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1383-01  
24-MED-02-0163  
44739

# Master Contract



between the  
**Avon Lake City School District**  
and the  
**Avon Lake Education Association**

**July 1, 2024 to June 30, 2027**

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Teacher’s Salary Schedule and Supplemental Salary Schedule A \*

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# **Master Contract**

This Master Contract entered into in Avon Lake, Ohio, this first day of July 2024, between the Board of Education of the Avon Lake City School District (hereinafter referred to as the "Board") and the Avon Lake Education Association (hereinafter referred to as the "Association") as follows:

## **ARTICLE 1**

### **Recognition**

The Board recognizes the Avon Lake Education Association as the exclusive bargaining representative for the members of the bargaining unit, hereafter "teacher" or "teachers", consisting of all full-time and regularly employed part-time certificated personnel, including school psychologists, tutors and long-term substitute teachers. Excluded from the bargaining unit are all non-certificated employees, the superintendent, assistant superintendent, director of facilities and personnel, director of athletics, director of technology, principals and assistant principals. Also excluded are other supervisory positions, provided that such positions satisfy the definition of "supervisor", "professional employee", "confidential employee", or "management level employee" as set forth in Revised Code 4117.01.

## **ARTICLE 2**

### **Negotiation Procedures**

A. Either the Association or the Board may initiate negotiations by letter of submission forwarded to the other party by March 15 of the year in which this Master Contract expires. The letter of submission shall consist of submitting a Notice to Negotiate to the State Employee Relations Board and copying the other party. The parties shall hold their first negotiation session by April 1. The Association and the Board will follow the negotiations and impasse procedures identified in this Master Contract in place of procedures alternatively provided in ORC 4117.14 and related sections.

B. Each negotiation team shall consist of no more than seven (7) persons. In addition, each team may utilize one (1) consultant at the table.

C. All items for negotiations shall be submitted at the first meeting. No additional items shall be added unless by mutual consent of the representatives of the Board and the representatives of the Association. Copies of items submitted at the first meeting may be made available to the public.

D. Proposals shall in form and detail specify that to which agreement is sought in terms acceptable to the proponent without clarification or supplementation which, if agreed to by the other party, shall express the whole agreement between the parties with respect thereto.

E. After tentative agreement has been reached on the entire Master Contract, said Master Contract shall be reduced to writing and submitted to the Association for ratification. The Association team shall recommend and urge approval of its membership. If ratified by the Association, the tentative agreement shall be submitted to the Board for its adoption. The Board team shall recommend and urge approval of the Board.

F. If on May 15, or a date mutually agreed upon, tentative agreement on all items is not reached, both parties shall use the services of the Federal Mediation and Conciliation Service (FMCS).

G. In the event the parties are unable to reach agreement by June 30, or a date mutually agreed upon, the terms of this Master Contract and the disagreement provisions shall be deemed exhausted.

H. No reprisals shall be taken by or against any participant in the negotiations procedure by reason of such participation.

### **ARTICLE 3**

#### **Grievance Procedure**

- A. (1) A "grievance" is defined as an alleged violation of a specific article or section of this Master Contract.
- (2) "Grievant" is defined as a teacher, group of teachers or the Association. In the event the Association presents a grievance on behalf of one or more teachers, all teachers allegedly involved shall be identified on the written grievance. In no event may the Association present a grievance on behalf of an individual member of the bargaining unit who does not consent to same. Failure of the individual member to consent to the filing of a grievance shall have no precedential effect.

B. Teachers shall first discuss their grievances with the proper member or members of the administrative staff, with full assurance that such discussion shall in no way prejudice their status with the school system, in an attempt to resolve the problem informally.

C. The teacher has the option of inviting a colleague or ALEA Association representative to accompany him/her at the time he/she discusses the grievance with an administrator at level 1. The teacher may be represented by an Association representative at levels 2, 3, and 4. The administrator has the option of inviting a colleague to be present when the grievance is discussed at level 1. In the event the teacher intends to exercise the option of bringing an Association representative at such levels, he/she will advise the administrator conducting the hearing at levels 1, 2 and 3, of the identity of the Association representative in advance of the hearing. The administrator at levels 2 and 3 may have an outside representative present at the grievance meeting.

D. If the grievance cannot be resolved through informal meetings, the grievant shall follow the steps below to affect a satisfactory solution to a grievance.

E. No grievance shall be recognized by the Board or its designees unless it was presented at the appropriate initial level within thirty (30) school days after the alleged grievance occurred. If not so presented, the grievance shall be considered waived.

F. The Association president shall receive a copy of all grievances, responses and all appeals to higher levels of the procedure from the responsible administrator. Settlement of a grievance at any step of this procedure shall be final and binding upon the Board, Administration, grievant and Association if involved as a representative of the grievant or as a grievant.

