal Register."

   a) Guidelines and Additional Requirements -- Except as otherwise provided, all drug testing will, as a minimum, be conducted in accordance with the U.S. Department of Health and Human Services' "Mandatory Guidelines for Federal Workplace Drug Testing Programs," as set forth in the Federal Register and at Board expense. In addition to the "Guidelines," urine samples will be separated into two containers at the time of sample donation. One portion of the original urine sample will be kept secure and chemically stable and made available for verification of laboratory testing results as provided in Section B., 2. All alcohol testing will, as a minimum, include the use of: evidential-grade breath alcohol analysis devices." Moreover, where a confirmatory test is performed directly on blood, one portion of the sample will be kept secure and chemically stable and made available for verification of laboratory testing results as provided in Section B., 2.

   b) Testing Positive

      (1) In the case of a "positive" test result, the employee will be so advised by the appropriate representative of the laboratory conducting the test, on a confidential basis, prior to the reporting of the results to the Employer, and the employee will have the right to discuss and explain the results, including the right to advise the laboratory representative of any medication prescribed by his/her own physician, which may have affected the results of the test.

      (2) An employee testing "positive" will have the right to have the secured portion of his/her urine or blood sample independently retested by a HHS-certified laboratory of his/her choice and at his/her expense. If the independent retest is "negative" the employee will be permitted to resume work immediately and be reimbursed for the cost of such independent test.

8. The Board shall encourage and refer the employee to participate in drug and/or alcohol counseling, employee assistance, rehabilitation, and other drug and alcohol abuse treatment programs. Employees who have tested "positive" under these procedures will be encouraged to accept a referral to such a Program.

9. Discipline

   a. Confirmation – No adverse action or discipline will be taken against any employee on the basis an unconfirmed "positive" result of a drug or alcohol test. Confirmation of positive drug test results will be conducted using the GCMS method or other method which may subsequently be recognized by the

U.S. Department of Health and Human Services as the state-of-the-art for validity and accuracy of drug testing results. Confirmation of positive alcohol test results will be conducted using a second breath sample and a second analytic device. In addition, at the option of the employee, a further confirmatory test will be performed on a blood specimen using the Gas Chromatography method or other method which may subsequently be recognized by the U.S. Government as the state-of-the-art for validity and accuracy of alcohol testing results.

b. Grievance Procedure – Any discipline or adverse action imposed by the Employer as a result of this drug and alcohol program, including the results of chemical testing, will be subject to the grievance and arbitration procedures as provided in the collective bargaining agreement. Such discipline must meet the just cause standard.

10. The Board shall pay for the first two (2) tests. Additional tests of the original specimen desired by the employee shall be at his or her own expense, and done at the lab of his/her choice other than the one used by the Board.

11. Subject to the provisions of this policy, employee confidentiality shall be maintained.

12. This Section shall be construed and applied so as to be consistent with the Americans With Disabilities Act.

No employee shall unlawfully possess, use or distribute illicit drugs or alcohol on school premises or at any place where school activities are held. Disciplinary sanctions will be imposed on employees who violate this provision. Sanctions may include referral to and completion of an appropriate rehabilitation program, employment termination in accordance with O.R.C. 3319.16, and referral for prosecution.

Through this Agreement, the Board provides members of the bargaining unit with the mandatory standard of conduct described above and a description of the range of sanctions that may be imposed for a particular violation. Information about drug and alcohol counseling and rehabilitation and re-entry programs is available to employees of the Perrysburg Exempted Village Schools and may be obtained through the Superintendent's office.

E. Americans with Disabilities Act

The Superintendent may transfer and assign certificated employees in order to provide a reasonable accommodation to disabled bargaining unit members in compliance with the Americans with Disabilities Act.

F. Occupational Safety and Health

The Board retains exclusive authority to adopt and implement policies and procedures required by O.R.C. Chapter 4167, by the Division of Occupational Safety and Health, by

the Public Employee Risk Reduction Advisory Commission, and/or any other rules or regulations adopted under the authority of Chapter 4167. The Board is entitled to adopt such policies and procedures without any obligation to bargain.

Except for a condition which the Member, acting in good faith, reasonably believes presents an imminent danger of death or serious harm to her/him, a Member must report an alleged violation. If the alleged violation is not resolved within ten (10) days or if the teacher feels she/he has been discriminated against in violation of Chapter 4167, the teacher may file a grievance under Article VII.

Before exercising her/his right to refuse work under Section 4167.06 because of a condition, which the Member acting in good faith reasonably believes, presents an imminent danger of death or serious harm to her/him, the Member must immediately notify her/his supervisor of the condition. The Member may be temporarily reassigned while the condition is being investigated and/or ameliorated.

G. Administrator Review

PEA and administrators will work to resolve concerns on a case-by-case basis. A resolution team of PEA members and administrators will be selected to investigate situational concerns to determine the correct course of action. All participants will be assured that events will be confidential. A written summary form will be maintained to document the current situation. Concurrently, no written documentation will appear in the PEA member's annual evaluation.

PEA members may request resolution through the PEA leadership, who will contact the Superintendent to start the resolution process. PEA members are the only persons who may initiate the process.

H. Intra and Inter-District Enrollment

1. Children of certificated/licensed employees residing in the District and who elect to participate in the intra-district enrollment program shall be given first consideration for building assignment, provided the intra district enrollment request is submitted 30 days prior to the intradistrict enrollment deadline.

2. Inter-district enrollment

   The PEA and board recognize the importance of high morale and its relationship to both home and work. To this end, the PEA leadership and representatives of the board will meet regularly to explore the feasibility and economic impact of allowing bargaining unit members' children who reside outside the district to attend Perrysburg Schools. A recommendation will be given to the board on a yearly basis.

I. The Board will establish and maintain an account in the amount of $7,500 solely for the payment of expenses of members related to technology damage to computers, laptops and tablets issued to the members. Prior to accessing this fund, the member must present the

damaged item to the technology department for a determination of warranty coverage. If damage is not covered by warranty, the technology department will provide the member and PEA President with a detailed invoice. Damage that is not covered by warranty may be reimbursed from this fund as determined by the PEA President. The Board shall repair or replace damaged cords and dongles, which will not be paid from this fund.

ARTICLE XXIX. ENTIRE AGREEMENT CLAUSE

This Master Agreement supersedes and cancels all previous agreements, verbal or written or based upon alleged past practices between the Board and the Association and constitutes the entire agreement between the parties. In accordance with Ohio Revised Code Section 4117.10(A), the provisions of this Agreement shall supersede, control and govern the relationship of the parties in the place of provisions included in Ohio law.

ARTICLE XXX. SALARY AND DURATION

A. This Agreement shall be effective from August 1, 2024 through July 31, 2027.

B. Compensation

1. Annual Salaries.

a. Members shall be paid on Appendix A. The resulting base salary shall be:

2024-2025:	$43,432.06
2025-2026:	$44,517.87
2026-2027:	$45,630.81

b. During the entire duration of this Master Agreement each Member who has gained the additional training to move horizontally on the salary schedule for regular contract duties shall be moved to the higher training column.

c. Beginning with the 2017-18 school year and continuing thereafter, each Member who was in paid status for the Board for at least one hundred twenty (120) contract days during the immediately preceding school year shall be credited with that year on the Salary Schedule.

d. This Article sets forth the exclusive method for Members to move to higher levels and/or training columns, notwithstanding any other language in this Master Agreement or provision of law.

2. The three notes on the most recent Appendix A shall be included on the new Appendix A schedule.

3. Employees will be paid a one-time payment of one thousand dollars ($1,000.00) in the year they reach Step 31. Employees will be paid a one-time payment of

one thousand dollars ($1,000.00) in the year they reach Step 33. The payment shall be made following completion of 120 work days in that school year.

PERRYSBURG EDUCATION ASSOCIATION

PERRYSBURG EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION

APPENDIX A

Index

PERRYSBURG EDUCATION ASSOCIATION INDEX

DEGREE	**BS**	**BS+15**	**BS+30**	**M**	**M10**
0	1.0000	1.0550	1.1100	1.1650	1.2200
1	1.0550	1.1100	1.1650	1.2200	1.2750
2	1.1100	1.1650	1.2200	1.2750	1.3300
3	1.1650	1.2200	1.2750	1.3300	1.3850
4	1.2200	1.2750	1.3300	1.3850	1.4400
5	1.2750	1.3300	1.3850	1.4400	1.4950
6	1.3300	1.3850	1.4400	1.4950	1.5500
7	1.3850	1.4400	1.4950	1.5500	1.6050
8	1.4400	1.4950	1.5500	1.6050	1.6600
9	1.4950	1.5500	1.6050	1.6600	1.7150
10	1.5500	1.6050	1.6600	1.7150	1.7700
11	1.6050	1.6600	1.7150	1.7700	1.8250
12	1.6600	1.7150	1.7700	1.8250	1.8800
13	1.7150	1.7700	1.8250	1.8800	1.9350
14	1.7700	1.8250	1.8800	1.9350	1.9900
15	1.8250	1.8800	1.9350	1.9900	2.0450
16	1.8800	1.9350	1.9900	2.0450	2.1000
17	1.8800	1.9900	2.0450	2.1000	2.1550
18	1.8800	1.9900	2.0450	2.1550	2.2100
19	1.8800	1.9900	2.0450	2.1550	2.2650
20	1.8800	1.9900	2.0450	2.1550	2.2650
21	1.8800	1.9900	2.0450	2.1550	2.2650
22	1.8800	1.9900	2.0450	2.1550	2.2650
23	1.9350	2.0450	2.1000	2.2100	2.3200
24	1.9350	2.0450	2.1000	2.2100	2.3200
25	1.9350	2.0450	2.1000	2.2100	2.3200
26	1.9350	2.0450	2.1000	2.2100	2.3200
27	1.9900	2.1000	2.1550	2.2650	2.3750
28	1.9900	2.1000	2.1550	2.2650	2.3750
29	2.0450	2.1550	2.2100	2.3200	2.4300
30	2.0450	2.1550	2.2100	2.3200	2.4300
31	2.0450	2.1550	2.2100	2.3200	2.4300
32	2.0450	2.1550	2.2100	2.3200	2.4300
33	2.0450	2.1550	2.2100	2.3200	2.4300

APPENDIX A

PERRYSBURG EDUCATION ASSOCIATION INDEX

2.50%

2024 - 2025 Base Salary	
43,432.06	

DEGREE	BS	BS15	BS30	M	M10
0	43,432	45,821	48,210	50,598	52,987
1	45,821	48,210	50,598	52,987	55,376
2	48,210	50,598	52,987	55,376	57,765
3	50,598	52,987	55,376	57,765	60,153
4	52,987	55,376	57,765	60,153	62,542
5	55,376	57,765	60,153	62,542	64,931
6	57,765	60,153	62,542	64,931	67,320
7	60,153	62,542	64,931	67,320	69,708
8	62,542	64,931	67,320	69,708	72,097
9	64,931	67,320	69,708	72,097	74,486
10	67,320	69,708	72,097	74,486	76,875
11	69,708	72,097	74,486	76,875	79,264
12	72,097	74,486	76,875	79,264	81,652
13	74,486	76,875	79,264	81,652	84,041
14	76,875	79,264	81,652	84,041	86,430
15	79,264	81,652	84,041	86,430	88,819
16	81,652	84,041	86,430	88,819	91,207
17	81,652	86,430	88,819	91,207	93,596
18	81,652	86,430	88,819	93,596	95,985
19	81,652	86,430	88,819	93,596	98,374
20	81,652	86,430	88,819	93,596	98,374
21	81,652	86,430	88,819	93,596	98,374
22	81,652	86,430	88,819	93,596	98,374
23	84,041	88,819	91,207	95,985	100,762
24	84,041	88,819	91,207	95,985	100,762
25	84,041	88,819	91,207	95,985	100,762
26	84,041	88,819	91,207	95,985	100,762
27	86,430	91,207	93,596	98,374	103,151
28	86,430	91,207	93,596	98,374	103,151
29	88,819	93,596	95,985	100,762	105,540
30	88,819	93,596	95,985	100,762	105,540
31	88,819	93,596	95,985	100,762	105,540
32	88,819	93,596	95,985	100,762	105,540
33	88,819	93,596	95,985	100,762	105,540

Hourly Rate	$32.85

$1,000 One Time Stipend at Step 31 and at Step 33

**Graduate hours and locally developed board paid PAC credits only.

**A teacher new to the system or who has a break in service with the Perrysburg Schools will be allowed full credit for three (3) years teaching and military service. Additional years may be granted at the discretion of the Superintendent where the teacher would be responsible for the performance of a related supplemental contract or is assigned to a specialty certification/license area. Teachers will sign a form prior to being hired disclosing all teaching and military experience and acknowledging the years of service granted at hire. Any current part time teacher with Perrysburg Schools that is moving to full time will be granted a maximum of three (3) years of experience. Their part time years will counted as half-credit up to the three (3) year maximum.

2.50%

2025 - 2026 Base Salary	
44,517.87	

DEGREE	BS	BS15	BS30	M	M10
0	44,518	46,966	49,415	51,863	54,312
1	46,966	49,415	51,863	54,312	56,760
2	49,415	51,863	54,312	56,760	59,209
3	51,863	54,312	56,760	59,209	61,657
4	54,312	56,760	59,209	61,657	64,106
5	56,760	59,209	61,657	64,106	66,554
6	59,209	61,657	64,106	66,554	69,003
7	61,657	64,106	66,554	69,003	71,451
8	64,106	66,554	69,003	71,451	73,900
9	66,554	69,003	71,451	73,900	76,348
10	69,003	71,451	73,900	76,348	78,797
11	71,451	73,900	76,348	78,797	81,245
12	73,900	76,348	78,797	81,245	83,694
13	76,348	78,797	81,245	83,694	86,142
14	78,797	81,245	83,694	86,142	88,591
15	81,245	83,694	86,142	88,591	91,039
16	83,694	86,142	88,591	91,039	93,488
17	83,694	88,591	91,039	93,488	95,936
18	83,694	88,591	91,039	95,936	98,384
19	83,694	88,591	91,039	95,936	100,833
20	83,694	88,591	91,039	95,936	100,833
21	83,694	88,591	91,039	95,936	100,833
22	83,694	88,591	91,039	95,936	100,833
23	86,142	91,039	93,488	98,384	103,281
24	86,142	91,039	93,488	98,384	103,281
25	86,142	91,039	93,488	98,384	103,281
26	86,142	91,039	93,488	98,384	103,281
27	88,591	93,488	95,936	100,833	105,730
28	88,591	93,488	95,936	100,833	105,730
29	91,039	95,936	98,384	103,281	108,178
30	91,039	95,936	98,384	103,281	108,178
31	91,039	95,936	98,384	103,281	108,178
32	91,039	95,936	98,384	103,281	108,178

Hourly Rate	$33.67

$1,000 One Time Stipend at Step 31 and at Step 33

**Graduate hours and locally developed board paid PAC credits only.
**A teacher new to the system or who has a break in service with the Perrysburg Schools will be allowed full credit for three (3) years teaching and military service. Additional years may be granted at the discretion of the Superintendent where the teacher would be responsible for the performance of a related supplemental contract or is assigned to a specialty certification/license area. Teachers will sign a form prior to being hired disclosing all teaching and military experience and acknowledging the years of service granted at hire. Any current part time teacher with Perrysburg Schools that is moving to full time will be granted a maximum of three (3) years of experience. Their part time years will counted as half-credit up to the three (3) year maximum.

2.50%

2026 - 2027 Base Salary	
45,630.81	

DEGREE	BS	BS15	BS30	M	M10
0	45,631	48,141	50,650	53,160	55,670
1	48,141	50,650	53,160	55,670	58,179
2	50,650	53,160	55,670	58,179	60,689
3	53,160	55,670	58,179	60,689	63,199
4	55,670	58,179	60,689	63,199	65,708
5	58,179	60,689	63,199	65,708	68,218
6	60,689	63,199	65,708	68,218	70,728
7	63,199	65,708	68,218	70,728	73,237
8	65,708	68,218	70,728	73,237	75,747
9	68,218	70,728	73,237	75,747	78,257
10	70,728	73,237	75,747	78,257	80,767
11	73,237	75,747	78,257	80,767	83,276
12	75,747	78,257	80,767	83,276	85,786
13	78,257	80,767	83,276	85,786	88,296
14	80,767	83,276	85,786	88,296	90,805
15	83,276	85,786	88,296	90,805	93,315
16	85,786	88,296	90,805	93,315	95,825
17	85,786	90,805	93,315	95,825	98,334
18	85,786	90,805	93,315	98,334	100,844
19	85,786	90,805	93,315	98,334	103,354
20	85,786	90,805	93,315	98,334	103,354
21	85,786	90,805	93,315	98,334	103,354
22	85,786	90,805	93,315	98,334	103,354
23	88,296	93,315	95,825	100,844	105,863
24	88,296	93,315	95,825	100,844	105,863
25	88,296	93,315	95,825	100,844	105,863
26	88,296	93,315	95,825	100,844	105,863
27	90,805	95,825	98,334	103,354	108,373
28	90,805	95,825	98,334	103,354	108,373
29	93,315	98,334	100,844	105,863	110,883
30	93,315	98,334	100,844	105,863	110,883
31	93,315	98,334	100,844	105,863	110,883
32	93,315	98,334	100,844	105,863	110,883
33	93,315	98,334	100,844	105,863	110,883

Hourly Rate	$34.51

$1,000 One Time Stipend at Step 31 and at Step 33

**Graduate hours and locally developed board paid PAC credits only.
**A teacher new to the system or who has a break in service with the Perrysburg Schools will be allowed full credit for three (3) years teaching and military service. Additional years may be granted at the discretion of the Superintendent where the teacher would be responsible for the performance of a related supplemental contract or is assigned to a specialty certification/license area. Teachers will sign a form prior to being hired disclosing all teaching and military experience and acknowledging the years of service granted at hire. Any current part time teacher with Perrysburg Schools that is moving to full time will be granted a maximum of three (3) years of experience. Their part time years will counted as half-credit up to the three (3) year maximum.

Appendix B - Supplementals	INDEX	2024-25	2024-25
			Non-PEA
		$9,068.96	90%
Districtwide			
MANDATED			
LPDC - Chair	0.12	$1,088.28	$979.45
LPDC - Chair	0.12	$1,088.28	$979.45
LPDC - Members	0.08	$725.52	$652.97
LPDC - Members	0.08	$725.52	$652.97
LPDC - Members	0.08	$725.52	$652.97
LPDC - Members	0.08	$725.52	$652.97
LPDC - Members	0.08	$725.52	$652.97
Resident Educator Mentor - As needed Year 1	0.13	$1,133.62	
Resident Educator Mentor - As needed Year 2	0.13	$1,133.62	
Professional Development Chair - District	0.08	$725.52	$652.97

High School			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - HS (Teacher hourly rate)**		$32.05	$28.85
Class Advisor - Freshman Class - HS	0.15	$1,360.34	
Class Advisor - Junior Class - HS	0.30	$2,720.69	
Class Advisor - Senior Class - HS	0.23	$2,085.86	
Class Advisor - Sophomore Class - HS	0.15	$1,360.34	
Co-Curricular Coordinator - HS	0.41	$3,718.27	
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,539.31	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,083.45	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,536.90	
Department Heads (9 + Teachers/Dept.)	0.43	$3,899.65	
High School - Art			
High School - Guidance			
High School - Music			
High School - Vocational			
High School - Electives/Music			
High School - Language Arts			
High School - Social Studies			
High School - Science			
High School - Math			
High School - Special Needs			
High School - Foreign Language			
STUDENT ACTIVITIES			
Art Shows	0.10	$906.90	$816.21
Athletic Coordinator - Assistant - HS	1.75	$15,870.68	$14,283.61
Band - Director - HS	0.65	$5,894.83	$5,305.34
Band - Assistant - HS	0.40	$3,627.58	$3,264.83
Band - Indoor Drumline Coordinator - HS	0.30	$2,720.69	$2,448.62
Band - Jazz **OR** Pep Band Director - HS	0.23	$2,085.86	$1,877.28
Band - Summer Director (Band Camp) - HS	0.20	$1,813.79	$1,632.41
Band - Summer Asst. (Band Camp) - HS	0.13	$1,178.97	$1,061.07
Band - Summer Asst. (Band Camp) - HS	0.13	$1,178.97	$1,061.07
Baseball - Head - HS	0.75	$6,801.72	$6,121.55
Baseball - Assistant - HS	0.45	$4,081.03	$3,672.93
Baseball - Assistant - HS	0.45	$4,081.03	$3,672.93
Baseball - Assistant - HS	0.45	$4,081.03	$3,672.93
Basketball - Head Boys - HS	1.00	$9,068.96	$8,162.07
Basketball - Assistant Boys - HS	0.65	$5,894.83	$5,305.34
Basketball - Assistant Boys - HS	0.65	$5,894.83	$5,305.34
Basketball - Assistant Boys - HS	0.65	$5,894.83	$5,305.34