**G. Level One**

- (1) The teacher shall obtain and complete a grievance form and forward to the building principal.
- (2) The Principal will meet with the grievant within ten (10) school days of being requested to meet.
- (3) The Principal will render his decision to the grievant in writing within ten (10) school days after meeting with the grievant.

**H. Level Two**

- (1) In the event the grievance is not satisfactorily resolved at Level One, grievant shall obtain and complete a grievance form and forward to the superintendent within seven (7) school days of receipt of the decision of the principal. If the grievance is initiated at Level 2 (see paragraph K-5), then the grievance shall be filed with the Superintendent within thirty (30) school days after the alleged grievance occurred.
- (2) The superintendent or his/her designee will meet with the grievant within ten (10) school days of being requested to meet.
- (3) The superintendent or his/her designee will render a decision to the grievant in writing within ten (10) school days after meeting with the grievant.

**I. Level Three**

- (1) In the event a grievance is not satisfactorily resolved at Level Two, the grievant may file with the Superintendent a letter setting forth the nature of his/her grievance and his/her basis for appeal from the decision of the Superintendent. Such application must be made within seven (7) school days of the date that the Superintendent rendered his/her decision.
- (2) If the grievance has not been satisfactorily resolved at the Superintendent's level, the grievant may, within seven (7) working days, request mediation. The parties will submit a joint request to the Federal Mediation and Conciliation Service for the appointment of a mediator. Every effort will be made to complete grievance mediation within thirty (30) days of submission of this request.
- (3) The grievance mediation process shall be informal. Rules of evidence shall not apply, and no record shall be made of the proceeding. Both sides shall be provided ample opportunity to present evidence and argument to support their case. The mediator may meet with the parties in joint session or in separate caucuses.
- (4) At the request of both parties, the mediator shall issue a recommendation for settlement. Either party may request that the mediator assess how an arbitrator might rule in the case.

- (5) The grievant shall be present at the grievance mediation proceeding. If the grievance is resolved, the grievant shall sign a statement agreeing to accept the outcome. Unless the parties agree otherwise, the outcome shall not be precedential.
- (6) If the grievance is not resolved and is subsequently moved to arbitration, such proceedings shall be de novo. Nothing said or done by the parties or the mediator during grievance mediation with respect to their positions concerning resolution or offers of settlement may be used or referred to during arbitration.
- (7) All grievance mediation proceedings shall be conducted in accordance with the rules of the Federal Mediation and Conciliation Service governing such grievance mediation process.

**J. Level Four**

- (1) In the event the grievant is not satisfied with the disposition of the grievance by mediation, the grievant may refer the grievance to arbitration by filing written notice of such referral with the Superintendent not later than twenty (20) school days from the date of mediation.
- (2) Within ten (10) school days after receipt of notice of appeal to Level Four, the grievant, or his designee, and the Superintendent, or his designee, shall petition the Federal Mediation and Conciliation Service to provide both parties with a list of seven (7) names from which an arbitrator can be selected by the alternate strike method. A second list of seven (7) names may be requested by either party. A toss of the coin shall determine who strikes first.
- (3) The arbitration proceedings shall be governed by the rules and regulations of the Federal Mediation and Conciliation Service.
- (4) The arbitrator shall hold the necessary hearing and issue a decision within such time as may be agreed upon. The decision shall be in writing and a copy shall be sent to all parties present at the hearing. The decision of the arbitrator shall be binding on the grievant, the Association and the Board.
- (5) The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Master Contract, nor add to, detract from or modify the language therein

in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.

- (6) Except as expressly limited by this Master Contract, the arbitrator shall in no way interfere with management prerogatives involving the Board's discretion, nor limit or interfere in any way with the powers, duties and responsibilities of the Board under its policies, applicable law, and rules and regulations having the force and effect of law. The arbitrator is specifically prohibited from making any decision which is inconsistent with the terms of this Master Contract or contrary to law. In prescribing relief, the arbitrator may not usurp the legal authority vested by statute in the Board or the Superintendent. The arbitrator shall rule on any question pertaining to whether he/she has the legal or contractual authority to grant the relief sought if requested to do so by either party.
- (7) The arbitrator's fees and expenses, and the cost of any hearing room, shall be borne by the losing side of the arbitration. The arbitrator will be requested to specify who is the loser.
- (8) Any member that is subpoenaed for the purpose of the arbitration will not be charged with taking a personal leave day.