Basketball - Head Girls - HS	1.00	$9,068.96	$8,162.07
Basketball - Assistant Girls - HS	0.65	$5,894.83	$5,305.34
Basketball - Assistant Girls - HS	0.65	$5,894.83	$5,305.34
Basketball - Assistant Girls - HS	0.65	$5,894.83	$5,305.34
Bowling - HS	0.25	$2,267.24	$2,040.52
Cheerleading - Head Basketball - HS	0.50	$4,534.48	$4,081.03
Cheerleading - Assistant Basketball - HS	0.20	$1,813.79	$1,632.41
Cheerleading - Assistant Basketball - HS	0.20	$1,813.79	$1,632.41
Cheerleading - Head Football - HS	0.40	$3,627.58	$3,264.83
Cheerleading - Assistant Football - HS	0.20	$1,813.79	$1,632.41
Cheerleading - Assistant Football - HS	0.20	$1,813.79	$1,632.41
Cheerleading - Head Wrestling - HS Wrestling Mat Stats	0.30	$2,720.69	$2,448.62
Cheerleading - Competition - HS	0.20	$1,813.79	$1,632.41
Club Advisor - Art - HS	0.15	$1,360.34	$1,224.31
Club Advisor - ASL	0.15	$1,360.34	$1,224.31
Club Advisor - Drama - HS	0.15	$1,360.34	$1,224.31
Club Advisor - Environmental - HS	0.15	$1,360.34	$1,224.31
Club Advisor - French - HS	0.15	$1,360.34	$1,224.31
Club Advisor - Key Club - HS	0.15	$1,360.34	$1,224.31
Club Advisor - National Honor Society - HS	0.23	$2,085.86	$1,877.28
Club Advisor - Photo Club - HS	0.15	$1,360.34	$1,224.31
Club Advisor - Pride Club - HS	0.30	$2,720.69	$2,448.62
Club Advisor - Robotics - HS	0.15	$1,360.34	$1,224.31
Club Advisor - Spanish - HS	0.15	$1,360.34	$1,224.31
Cross Country - Head - HS (Boys)	0.63	$5,713.45	$5,142.10
Cross Country - Assistant - HS (Boys)	0.35	$3,174.14	$2,856.72
Cross Country - Assistant - HS (Boys)	0.35	$3,174.14	$2,856.72
Cross Country - Head - HS (Girls)	0.63	$5,713.45	$5,142.10
Cross Country - Assistant - HS (Girls)	0.35	$3,174.14	$2,856.72
Cross Country - Assistant - HS (Girls)	0.35	$3,174.14	$2,856.72
Dance Team - HS	0.50	$4,534.48	$4,081.03
Dramatics - (Fall) - HS	0.65	$5,894.83	$5,305.34
Dramatics - (Winter) - HS	0.65	$5,894.83	$5,305.34
Dramatics - Assistant (Fall) - HS	0.40	$3,627.58	$3,264.83
Dramatics - Assistant (Winter) - HS	0.40	$3,627.58	$3,264.83
Football - Head - HS	1.00	$9,068.96	$8,162.07
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Football - Assistant - HS	0.65	$5,894.83	$5,305.34
Forensics - Head - HS	0.50	$4,534.48	$4,081.03
Forensics - Assistant - HS	0.40	$3,627.58	$3,264.83
Golf - Head Boys - HS	0.60	$5,441.38	$4,897.24
Golf - Assistant Boys - HS	0.30	$2,720.69	$2,448.62
Golf - Head Girls - HS	0.60	$5,441.38	$4,897.24
Golf - Assistant Girls - HS	0.30	$2,720.69	$2,448.62
Gymnastics - Head - HS	0.63	$5,713.45	$5,142.10

Gymnastics - Assistant - HS	0.35	$3,174.14	$2,856.72
Hockey - Head - HS	0.65	$5,894.83	$5,305.34
Hockey - Assistant - HS	0.40	$3,627.58	$3,264.83
Lacrosse - Head Boys - HS	0.65	$5,894.83	$5,305.34
Lacrosse - Assistant Boys - HS	0.40	$3,627.58	$3,264.83
Lacrosse - Assistant Boys - HS	0.40	$3,627.58	$3,264.83
Lacrosse - Head Girls - HS	0.65	$5,894.83	$5,305.34
Lacrosse - Assistant Girls - HS	0.40	$3,627.58	$3,264.83
Lacrosse - Assistant Girls - HS	0.40	$3,627.58	$3,264.83
Majorette Advisor - HS	0.20	$1,813.79	$1,632.41
Musical - Acting Director - HS	0.50	$4,534.48	$4,081.03
Musical - Choreographer - HS	0.20	$1,813.79	$1,632.41
Musical - Instrumental - HS	0.30	$2,720.69	$2,448.62
Musical - Musical Director - HS	0.50	$4,534.48	$4,081.03
Musical - Technical - HS	0.40	$3,627.58	$3,264.83
Orchestra - Director - HS	0.65	$5,894.83	$5,305.34
Orchestra - Assistant - HS	0.40	$3,627.58	$3,264.83
Publications - Newspaper - HS	0.30	$2,720.69	$2,448.62
Rowing - Head	0.60	$5,441.38	$4,897.24
Rowing - Assistant Head	0.30	$2,720.69	$2,448.62
Soccer - Head Boys - HS	0.75	$6,801.72	$6,121.55
Soccer - Assistant Boys - HS	0.45	$4,081.03	$3,672.93
Soccer - Assistant Boys - HS	0.45	$4,081.03	$3,672.93
Soccer - Assistant Boys - HS	0.45	$4,081.03	$3,672.93
Soccer - Head Girls - HS	0.75	$6,801.72	$6,121.55
Soccer - Assistant Girls - HS	0.45	$4,081.03	$3,672.93
Soccer - Assistant Girls - HS	0.45	$4,081.03	$3,672.93
Soccer - Assistant Girls - HS	0.45	$4,081.03	$3,672.93
Softball - Head - HS	0.75	$6,801.72	$6,121.55
Softball - Assistant - HS	0.45	$4,081.03	$3,672.93
Softball - Assistant - HS	0.45	$4,081.03	$3,672.93
Softball - Assistant - HS	0.45	$4,081.03	$3,672.93
Student Council - Assistant - HS	0.30	$2,720.69	$2,448.62
Student Council - Head - HS	0.40	$3,627.58	$3,264.83
Swim Coach - Head - HS - Boys	0.63	$5,713.45	$5,142.10
Swim Coach - Head - HS - Girls	0.63	$5,713.45	$5,142.10
Swim Coach - Assistant- HS - Girls/Boys Total of 1	0.35	$3,174.14	$2,856.72
Tennis - Head Boys - HS	0.60	$5,441.38	$4,897.24
Tennis - Assistant Boys - HS	0.30	$2,720.69	$2,448.62
Tennis - Head Girls - HS	0.60	$5,441.38	$4,897.24
Tennis - Assistant Girls - HS	0.30	$2,720.69	$2,448.62
Track - Head Boys - HS	0.65	$5,894.83	$5,305.34
Track - Assistant Boys - HS	0.40	$3,627.58	$3,264.83
Track - Assistant Boys - HS	0.40	$3,627.58	$3,264.83
Track - Head Girls - HS	0.65	$5,894.83	$5,305.34
Track - Assistant Girls - HS	0.40	$3,627.58	$3,264.83
Track - Assistant Girls - HS	0.40	$3,627.58	$3,264.83
Track - Assistant - HS (*See Note Below)	0.40	$3,627.58	$3,264.83
Track- Indoor	0.15	$1,360.34	$1,224.31
Track- Indoor	0.15	$1,360.34	$1,224.31
Vocal Music - Director - HS	0.65	$5,894.83	$5,305.34
Vocal Music - Assistant - HS	0.40	$3,627.58	$3,264.83
Volleyball - Head - HS	0.75	$6,801.72	$6,121.55
Volleyball - Assistant - HS	0.45	$4,081.03	$3,672.93

Volleyball - Assistant - HS	0.45	$4,081.03	$3,672.93
Volleyball - Assistant - HS	0.45	$4,081.03	$3,672.93
Weight Room - HS Summer	0.20	$1,813.79	$1,632.41
Weight Room - HS Fall	0.20	$1,813.79	$1,632.41
Weight Room - HS Winter	0.20	$1,813.79	$1,632.41
Weight Room - HS Spring	0.20	$1,813.79	$1,632.41
Weight Room - HAC Summer	0.20	$1,813.79	$1,632.41
Weight Room - HAC Fall	0.20	$1,813.79	$1,632.41
Weight Room - HAC Winter	0.20	$1,813.79	$1,632.41
Weight Room - HAC Spring	0.20	$1,813.79	$1,632.41
Wrestling - Head - HS	0.75	$6,801.72	$6,121.55
Wrestling - Assistant - HS	0.45	$4,081.03	$3,672.93
Wrestling - Assistant - HS	0.45	$4,081.03	$3,672.93
Yearbook - HS	0.30	$2,720.69	$2,448.62

*Track - One team - Total Positions - one (1) Head & five (5) Assistants
- Two teams - Total Positions - one (1) Head-Boys, one (1) Head-Girls, two (2) Assistant-Boys & two (2) Assistant-Girls

Junior High			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - JH (Teacher hourly rate)**		$32.05	$28.85
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,392.91	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,083.45	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,536.90	
Department Heads (9 + Teachers/Dept.)	0.43	$3,899.65	
Junior High - Language Arts			
Junior High - Electives/Music			
Junior High - Math			
Junior High - Science			
Junior High - Social Studies			
Junior High - Special Education			
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Athletic Coordinator - JH	1.75	$15,870.68	$14,283.61
Band - Director - JH	0.40	$3,627.58	$3,264.83
Band - Assistant - JH	0.20	$1,813.79	$1,632.41
Basketball - Boys - JH 7th Grade	0.60	$5,441.38	$4,897.24
Basketball - Boys - JH 8th Grade	0.60	$5,441.38	$4,897.24
Basketball - Girls - JH 7th Grade	0.60	$5,441.38	$4,897.24
Basketball - Girls - JH 8th Grade	0.60	$5,441.38	$4,897.24
Cheerleading - Basketball - JH	0.30	$2,720.69	$2,448.62
Cheerleading Assistant Basketball - JH	0.15	$1,360.34	$1,224.31
Cheerleading - Football - JH	0.25	$2,267.24	$2,040.52
Cheerleading Assistant Football - JH	0.13	$1,178.97	$1,061.07

Choir-Competitive Show Choir JH Instrumental	0.10	$906.90	$816.21
Choir - Competitive Head Show Choir - JH	0.40	$3,627.58	$3,264.83
Club Advisor - Drama - JH	0.15	$1,360.34	$1,224.31
Club Advisor - Math Counts - JH	0.15	$1,360.34	$1,224.31
Club Advisor - Youth-to-Youth - JH	0.15	$1,360.34	$1,224.31
Cross Country - Head - JH (Boys)	0.40	$3,627.58	$3,264.83
Cross Country - Head - JH (Girls)	0.40	$3,627.58	$3,264.83
Cross Country - Assistant - JH (Boys)	0.25	$2,267.24	$2,040.52
Cross Country - Assistant - JH (Girls)	0.25	$2,267.24	$2,040.52
Football - Head 7th - JH	0.60	$5,441.38	$4,897.24
Football - Head 8th - JH	0.60	$5,441.38	$4,897.24
Football - Assistant 7th, 8th - JH	0.40	$3,627.58	$3,264.83
Football - Assistant 7th, 8th - JH	0.40	$3,627.58	$3,264.83
Football - Assistant 7th, 8th - JH	0.40	$3,627.58	$3,264.83
Football - Assistant 7th, 8th - JH	0.40	$3,627.58	$3,264.83
Football - Assistant 7th, 8th - JH	0.40	$3,627.58	$3,264.83
Musical - Acting Director - JH	0.50	$4,534.48	$4,081.03
Musical - Choreographer - JH	0.15	$1,360.34	$1,224.31
Musical - Instrumental - JH	0.20	$1,813.79	$1,632.41
Musical - Musical Director - JH	0.40	$3,627.58	$3,264.83
Musical - Technical Director - JH	0.20	$1,813.79	$1,632.41
Orchestra - Director - JH	0.40	$3,627.58	$3,264.83
Orchestra - Assistant - JH	0.20	$1,813.79	$1,632.41
Publications - Assistant Power of the Pen - JH	0.15	$1,360.34	$1,224.31
Publications - Power of the Pen - JH	0.23	$2,085.86	$1,877.28
Quiz Bowl - JH	0.15	$1,360.34	$1,224.31
STEM Club - JH	0.15	$1,360.34	$1,224.31
Student Council - JH	0.23	$2,085.86	$1,877.28
Track - Head - JH - Boys	0.50	$4,534.48	$4,081.03
Track - Head - JH - Girls	0.50	$4,534.48	$4,081.03
Track - Assistant	0.25	$2,267.24	$2,040.52
Track - Assistant	0.25	$2,267.24	$2,040.52
Track - Assistant	0.25	$2,267.24	$2,040.52
Track - Assistant	0.25	$2,267.24	$2,040.52
Vocal Music - Director - JH	0.40	$3,627.58	$3,264.83
Vocal Music - Assistant - JH	0.20	$1,813.79	$1,632.41
Volleyball - Head - JH - 7th	0.60	$5,441.38	$4,897.24
Volleyball - Head - JH - 8th	0.60	$5,441.38	$4,897.24
Wrestling - Head - JH	0.60	$5,441.38	$4,897.24
Wrestling - Assistant - JH	0.40	$3,627.58	$3,264.83
Wrestling - Assistant - JH	0.40	$3,627.58	$3,264.83
Yearbook - JH	0.30	$2,720.69	$2,448.62

HPI			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	

BLT Member	0.35	$3,174.14	[redacted]
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Activity Coordinator	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Asst Band	0.10	$906.90	$816.21
Asst Orchestra	0.10	$906.90	$816.21
Assistant Vocal	0.10	$906.90	$816.21
Band	0.20	$1,813.79	$1,632.41
Orchestra	0.20	$1,813.79	$1,632.41
Student Council	0.20	$1,813.79	$1,632.41
Vocal	0.20	$1,813.79	$1,632.41
Frank Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
Head Teacher	0.41	$3,718.27	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Safety Patrol - Elementary	0.20	$1,813.79	$1,632.41
Student Council - Elementary	0.20	$1,813.79	$1,632.41
Yearbook - Elementary	0.20	$1,813.79	$1,632.41
Ft. Meigs Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
BLT Member	0.35	$3,174.14	
Head Teacher	0.41	$3,718.27	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31

Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Safety Patrol - Elementary	0.20	$1,813.79	$1,632.41
Student Council - Elementary	0.20	$1,813.79	$1,632.41
Yearbook - Elementary	0.20	$1,813.79	$1,632.41
Toth Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
Head Teacher	0.41	$3,718.27	[redacted]
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Safety Patrol - Elementary	0.20	$1,813.79	$1,632.41
Student Council - Elementary	0.20	$1,813.79	$1,632.41
Yearbook - Elementary	0.20	$1,813.79	$1,632.41
Woodland Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
BLT Member	0.35	$3,174.14	[redacted]
Head Teacher	0.41	$3,718.27	[redacted]
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Activity Coordinator - Elementary	0.15	$1,360.34	$1,224.31
Art Shows	0.10	$906.90	$816.21
Safety Patrol - Elementary	0.20	$1,813.79	$1,632.41
Student Council - Elementary	0.20	$1,813.79	$1,632.41
Yearbook - Elementary	0.20	$1,813.79	$1,632.41

Appendix B - Supplementals	INDEX	2025-26	2025-26 Non-PEA
		$9,295.69	90%
Districtwide			
MANDATED			
LPDC - Chair	0.12	$1,115.48	$1,003.93
LPDC - Chair	0.12	$1,115.48	$1,003.93
LPDC - Members	0.08	$743.65	$669.29
LPDC - Members	0.08	$743.65	$669.29
LPDC - Members	0.08	$743.65	$669.29
LPDC - Members	0.08	$743.65	$669.29
LPDC - Members	0.08	$743.65	$669.29
Resident Educator Mentor - As needed Year 1	0.13	$1,161.96	
Resident Educator Mentor - As needed Year 2	0.13	$1,161.96	
Professional Development Chair - District	0.08	$743.65	$669.29
High School			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - HS (Teacher hourly rate)**		$32.05	$28.85
Class Advisor - Freshman Class - HS	0.15	$1,394.35	
Class Advisor - Junior Class - HS	0.30	$2,788.71	
Class Advisor - Senior Class - HS	0.23	$2,138.01	
Class Advisor - Sophomore Class - HS	0.15	$1,394.35	
Co-Curricular Coordinator - HS	0.41	$3,811.23	
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,602.79	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,160.53	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,625.32	
Department Heads (9 + Teachers/Dept.)	0.43	$3,997.14	
High School - Art			
High School - Guidance			
High School - Music			
High School - Vocational			
High School - Electives/Music			
High School - Language Arts			
High School - Social Studies			
High School - Science			
High School - Math			
High School - Special Needs			
High School - Foreign Language			
STUDENT ACTIVITIES			
Art Shows	0.10	$929.57	$836.61
Athletic Coordinator - Assistant - HS	1.75	$16,267.45	$14,640.70
Band - Director - HS	0.65	$6,042.20	$5,437.98
Band - Assistant - HS	0.40	$3,718.27	$3,346.45
Band - Indoor Drumline Coordinator - HS	0.30	$2,788.71	$2,509.84
Band - Jazz **OR** Pep Band Director - HS	0.23	$2,138.01	$1,924.21
Band - Summer Director (Band Camp) - HS	0.20	$1,859.14	$1,673.22
Band - Summer Asst. (Band Camp) - HS	0.13	$1,208.44	$1,087.60
Band - Summer Asst. (Band Camp) - HS	0.13	$1,208.44	$1,087.60
Baseball - Head - HS	0.75	$6,971.76	$6,274.59
Baseball - Assistant - HS	0.45	$4,183.06	$3,764.75
Baseball - Assistant - HS	0.45	$4,183.06	$3,764.75
Baseball - Assistant - HS	0.45	$4,183.06	$3,764.75
Basketball - Head Boys - HS	1.00	$9,295.69	$8,366.12
Basketball - Assistant Boys - HS	0.65	$6,042.20	$5,437.98

Basketball - Assistant Boys - HS	0.65	$6,042.20	$5,437.98
Basketball - Assistant Boys - HS	0.65	$6,042.20	$5,437.98
Basketball - Head Girls - HS	1.00	$9,295.69	$8,366.12
Basketball - Assistant Girls - HS	0.65	$6,042.20	$5,437.98
Basketball - Assistant Girls - HS	0.65	$6,042.20	$5,437.98
Basketball - Assistant Girls - HS	0.65	$6,042.20	$5,437.98
Bowling - HS	0.25	$2,323.92	$2,091.53
Cheerleading - Head Basketball - HS	0.50	$4,647.84	$4,183.06
Cheerleading - Assistant Basketball - HS	0.20	$1,859.14	$1,673.22
Cheerleading - Assistant Basketball - HS	0.20	$1,859.14	$1,673.22
Cheerleading - Head Football - HS	0.40	$3,718.27	$3,346.45
Cheerleading - Assistant Football - HS	0.20	$1,859.14	$1,673.22
Cheerleading - Assistant Football - HS	0.20	$1,859.14	$1,673.22
Cheerleading - Head Wrestling - HS Wrestling Mat Stats	0.30	$2,788.71	$2,509.84
Cheerleading - Competition - HS	0.20	$1,859.14	$1,673.22
Club Advisor - Art - HS	0.15	$1,394.35	$1,254.92
Club Advisor - ASL	0.15	$1,394.35	$1,254.92
Club Advisor - Drama - HS	0.15	$1,394.35	$1,254.92
Club Advisor - Environmental - HS	0.15	$1,394.35	$1,254.92
Club Advisor - French - HS	0.15	$1,394.35	$1,254.92
Club Advisor - Key Club - HS	0.15	$1,394.35	$1,254.92
Club Advisor - National Honor Society - HS	0.23	$2,138.01	$1,924.21
Club Advisor - Photo Club - HS	0.15	$1,394.35	$1,254.92
Club Advisor - Pride Club - HS	0.30	$2,788.71	$2,509.84
Club Advisor - Robotics - HS	0.15	$1,394.35	$1,254.92
Club Advisor - Spanish - HS	0.15	$1,394.35	$1,254.92
Cross Country - Head - HS (Boys)	0.63	$5,856.28	$5,270.65
Cross Country - Assistant - HS (Boys)	0.35	$3,253.49	$2,928.14
Cross Country - Assistant - HS (Boys)	0.35	$3,253.49	$2,928.14
Cross Country - Head - HS (Girls)	0.63	$5,856.28	$5,270.65
Cross Country - Assistant - HS (Girls)	0.35	$3,253.49	$2,928.14
Cross Country - Assistant - HS (Girls)	0.35	$3,253.49	$2,928.14
Dance Team - HS	0.50	$4,647.84	$4,183.06
Dramatics - (Fall) - HS	0.65	$6,042.20	$5,437.98
Dramatics - (Winter) - HS	0.65	$6,042.20	$5,437.98
Dramatics - Assistant (Fall) - HS	0.40	$3,718.27	$3,346.45
Dramatics - Assistant (Winter) - HS	0.40	$3,718.27	$3,346.45
Football - Head - HS	1.00	$9,295.69	$8,366.12
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Football - Assistant - HS	0.65	$6,042.20	$5,437.98
Forensics - Head - HS	0.50	$4,647.84	$4,183.06
Forensics - Assistant - HS	0.40	$3,718.27	$3,346.45
Golf - Head Boys - HS	0.60	$5,577.41	$5,019.67
Golf - Assistant Boys - HS	0.30	$2,788.71	$2,509.84
Golf - Head Girls - HS	0.60	$5,577.41	$5,019.67
Golf - Assistant Girls - HS	0.30	$2,788.71	$2,509.84

Gymnastics - Head - HS	0.63	$5,856.28	$5,270.65
Gymnastics - Assistant - HS	0.35	$3,253.49	$2,928.14
Hockey - Head - HS	0.65	$6,042.20	$5,437.98
Hockey - Assistant - HS	0.40	$3,718.27	$3,346.45
Lacrosse - Head Boys - HS	0.65	$6,042.20	$5,437.98
Lacrosse - Assistant Boys - HS	0.40	$3,718.27	$3,346.45
Lacrosse - Assistant Boys - HS	0.40	$3,718.27	$3,346.45
Lacrosse - Head Girls - HS	0.65	$6,042.20	$5,437.98
Lacrosse - Assistant Girls - HS	0.40	$3,718.27	$3,346.45
Lacrosse - Assistant Girls - HS	0.40	$3,718.27	$3,346.45
Majorette Advisor - HS	0.20	$1,859.14	$1,673.22
Musical - Acting Director - HS	0.50	$4,647.84	$4,183.06
Musical - Choreographer - HS	0.20	$1,859.14	$1,673.22
Musical - Instrumental - HS	0.30	$2,788.71	$2,509.84
Musical - Musical Director - HS	0.50	$4,647.84	$4,183.06
Musical - Technical - HS	0.40	$3,718.27	$3,346.45
Orchestra - Director - HS	0.65	$6,042.20	$5,437.98
Orchestra - Assistant - HS	0.40	$3,718.27	$3,346.45
Publications - Newspaper - HS	0.30	$2,788.71	$2,509.84
Rowing - Head	0.60	$5,577.41	$5,019.67
Rowing - Assistant Head	0.30	$2,788.71	$2,509.84
Soccer - Head Boys - HS	0.75	$6,971.76	$6,274.59
Soccer - Assistant Boys - HS	0.45	$4,183.06	$3,764.75
Soccer - Assistant Boys - HS	0.45	$4,183.06	$3,764.75
Soccer - Assistant Boys - HS	0.45	$4,183.06	$3,764.75
Soccer - Head Girls - HS	0.75	$6,971.76	$6,274.59
Soccer - Assistant Girls - HS	0.45	$4,183.06	$3,764.75
Soccer - Assistant Girls - HS	0.45	$4,183.06	$3,764.75
Soccer - Assistant Girls - HS	0.45	$4,183.06	$3,764.75
Softball - Head - HS	0.75	$6,971.76	$6,274.59
Softball - Assistant - HS	0.45	$4,183.06	$3,764.75
Softball - Assistant - HS	0.45	$4,183.06	$3,764.75
Softball - Assistant - HS	0.45	$4,183.06	$3,764.75
Student Council - Assistant - HS	0.30	$2,788.71	$2,509.84
Student Council - Head - HS	0.40	$3,718.27	$3,346.45
Swim Coach - Head - HS - Boys	0.63	$5,856.28	$5,270.65
Swim Coach - Head - HS - Girls	0.63	$5,856.28	$5,270.65
Swim Coach - Assistant- HS - Girls/Boys Total of 1	0.35	$3,253.49	$2,928.14
Tennis - Head Boys - HS	0.60	$5,577.41	$5,019.67
Tennis - Assistant Boys - HS	0.30	$2,788.71	$2,509.84
Tennis - Head Girls - HS	0.60	$5,577.41	$5,019.67
Tennis - Assistant Girls - HS	0.30	$2,788.71	$2,509.84
Track - Head Boys - HS	0.65	$6,042.20	$5,437.98
Track - Assistant Boys - HS	0.40	$3,718.27	$3,346.45
Track - Assistant Boys - HS	0.40	$3,718.27	$3,346.45
Track - Head Girls - HS	0.65	$6,042.20	$5,437.98
Track - Assistant Girls - HS	0.40	$3,718.27	$3,346.45
Track - Assistant Girls - HS	0.40	$3,718.27	$3,346.45
Track - Assistant - HS (*See Note Below)	0.40	$3,718.27	$3,346.45
Track- Indoor	0.15	$1,394.35	$1,254.92
Track- Indoor	0.15	$1,394.35	$1,254.92
Vocal Music - Director - HS	0.65	$6,042.20	$5,437.98
Vocal Music - Assistant - HS	0.40	$3,718.27	$3,346.45

Volleyball - Head - HS	0.75	$6,971.76	$6,274.59
Volleyball - Assistant - HS	0.45	$4,183.06	$3,764.75
Volleyball - Assistant - HS	0.45	$4,183.06	$3,764.75
Volleyball - Assistant - HS	0.45	$4,183.06	$3,764.75
Weight Room - HS Summer	0.20	$1,859.14	$1,673.22
Weight Room - HS Fall	0.20	$1,859.14	$1,673.22
Weight Room - HS Winter	0.20	$1,859.14	$1,673.22
Weight Room - HS Spring	0.20	$1,859.14	$1,673.22
Weight Room - HAC Summer	0.20	$1,859.14	$1,673.22
Weight Room - HAC Fall	0.20	$1,859.14	$1,673.22
Weight Room - HAC Winter	0.20	$1,859.14	$1,673.22
Weight Room - HAC Spring	0.20	$1,859.14	$1,673.22
Wrestling - Head - HS	0.75	$6,971.76	$6,274.59
Wrestling - Assistant - HS	0.45	$4,183.06	$3,764.75
Wrestling - Assistant - HS	0.45	$4,183.06	$3,764.75
Yearbook - HS	0.30	$2,788.71	$2,509.84

*Track - One team - Total Positions - one (1) Head & five (5) Assistants
- Two teams - Total Positions - one (1) Head-Boys, one (1) Head-Girls, two (2) Assistant-Boys & two (2) Assistant-Girls

Junior High			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - JH (Teacher hourly rate)**		$32.05	$28.85
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,392.91	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,160.53	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,625.32	
Department Heads (9 + Teachers/Dept.)	0.43	$3,997.14	
Junior High - Language Arts			
Junior High - Electives/Music			
Junior High - Math			
Junior High - Science			
Junior High - Social Studies			
Junior High - Special Education			
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Athletic Coordinator - JH	1.75	$16,267.45	$14,640.70
Band - Director - JH	0.40	$3,718.27	$3,346.45
Band - Assistant - JH	0.20	$1,859.14	$1,673.22
Basketball - Boys - JH 7th Grade	0.60	$5,577.41	$5,019.67
Basketball - Boys - JH 8th Grade	0.60	$5,577.41	$5,019.67
Basketball - Girls - JH 7th Grade	0.60	$5,577.41	$5,019.67
Basketball - Girls - JH 8th Grade	0.60	$5,577.41	$5,019.67
Cheerleading - Basketball - JH	0.30	$2,788.71	$2,509.84
Cheerleading Assistant Basketball - JH	0.15	$1,394.35	$1,254.92

Cheerleading - Football - JH	0.25	$2,323.92	$2,091.53
Cheerleading Assistant Football - JH	0.13	$1,208.44	$1,087.60
Choir-Competitive Show Choir JH Instrumental	0.10	$929.57	$836.61
Choir - Competitive Head Show Choir - JH	0.40	$3,718.27	$3,346.45
Club Advisor - Drama - JH	0.15	$1,394.35	$1,254.92
Club Advisor - Math Counts - JH	0.15	$1,394.35	$1,254.92
Club Advisor - Youth-to-Youth - JH	0.15	$1,394.35	$1,254.92
Cross Country - Head - JH (Boys)	0.40	$3,718.27	$3,346.45
Cross Country - Head - JH (Girls)	0.40	$3,718.27	$3,346.45
Cross Country - Assistant - JH (Boys)	0.25	$2,323.92	$2,091.53
Cross Country - Assistant - JH (Girls)	0.25	$2,323.92	$2,091.53
Football - Head 7th - JH	0.60	$5,577.41	$5,019.67
Football - Head 8th - JH	0.60	$5,577.41	$5,019.67
Football - Assistant 7th, 8th - JH	0.40	$3,718.27	$3,346.45
Football - Assistant 7th, 8th - JH	0.40	$3,718.27	$3,346.45
Football - Assistant 7th, 8th - JH	0.40	$3,718.27	$3,346.45
Football - Assistant 7th, 8th - JH	0.40	$3,718.27	$3,346.45
Football - Assistant 7th, 8th - JH	0.40	$3,718.27	$3,346.45
Musical - Acting Director - JH	0.50	$4,647.84	$4,183.06
Musical - Choreographer - JH	0.15	$1,394.35	$1,254.92
Musical - Instrumental - JH	0.20	$1,859.14	$1,673.22
Musical - Musical Director - JH	0.40	$3,718.27	$3,346.45
Musical - Technical Director - JH	0.20	$1,859.14	$1,673.22
Orchestra - Director - JH	0.40	$3,718.27	$3,346.45
Orchestra - Assistant - JH	0.20	$1,859.14	$1,673.22
Publications - Assistant Power of the Pen - JH	0.15	$1,394.35	$1,254.92
Publications - Power of the Pen - JH	0.23	$2,138.01	$1,924.21
Quiz Bowl - JH	0.15	$1,394.35	$1,254.92
STEM Club - JH	0.15	$1,394.35	$1,254.92
Student Council - JH	0.23	$2,138.01	$1,924.21
Track - Head - JH - Boys	0.50	$4,647.84	$4,183.06
Track - Head - JH - Girls	0.50	$4,647.84	$4,183.06
Track - Assistant	0.25	$2,323.92	$2,091.53
Track - Assistant	0.25	$2,323.92	$2,091.53
Track - Assistant	0.25	$2,323.92	$2,091.53
Track - Assistant	0.25	$2,323.92	$2,091.53
Vocal Music - Director - JH	0.40	$3,718.27	$3,346.45
Vocal Music - Assistant - JH	0.20	$1,859.14	$1,673.22
Volleyball - Head - JH - 7th	0.60	$5,577.41	$5,019.67
Volleyball - Head - JH - 8th	0.60	$5,577.41	$5,019.67
Wrestling - Head - JH	0.60	$5,577.41	$5,019.67
Wrestling - Assistant - JH	0.40	$3,718.27	$3,346.45
Wrestling - Assistant - JH	0.40	$3,718.27	$3,346.45
Yearbook - JH	0.30	$2,788.71	$2,509.84

HPI			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	[redacted]

BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Activity Coordinator	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Asst Band	0.10	$929.57	$836.61
Asst Orchestra	0.10	$929.57	$836.61
Assistant Vocal	0.10	$929.57	$836.61
Band	0.20	$1,859.14	$1,673.22
Orchestra	0.20	$1,859.14	$1,673.22
Student Council	0.20	$1,859.14	$1,673.22
Vocal	0.20	$1,859.14	$1,673.22
Frank Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
Head Teacher	0.41	$3,811.23	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Safety Patrol - Elementary	0.20	$1,859.14	$1,673.22
Student Council - Elementary	0.20	$1,859.14	$1,673.22
Yearbook - Elementary	0.20	$1,859.14	$1,673.22
Ft. Meigs Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,253.49	[redacted]
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
Head Teacher	0.41	$3,811.23	
STUDENT ACTIVITIES			

Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Safety Patrol - Elementary	0.20	$1,859.14	$1,673.22
Student Council - Elementary	0.20	$1,859.14	$1,673.22
Yearbook - Elementary	0.20	$1,859.14	$1,673.22
Toth Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
Head Teacher	0.41	$3,811.23	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Safety Patrol - Elementary	0.20	$1,859.14	$1,673.22
Student Council - Elementary	0.20	$1,859.14	$1,673.22
Yearbook - Elementary	0.20	$1,859.14	$1,673.22
Woodland Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
BLT Member	0.35	$3,253.49	
Head Teacher	0.41	$3,811.23	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Activity Coordinator - Elementary	0.15	$1,394.35	$1,254.92
Art Shows	0.10	$929.57	$836.61
Safety Patrol - Elementary	0.20	$1,859.14	$1,673.22
Student Council - Elementary	0.20	$1,859.14	$1,673.22
Yearbook - Elementary	0.20	$1,859.14	$1,673.22

Appendix B - Supplementals	INDEX	2026-27	2026-27 Non-PEA
		$9,528.08	90%
Districtwide			
MANDATED			
LPDC - Chair	0.12	$1,143.37	$1,029.03
LPDC - Chair	0.12	$1,143.37	$1,029.03
LPDC - Members	0.08	$762.25	$686.02
LPDC - Members	0.08	$762.25	$686.02
LPDC - Members	0.08	$762.25	$686.02
LPDC - Members	0.08	$762.25	$686.02
LPDC - Members	0.08	$762.25	$686.02
Resident Educator Mentor - As needed Year 1	0.13	$1,191.01	
Resident Educator Mentor - As needed Year 2	0.13	$1,191.01	
Professional Development Chair - District	0.08	$762.25	$686.02
High School			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - HS (Teacher hourly rate)**		$32.05	$28.85
Class Advisor - Freshman Class - HS	0.15	$1,429.21	
Class Advisor - Junior Class - HS	0.30	$2,858.42	
Class Advisor - Senior Class - HS	0.23	$2,191.46	
Class Advisor - Sophomore Class - HS	0.15	$1,429.21	
Co-Curricular Coordinator - HS	0.41	$3,906.51	
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,667.86	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,239.55	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,715.95	
Department Heads (9 + Teachers/Dept.)	0.43	$4,097.07	
High School - Art			
High School - Guidance			
High School - Music			
High School - Vocational			
High School - Electives/Music			
High School - Language Arts			
High School - Social Studies			
High School - Science			
High School - Math			
High School - Special Needs			
High School - Foreign Language			
STUDENT ACTIVITIES			
Art Shows	0.10	$952.81	$857.53
Athletic Coordinator - Assistant - HS	1.75	$16,674.14	$15,006.72
Band - Director - HS	0.65	$6,193.25	$5,573.93
Band - Assistant - HS	0.40	$3,811.23	$3,430.11
Band - Indoor Drumline Coordinator - HS	0.30	$2,858.42	$2,572.58
Band - Jazz **OR** Pep Band Director - HS	0.23	$2,191.46	$1,972.31
Band - Summer Director (Band Camp) - HS	0.20	$1,905.62	$1,715.05
Band - Summer Asst. (Band Camp) - HS	0.13	$1,238.65	$1,114.79
Band - Summer Asst. (Band Camp) - HS	0.13	$1,238.65	$1,114.79
Baseball - Head - HS	0.75	$7,146.06	$6,431.45
Baseball - Assistant - HS	0.45	$4,287.63	$3,858.87
Baseball - Assistant - HS	0.45	$4,287.63	$3,858.87
Baseball - Assistant - HS	0.45	$4,287.63	$3,858.87
Basketball - Head Boys - HS	1.00	$9,528.08	$8,575.27
Basketball - Assistant Boys - HS	0.65	$6,193.25	$5,573.93

Basketball - Assistant Boys - HS	0.65	$6,193.25	$5,573.93
Basketball - Assistant Boys - HS	0.65	$6,193.25	$5,573.93
Basketball - Head Girls - HS	1.00	$9,528.08	$8,575.27
Basketball - Assistant Girls - HS	0.65	$6,193.25	$5,573.93
Basketball - Assistant Girls - HS	0.65	$6,193.25	$5,573.93
Basketball - Assistant Girls - HS	0.65	$6,193.25	$5,573.93
Bowling - HS	0.25	$2,382.02	$2,143.82
Cheerleading - Head Basketball - HS	0.50	$4,764.04	$4,287.63
Cheerleading - Assistant Basketball - HS	0.20	$1,905.62	$1,715.05
Cheerleading - Assistant Basketball - HS	0.20	$1,905.62	$1,715.05
Cheerleading - Head Football - HS	0.40	$3,811.23	$3,430.11
Cheerleading - Assistant Football - HS	0.20	$1,905.62	$1,715.05
Cheerleading - Assistant Football - HS	0.20	$1,905.62	$1,715.05
Cheerleading - Head Wrestling - HS Wrestling Mat Stats	0.30	$2,858.42	$2,572.58
Cheerleading - Competition - HS	0.20	$1,905.62	$1,715.05
Club Advisor - Art - HS	0.15	$1,429.21	$1,286.29
Club Advisor - ASL	0.15	$1,429.21	$1,286.29
Club Advisor - Drama - HS	0.15	$1,429.21	$1,286.29
Club Advisor - Environmental - HS	0.15	$1,429.21	$1,286.29
Club Advisor - French - HS	0.15	$1,429.21	$1,286.29
Club Advisor - Key Club - HS	0.15	$1,429.21	$1,286.29
Club Advisor - National Honor Society - HS	0.23	$2,191.46	$1,972.31
Club Advisor - Photo Club - HS	0.15	$1,429.21	$1,286.29
Club Advisor - Pride Club - HS	0.30	$2,858.42	$2,572.58
Club Advisor - Robotics - HS	0.15	$1,429.21	$1,286.29
Club Advisor - Spanish - HS	0.15	$1,429.21	$1,286.29
Cross Country - Head - HS (Boys)	0.63	$6,002.69	$5,402.42
Cross Country - Assistant - HS (Boys)	0.35	$3,334.83	$3,001.34
Cross Country - Assistant - HS (Boys)	0.35	$3,334.83	$3,001.34
Cross Country - Head - HS (Girls)	0.63	$6,002.69	$5,402.42
Cross Country - Assistant - HS (Girls)	0.35	$3,334.83	$3,001.34
Cross Country - Assistant - HS (Girls)	0.35	$3,334.83	$3,001.34
Dance Team - HS	0.50	$4,764.04	$4,287.63
Dramatics - (Fall) - HS	0.65	$6,193.25	$5,573.93
Dramatics - (Winter) - HS	0.65	$6,193.25	$5,573.93
Dramatics - Assistant (Fall) - HS	0.40	$3,811.23	$3,430.11
Dramatics - Assistant (Winter) - HS	0.40	$3,811.23	$3,430.11
Football - Head - HS	1.00	$9,528.08	$8,575.27
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Football - Assistant - HS	0.65	$6,193.25	$5,573.93
Forensics - Head - HS	0.50	$4,764.04	$4,287.63
Forensics - Assistant - HS	0.40	$3,811.23	$3,430.11
Golf - Head Boys - HS	0.60	$5,716.85	$5,145.16
Golf - Assistant Boys - HS	0.30	$2,858.42	$2,572.58
Golf - Head Girls - HS	0.60	$5,716.85	$5,145.16
Golf - Assistant Girls - HS	0.30	$2,858.42	$2,572.58

Gymnastics - Head - HS	0.63	$6,002.69	$5,402.42
Gymnastics - Assistant - HS	0.35	$3,334.83	$3,001.34
Hockey - Head - HS	0.65	$6,193.25	$5,573.93
Hockey - Assistant - HS	0.40	$3,811.23	$3,430.11
Lacrosse - Head Boys - HS	0.65	$6,193.25	$5,573.93
Lacrosse - Assistant Boys - HS	0.40	$3,811.23	$3,430.11
Lacrosse - Assistant Boys - HS	0.40	$3,811.23	$3,430.11
Lacrosse - Head Girls - HS	0.65	$6,193.25	$5,573.93
Lacrosse - Assistant Girls - HS	0.40	$3,811.23	$3,430.11
Lacrosse - Assistant Girls - HS	0.40	$3,811.23	$3,430.11
Majorette Advisor - HS	0.20	$1,905.62	$1,715.05
Musical - Acting Director - HS	0.50	$4,764.04	$4,287.63
Musical - Choreographer - HS	0.20	$1,905.62	$1,715.05
Musical - Instrumental - HS	0.30	$2,858.42	$2,572.58
Musical - Musical Director - HS	0.50	$4,764.04	$4,287.63
Musical - Technical - HS	0.40	$3,811.23	$3,430.11
Orchestra - Director - HS	0.65	$6,193.25	$5,573.93
Orchestra - Assistant - HS	0.40	$3,811.23	$3,430.11
Publications - Newspaper - HS	0.30	$2,858.42	$2,572.58
Rowing - Head	0.60	$5,716.85	$5,145.16
Rowing - Assistant Head	0.30	$2,858.42	$2,572.58
Soccer - Head Boys - HS	0.75	$7,146.06	$6,431.45
Soccer - Assistant Boys - HS	0.45	$4,287.63	$3,858.87
Soccer - Assistant Boys - HS	0.45	$4,287.63	$3,858.87
Soccer - Assistant Boys - HS	0.45	$4,287.63	$3,858.87
Soccer - Head Girls - HS	0.75	$7,146.06	$6,431.45
Soccer - Assistant Girls - HS	0.45	$4,287.63	$3,858.87
Soccer - Assistant Girls - HS	0.45	$4,287.63	$3,858.87
Soccer - Assistant Girls - HS	0.45	$4,287.63	$3,858.87
Softball - Head - HS	0.75	$7,146.06	$6,431.45
Softball - Assistant - HS	0.45	$4,287.63	$3,858.87
Softball - Assistant - HS	0.45	$4,287.63	$3,858.87
Softball - Assistant - HS	0.45	$4,287.63	$3,858.87
Student Council - Assistant - HS	0.30	$2,858.42	$2,572.58
Student Council - Head - HS	0.40	$3,811.23	$3,430.11
Swim Coach - Head - HS - Boys	0.63	$6,002.69	$5,402.42
Swim Coach - Head - HS - Girls	0.63	$6,002.69	$5,402.42
Swim Coach - Assistant- HS - Girls/Boys Total of 1	0.35	$3,334.83	$3,001.34
Tennis - Head Boys - HS	0.60	$5,716.85	$5,145.16
Tennis - Assistant Boys - HS	0.30	$2,858.42	$2,572.58
Tennis - Head Girls - HS	0.60	$5,716.85	$5,145.16
Tennis - Assistant Girls - HS	0.30	$2,858.42	$2,572.58
Track - Head Boys - HS	0.65	$6,193.25	$5,573.93
Track - Assistant Boys - HS	0.40	$3,811.23	$3,430.11
Track - Assistant Boys - HS	0.40	$3,811.23	$3,430.11
Track - Head Girls - HS	0.65	$6,193.25	$5,573.93
Track - Assistant Girls - HS	0.40	$3,811.23	$3,430.11
Track - Assistant Girls - HS	0.40	$3,811.23	$3,430.11
Track - Assistant - HS (*See Note Below)	0.40	$3,811.23	$3,430.11
Track- Indoor	0.15	$1,429.21	$1,286.29
Track- Indoor	0.15	$1,429.21	$1,286.29
Vocal Music - Director - HS	0.65	$6,193.25	$5,573.93
Vocal Music - Assistant - HS	0.40	$3,811.23	$3,430.11

Volleyball - Head - HS	0.75	$7,146.06	$6,431.45
Volleyball - Assistant - HS	0.45	$4,287.63	$3,858.87
Volleyball - Assistant - HS	0.45	$4,287.63	$3,858.87
Volleyball - Assistant - HS	0.45	$4,287.63	$3,858.87
Weight Room - HS Summer	0.20	$1,905.62	$1,715.05
Weight Room - HS Fall	0.20	$1,905.62	$1,715.05
Weight Room - HS Winter	0.20	$1,905.62	$1,715.05
Weight Room - HS Spring	0.20	$1,905.62	$1,715.05
Weight Room - HAC Summer	0.20	$1,905.62	$1,715.05
Weight Room - HAC Fall	0.20	$1,905.62	$1,715.05
Weight Room - HAC Winter	0.20	$1,905.62	$1,715.05
Weight Room - HAC Spring	0.20	$1,905.62	$1,715.05
Wrestling - Head - HS	0.75	$7,146.06	$6,431.45
Wrestling - Assistant - HS	0.45	$4,287.63	$3,858.87
Wrestling - Assistant - HS	0.45	$4,287.63	$3,858.87
Yearbook - HS	0.30	$2,858.42	$2,572.58

*Track - One team - Total Positions - one (1) Head & five (5) Assistants
- Two teams - Total Positions - one (1) Head-Boys, one (1) Head-Girls, two (2) Assistant-Boys & two (2) Assistant-Girls

Junior High			
INDIRECT STUDENT SUPPORT			
Auditorium Manager - JH (Teacher hourly rate)**		$32.05	$28.85
Department Heads			
Department Heads (2-3 Teachers/Dept.)	0.28	$2,392.91	
Department Heads (4-5 Teachers/Dept.)	0.34	$3,239.55	
Department Heads (6-8 Teachers/Dept.)	0.39	$3,715.95	
Department Heads (9 + Teachers/Dept.)	0.43	$4,097.07	
Junior High - Language Arts			
Junior High - Electives/Music			
Junior High - Math			
Junior High - Science			
Junior High - Social Studies			
Junior High - Special Education			
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Athletic Coordinator - JH	1.75	$16,674.14	$15,006.72
Band - Director - JH	0.40	$3,811.23	$3,430.11
Band - Assistant - JH	0.20	$1,905.62	$1,715.05
Basketball - Boys - JH 7th Grade	0.60	$5,716.85	$5,145.16
Basketball - Boys - JH 8th Grade	0.60	$5,716.85	$5,145.16
Basketball - Girls - JH 7th Grade	0.60	$5,716.85	$5,145.16
Basketball - Girls - JH 8th Grade	0.60	$5,716.85	$5,145.16
Cheerleading - Basketball - JH	0.30	$2,858.42	$2,572.58
Cheerleading Assistant Basketball - JH	0.15	$1,429.21	$1,286.29

Cheerleading - Football - JH	0.25	$2,382.02	$2,143.82
Cheerleading Assistant Football - JH	0.13	$1,238.65	$1,114.79
Choir-Competitive Show Choir JH Instrumental	0.10	$952.81	$857.53
Choir - Competitive Head Show Choir - JH	0.40	$3,811.23	$3,430.11
Club Advisor - Drama - JH	0.15	$1,429.21	$1,286.29
Club Advisor - Math Counts - JH	0.15	$1,429.21	$1,286.29
Club Advisor - Youth-to-Youth - JH	0.15	$1,429.21	$1,286.29
Cross Country - Head - JH (Boys)	0.40	$3,811.23	$3,430.11
Cross Country - Head - JH (Girls)	0.40	$3,811.23	$3,430.11
Cross Country - Assistant - JH (Boys)	0.25	$2,382.02	$2,143.82
Cross Country - Assistant - JH (Girls)	0.25	$2,382.02	$2,143.82
Football - Head 7th - JH	0.60	$5,716.85	$5,145.16
Football - Head 8th - JH	0.60	$5,716.85	$5,145.16
Football - Assistant 7th, 8th - JH	0.40	$3,811.23	$3,430.11
Football - Assistant 7th, 8th - JH	0.40	$3,811.23	$3,430.11
Football - Assistant 7th, 8th - JH	0.40	$3,811.23	$3,430.11
Football - Assistant 7th, 8th - JH	0.40	$3,811.23	$3,430.11
Football - Assistant 7th, 8th - JH	0.40	$3,811.23	$3,430.11
Musical - Acting Director - JH	0.50	$4,764.04	$4,287.63
Musical - Choreographer - JH	0.15	$1,429.21	$1,286.29
Musical - Instrumental - JH	0.20	$1,905.62	$1,715.05
Musical - Musical Director - JH	0.40	$3,811.23	$3,430.11
Musical - Technical Director - JH	0.20	$1,905.62	$1,715.05
Orchestra - Director - JH	0.40	$3,811.23	$3,430.11
Orchestra - Assistant - JH	0.20	$1,905.62	$1,715.05
Publications - Assistant Power of the Pen - JH	0.15	$1,429.21	$1,286.29
Publications - Power of the Pen - JH	0.23	$2,191.46	$1,972.31
Quiz Bowl - JH	0.15	$1,429.21	$1,286.29
STEM Club - JH	0.15	$1,429.21	$1,286.29
Student Council - JH	0.23	$2,191.46	$1,972.31
Track - Head - JH - Boys	0.50	$4,764.04	$4,287.63
Track - Head - JH - Girls	0.50	$4,764.04	$4,287.63
Track - Assistant	0.25	$2,382.02	$2,143.82
Track - Assistant	0.25	$2,382.02	$2,143.82
Track - Assistant	0.25	$2,382.02	$2,143.82
Track - Assistant	0.25	$2,382.02	$2,143.82
Vocal Music - Director - JH	0.40	$3,811.23	$3,430.11
Vocal Music - Assistant - JH	0.20	$1,905.62	$1,715.05
Volleyball - Head - JH - 7th	0.60	$5,716.85	$5,145.16
Volleyball - Head - JH - 8th	0.60	$5,716.85	$5,145.16
Wrestling - Head - JH	0.60	$5,716.85	$5,145.16
Wrestling - Assistant - JH	0.40	$3,811.23	$3,430.11
Wrestling - Assistant - JH	0.40	$3,811.23	$3,430.11
Yearbook - JH	0.30	$2,858.42	$2,572.58

HPI			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	[redacted]

BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
STUDENT ACTIVITIES			
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Activity Coordinator	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Asst Band	0.10	$952.81	$857.53
Asst Orchestra	0.10	$952.81	$857.53
Assistant Vocal	0.10	$952.81	$857.53
Band	0.20	$1,905.62	$1,715.05
Orchestra	0.20	$1,905.62	$1,715.05
Student Council	0.20	$1,905.62	$1,715.05
Vocal	0.20	$1,905.62	$1,715.05
Frank Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
Head Teacher	0.41	$3,906.51	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Safety Patrol - Elementary	0.20	$1,905.62	$1,715.05
Student Council - Elementary	0.20	$1,905.62	$1,715.05
Yearbook - Elementary	0.20	$1,905.62	$1,715.05
Ft. Meigs Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,334.83	[redacted]
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
Head Teacher	0.41	$3,906.51	
STUDENT ACTIVITIES			

Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Safety Patrol - Elementary	0.20	$1,905.62	$1,715.05
Student Council - Elementary	0.20	$1,905.62	$1,715.05
Yearbook - Elementary	0.20	$1,905.62	$1,715.05
Toth Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
Head Teacher	0.41	$3,906.51	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Safety Patrol - Elementary	0.20	$1,905.62	$1,715.05
Student Council - Elementary	0.20	$1,905.62	$1,715.05
Yearbook - Elementary	0.20	$1,905.62	$1,715.05
Woodland Elementary			
INDIRECT STUDENT SUPPORT			
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
BLT Member	0.35	$3,334.83	
Head Teacher	0.41	$3,906.51	
STUDENT ACTIVITIES			
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Activity Coordinator - Elementary	0.15	$1,429.21	$1,286.29
Art Shows	0.10	$952.81	$857.53
Safety Patrol - Elementary	0.20	$1,905.62	$1,715.05
Student Council - Elementary	0.20	$1,905.62	$1,715.05
Yearbook - Elementary	0.20	$1,905.62	$1,715.05

Designation of Beneficiary for Receipt of Severance Benefits in the Event of Death

I, _____, designate the following beneficiary(ies) for receipt of payment of any severance benefit under this agreement in the event of my death. I understand that, in the absence of a designation, the severance payment would be made to the fiduciary of my estate. I hereby designate as the primary beneficiary(ies) the following person(s):

Name	Relationship	Address	Telephone No.	Percentage

(Total for all beneficiary(ies) should equal 100%)

In the event none of the foregoing survive me, I hereby designate as secondary beneficiary(ies) the following person(s):

Name	Relationship	Address	Telephone No.	Percentage

(Total for all beneficiary(ies) should equal 100%)

I understand that it is incumbent upon me to keep the Treasurer informed of current addresses and telephone numbers of all beneficiaries named by me so that they may be contacted without undue delay or difficulty in the event of my death.

Dated: _____

APPENDIX D

GRIEVANCE PROCEDURE

Definition: A grievance is defined as a claim by a teacher, group of teachers, or the Perrysburg Education Association (PEA) to enforce its rights under the Master Agreement or on behalf of two or more teachers (hereafter called the grievant) claiming that there has been a violation, misinterpretation of the Master Agreement, policies and procedures that pertain to com Please fill out this form completely and submit it to one of your building representatives.

Remember: The PEA has the right to be present at any step at which the grievance could be (SERB DECISION 84-UR-02-2945 OAPSE v. NEW RICHMOND EXEMPTED VILLAGEBOARD OF EDUCATION: This decision states that the Union must be given the opportunity to be present for all grievance adjustments.)

Today's Date _____

Date of event that gave rise to grievance _____

Name _____ Building _____

Statement of grievant. Use an attached paper if needed. Please indicate dates, times and names of people involved **and the Master Agreement sections that you think were violated**.

_____

_____

_____

_____

_____

_____

_____

_____

_____

What resolution are you seeking? What will make you "Whole"?

_____

_____

_____

_____

_____

Signature of Administrator to indicate receipt of grievance:

Date _____

Book	Policy Manual
Section	3000 Professional Staff
Title	STANDARDS-BASED TEACHER EVALUATION
Code	po3220
Status	Active
Adopted	March 21, 1994
Last Revised	July 20, 2020

3220 - **STANDARDS-BASED TEACHER EVALUATION**

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

The Board adopts the Ohio Teacher Evaluation System ("OTES") model as approved by the State Board of Education.

The Board believes in the importance of ongoing assessment and meaningful feedback as a powerful vehicle to support improved teaching performance and student growth, as well as promotion and retention decisions for teachers.

This policy shall be implemented as set forth herein and shall be included in the collective bargaining agreement with the Perrysburg Education Association, and in all extensions and renewals thereof.

This policy has been developed in consultation with teachers employed by the Board.

The Board authorizes the Superintendent to establish and maintain an ongoing local evaluation committee, with continuing participation by District teachers represented by the Perrysburg Education Association, for the express purpose of recommending necessary changes to the Board for the appropriate revision of the policy.

Definitions

"OTES" - Stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2020, or as otherwise modified by the State Board of Education.

"Teacher" - For purposes of this policy, "teacher" means licensed instructors who spend at least fifty percent (50%) of his/her time providing content-related student instruction and who is working under one (1) of the following:

A. A license issued under R.C. 3319.22, 3319.26, 3319.222 or 3319.226; or

B. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2003; or

C. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2006; or

D. A permit issued under R.C. 3319.301.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this policy.

The Superintendent, Treasurer, and any "other administrator" as defined by R.C. 3319.02 are not subject to evaluation under this policy.

"Credentialed Evaluator" - means the appropriately qualified individual, assigned by the District, who is responsible for completing the evaluation process for a teacher. For purposes of this policy, each teacher subject to evaluation will be evaluated by a person who:

A. meets the eligibility requirements under R.C. 3319.111(D); and

B. holds a credential established by the Ohio Department of Education (ODE) for teacher evaluation; and

C. has completed State-sponsored evaluation training and has passed an online credentialing assessment.

The Board shall authorize the Superintendent/designee to approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy.

"High-Quality Student Data" – means locally-determined data that provides evidence of student learning attributable to the teacher who is being evaluated. When applicable to the grade level or subject area taught, High-Quality Student Data (HQSD) shall include the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may also include data obtained from the list of Ohio Department of Education approved student assessments.

High-quality student data may not include student learning objectives (SLOs) or shared attribution measures.

"Value-Added" - refers to the EVAAS Value-Added methodology provided by SAS, Inc., which provides a measure of student progress at the District and school level based on each student's scores on State-issued standardized assessments.

"**Evaluation Cycle"** - means the period of time for the completion of the evaluation procedure. The evaluation cycle is completed when performance assessments are conducted for the current school year and the teacher is assigned a final holistic rating.

"Evaluation Framework" - means the document created and approved by the Ohio Department of Education (ODE) in accordance with R.C. 3319.111(A) that establishes the standards-based framework for the evaluation of teachers developed under R.C. 3319.112.

"Evaluation Instruments" - refers to the forms developed by the ODE, including the "Teacher Performance Evaluation Rubric".

"Evaluation Procedure" - refers to the procedural requirements set forth in this policy are intended to provide specificity to the statutory obligations established under R.C. 3319.111 and R.C. 3319.112 and to conform to the framework for the evaluation of teachers developed under R.C. 3319.112.

"Final Evaluation Rating" - means the final holistic evaluation rating that is assigned to a teacher pursuant to terms of this policy. The evaluation rating is assigned at the conclusion of the evaluation cycle.

Standards-Based Teacher Evaluation

Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based upon teacher performance, student growth, and other locally determined criteria.

Each teacher evaluation will result in an evaluation rating of:

A. Accomplished;

B. Skilled;

C. Developing; or

D. Ineffective.

The specific standards and criteria for distinguishing between these ratings/levels of performance shall be the same as those developed by the State Board of Education, which are incorporated herein by reference.

The Superintendent shall annually cause to be filed a report to the Ohio Department of Education (ODE) the number of teachers for whom an evaluation was conducted as well as the number of teachers assigned each rating as set forth above, aggregated by teacher preparation programs from which and the years in which the teachers graduated. The Board will utilize the ODE's guidelines for reporting this information.

The Board may elect not to evaluate a teacher who was on leave from the School District for fifty percent (50%) or more of the school year.

The Board may elect not to evaluate a teacher who has submitted a notice of retirement that was accepted by the Board no later than December 1st of the year the teacher was scheduled to be evaluated.

The Board may elect not to evaluate a teacher who is participating in the Ohio teacher Resident Educator program in the year during which the teacher takes at least half of the performance-based assessment as prescribed by the State Board of Education for the first time.

Professional Growth Plans and Professional Improvement Plans

Based upon the results of the annual teacher evaluation, each teacher must develop either a professional growth plan or be placed on a professional improvement plan as follows:

A. A teacher whose final holistic rating is "accomplished" on his/her most recent evaluation will develop a professional growth plan and may choose his/her their credentialed evaluator from those available to the Board for that purpose, utilizing the components determined by the District.

B. A teacher whose final holistic rating is “skilled” will develop a professional growth plan collaboratively with his/her credentialed evaluator and will have input on his/her evaluator for the next evaluation cycle, utilizing the components determined by the District.

C. A teacher whose final holistic rating is "developing" will develop a professional growth plan guided by his/her assigned credentialed evaluator, utilizing the components determined by the District.

D. A teacher whose final holistic rating is "ineffective" will be placed on a professional improvement plan by their assigned evaluator, utilizing the components determined by the District.

E. A teacher who is new to the profession or new to the District will develop a professional growth plan collaboratively with his/her credentialed evaluator, utilizing the components determined by the District.

F. The District administration has discretion to place a teacher on an Improvement Plan at any time based on any individual deficiency exhibited in the evaluation system by the teacher.

Board Professional Development Plan

In accordance with the Ohio State Board of Education's State-wide evaluation framework, the Board has adopted a specific plan for the allocation of financial resources to support the professional development of teachers covered by this policy. The plan will be reviewed annually.

Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations and periodic informal observations also known as "classroom walkthroughs." Such performance will be used to determine the teacher's evaluation rating and will be assessed through a holistic process by trained and credentialed evaluators based upon the following Ohio Standards for the Teaching Profession:

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

B. knowing and understanding the content area for which they have instructional responsibility;

C. understanding and using varied assessments to inform instruction, evaluate and ensure student learning;

D. planning and delivering effective instruction that advances individual student learning;

E. creating learning environments that promote high levels of student learning and achievement for all students;

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

G. assuming responsibility for professional growth and performance as an individual and as a member of a learning community.

Formal Observation and Classroom Walkthrough Sequence

A. A teacher not under consideration for renewal or nonrenewal who is subject to a full evaluation cycle shall be evaluated based on at least two (2) formal observations of at least thirty (30) minutes each and periodic classroom walkthroughs each school year.

The first formal observation will be a holistic observation where the evaluator assesses all areas of the rubric demonstrated during the observation as well as information gained from any optional pre-observation conference or other sources selected by the evaluator.

The second and any subsequent formal observation(s) will be focused observations in which the evaluator emphasizes identified focus area(s). Identified focus areas will be selected after completion of the holistic observation, and may include area(s) of relative strength and/or area(s) targeted for improvement. Teachers with a final evaluation rating of Accomplished (from the previous year) will select their own focus area(s). A teacher with a final evaluation rating of Skilled (from the previous year) will select focus area(s) in collaboration with his/her evaluator. A teacher with a final evaluation rating of Developing (from the previous year) will be guided by his/her evaluator in determining focus area(s). A teacher with a final evaluation rating of Ineffective (from the previous year) will have focus area(s) selected by the evaluator. A teacher new to the profession will select focus area(s) in collaboration with his/her evaluator." Evaluators will collect evidence during the focused observation to assess the identified focus area(s). Evaluators will also document evidence to support the final evaluation rating.

B. A teacher new to the District or any teacher on a limited contract who is under consideration for renewal/nonrenewal shall receive at least three (3) formal observations in addition to periodic (at least two (2)) classroom walkthroughs.

A teacher who receives a rating of "Accomplished" on his/her most recent evaluation may be evaluated once every three (3) years. The teacher will be required to submit a self-directed professional growth plan to the evaluator, and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation of the teacher. The teacher will be provided with at least one (1) formal or informal observation and post-conference in any year that such teacher is not formally evaluated.

The Board may evaluate each teacher who received a rating of Skilled on the teacher's most recent evaluation once every two (2) years. The teacher and the evaluator will jointly develop a professional growth plan for the teacher and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation and observations of the teacher. Teachers will be provided with at least one (1) informal observation and post-conference in any year that such teacher is not formally evaluated.

Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

In evaluating teacher performance, the Board shall utilize the measures set forth by the Ohio Department of Education's OTES "Teacher Performance Evaluation Rubric" for instructional planning, instruction and assessment, and professionalism.

Each teacher evaluated under this policy shall annually complete a "Self-Assessment" utilizing the Self Assessment Summary Tool.

Formal Observation Procedure

All formal observations shall be preceded by a conference between the evaluator and the employee prior to the observation in order for the employee to explain plans and objectives for the classroom situation to be observed.

Informal Observation/Classroom Walkthrough Procedure

A walkthrough is an informal observation in which an evaluator may assess one or more areas in the Teacher Performance Evaluation Rubric.

Evaluators may but are not limited to collecting evidence in any identified focus area(s). Walkthroughs may be announced or unannounced. The walkthrough should be of sufficient duration to allow the evaluator to assess the focus of the walkthrough.

A walkthrough shall consist of at least ten (10) consecutive minutes, but not more than thirty (30) consecutive minutes in duration. The walkthrough should be of sufficient duration to allow the evaluator to assess the focus of the walkthrough.

Data gathered from the walkthrough will inform the final evaluation.

Feedback from a walkthrough shall be provided after the walkthrough. The teacher and/or administrator may request a face to face meeting to discuss observations relative to the identified focus of the walkthrough.

Classroom walkthroughs shall not unreasonably disrupt and/or interrupt the learning environment.

Use of High-Quality Student Data

At least two measures of high-quality student data will be used as evidence of student learning. The teacher will select student data that will be used in consultation with the evaluator, and will provide evidence that demonstrates the teacher has used the data in accordance with this policy. The evaluator may use the data as evidence to determine a performance rating in any component of the evaluation where applicable.

When applicable to the grade level or subject area(s) taught by a teacher, high-quality student data will include the value-added progress dimension. High-quality student data will meet the following criteria:

A. aligns to learning standards

B. measures what is intended to be measured

C. is directly attributable to the teacher being evaluated for course(s) and grade level(s) taught

D. demonstrates evidence of student learning (achievement and/or growth)

E. follows protocols for administration and scoring

F. provides trustworthy results; and

G. is fair and unbiased

Teachers must provide evidence to their evaluator which demonstrates that they have used high-quality student data in the following ways:

A. critically analyze and reflect upon results to support improvement and enhancement of student learning

B. assess student learning needs and styles, including the strengths and weaknesses of an entire class as well as individual students in each class

C. inform and adapt instruction to meet student needs; and

D. measure student learning achievement and growth, as well as progress toward achieving state and local standards.

In addition to value-added data, the superintendent may select high-quality data from among state-approved vendor assessments or other locally determined measures or instruments that meet the definition and criteria outlined above.

Annually, the Superintendent shall develop a list of approved high-quality student data in consultation with experts in the field of education and with members of the District's teaching staff.

For the purpose of selecting high-quality student data, the Board defines the term "expert" to include members of the District's administrative team, credentialed evaluators, as well as employees or consultants hired by the educational service center, or another private or public entity to provide expertise on student growth and learning; and faculty from a post-secondary institution who have a degree in education or a related field.

Final Evaluation Procedures

Evaluators will consider evidence gathered during the evaluation cycle to assign a final holistic evaluation rating, based upon the criteria developed by the Ohio Department of Education.

The evaluator shall submit the final written evaluation using the reporting system prescribed by the Ohio Department of Education (ODE). The teacher will confirm receipt of the same.

Retention and Promotion Decisions/Removal of Poorly Performing Teachers

It is the purpose of this Standards-Based Teacher Evaluation Policy to improve the quality of instruction, enhance student learning, and strengthen professional competence through meaningful feedback and targeted professional development. In addition, the

evaluations produced will serve to inform the Board on employment decisions, i.e., retention, promotion of teachers, renewal of teaching contracts, and the removal/nonrenewal of poorly performing teachers.

Definitions:

"Retention" - for purposes of this policy refers to employment decisions on the question of whether or not to suspend a contract pursuant to a reduction in force, nonrenew a limited or extended limited contract, or terminate employment for good and just cause. In the case of a reduction in force, seniority will not be considered when making decisions on contract suspensions, except in the instance of comparable evaluations. The decision to nonrenew or terminate the contract of a poorly performing teacher may be informed by the evaluation(s) conducted under this policy. However, decisions to nonrenew or terminate a teaching contract are not limited by the existence of this policy.

"Promotion" - as used in this context is of limited utility given the fact that teachers covered by this policy are not currently employed in any discernible hierarchy. Nevertheless, when making decisions relative to such matters as determining department or grade level chairpersons, selections to curricular or strategic planning bodies, or teaching assignments, the Board will consider teacher performance as indicated by evaluations.

"Poorly Performing Teachers" - refers to teachers identified through the evaluation process set forth in this policy who demonstrate an inability and/or unwillingness to meet the reasonable expectations of this standards-based evaluation system.

"Comparable Evaluations" - since seniority may not be the basis for teacher retention or other employment decisions, except when deciding between teachers who have comparable evaluations, this refers to teachers within the categories of "Ineffective," "Developing," "Skilled," and "Accomplished."

Removal of Poorly Performing Teachers

Removal of poorly performing teachers will be in accordance with the nonrenewal and termination statutes of the Ohio Revised Code and/or the relevant provisions of the collective bargaining agreement in effect between the Board and the Perrysburg Education Association.

Nothing in this policy will be deemed to prevent the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law and the terms of the collective bargaining agreement in effect between it and the Perrysburg Education Association. The evaluation system and procedures set forth in this policy shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this policy. The Board reserves the right to nonrenew a teacher evaluated under this policy in accordance with R.C. 3319.11 notwithstanding the teacher's holistic rating.

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