**K. General Conditions**

- (1) In the event the Association determines, at any level of the grievance procedure, that a grievance should not be carried further, the grievant may continue the procedure but shall be liable for any expense incurred thereafter in such proceeding.
- (2) The Association shall be entitled to copies of all notices and written dispositions pertaining to a grievance.
- (3) The fact that an employee files a grievance shall not be recorded in his/her personnel file or in any files used in the transfer, assignment or promotion process. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

- (4) Hearing held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, but not during the school day, unless the parties otherwise agree.
- (5) If a grievance affects a group of teachers in more than one building, or if it arises from the actions of an authority higher than the principal, it may be initially submitted at Level Two.
- (6) Nothing contained in this procedure shall be construed as limiting the individual right of a teacher having a complaint or problem to discuss the matter informally with members of the administration through normal channels of communication. If requested, a colleague will be present.

**L. Time Limitations**

- (1) The time limitations set forth in the grievance procedure are considered to be maximum. The time limitations may be extended, however, by written mutual agreement of a representative of the Board and of the grievant.
- (2) If a decision on a grievance is not appealed within the time limits specified in any step of the grievance procedure, the grievance will be deemed settled on the basis of the disposition in the prior step and further appeal shall be barred.
- (3) Failure at any step of the grievance procedure to communicate the disposition of a grievance within the specified time limits shall permit the grievance to proceed to the next step.

**ARTICLE 4**

**Association Rights**

A. The building representatives of the Association in each individual school shall have the use of a bulletin board in the faculty lounge to post Association business.

B. The Association shall have the right to use school equipment. The cost of printing and utilizing specialized equipment shall be the same as that charged to other groups.

C. The Association shall have the right to use school buildings provided the following procedure is utilized. Clearance for the use of school buildings between the hours of 7:00 a.m. and 6:00 p.m. for Association business shall be obtained from the building principal. If such meeting is a system-wide meeting, clearance shall also be obtained from the business office. Clearance for the use of school buildings at other times shall be obtained from the business office. All requests should be submitted at least two weeks in advance prior to the date when the facility is needed if practicable. The Association shall pay the additional cost, if any, in connection with the use of the facility.

D. The Association shall be permitted use of the Board's regular mail pickup and delivery system.

E. The Association shall have the right to use its members' school mailboxes for Association business. The building principal may request and shall receive, in a reasonable time following the request, a copy of any communication distributed in mailboxes to the entire membership of the Association.

F. The Association president shall receive, in a reasonable time following the request, a copy of:

- (1) Minutes of Board meetings and all addenda to minutes shall be provided to the Association President within five (5) calendar days after said minutes and addenda are approved by the Board.
- (2) Appropriate Financial Reports as requested by the Association to obtain an OEA general fund analysis.
- (3) Monthly personnel updates including change in assignments, leave of absences, new hires and resignations.
- (4) By October 1 of each year, the Administration will provide the Association president with the actual previous experience and the Avon Lake credited salary schedule placement of all new hires. [See Article 27(B)(5)].

The first copy of such documents will be provided without charge. Additional copies will be provided upon payment of 10 cents per page copying charge.

**G. Fair Share Fee**

- (1) The Board will deduct from the pay of each bargaining unit employee who authorizes the payment of Association dues in accordance with Article 12 (C).

- (2) The Association recognizes its obligation to fairly and equitably represent all members of the bargaining unit, whether or not they are members of the Association. The Association will provide a list of names to the Board's Treasurer of its members by October 15 of each school year and the amount of unified dues. The Treasurer will deduct the fair share fee from the paychecks of bargaining unit members who elect not to join the Association, in an amount designated in writing by the Association. The fair share fee shall be equal for all nonmembers and shall not exceed dues paid by members.
- (3) It shall be the sole responsibility of the Association to provide an internal procedure to determine a rebate, if any, for nonmembers which conforms to federal law and provisions of Section 4117.09(C) of the Ohio Revised Code.
- (4) The fair share fee provided for by this Section shall be collected from all members of the bargaining unit who are not members of the Association. It shall not be collected from any other employee. No member of the bargaining unit is required by this Agreement to become a member of the Association.
- (5) Any person who objects to paying the fair share fee because of religious beliefs shall be exempt from paying any fair share fees or union dues, as provided by Revised Code Section 4117.09(C).
- (6) The fair share fee provided for by this Section shall be deducted from the pay of each employee required to pay it in accordance with Article 12 (C). The fair share fee shall be levied in equal installments for a total of ten (10) pay periods commencing no earlier than February 1 of each school year, provided that the Association provides the Treasurer with at least thirty (30) days notice of the total amount of fair share fee to be deducted for that school year.
- (7) The Association agrees to hold the Board harmless in any suit, claim or administrative proceeding arising out of or connected with the imposition, determination or collection of fair share fees or dues, to indemnify the Board for any liability imposed on it as a result of any such suit, claim or administrative proceeding, to provide a full legal defense for and at no cost to the Board in any such suit, claim or administrative proceeding, and to reimburse the Board for any and all expenses incurred by the Board in any such suit, claim or administrative proceeding, including court costs. The Association

shall designate counsel. The Board agrees to cooperate with the Association and its counsel in the defense of any suit, claim or administrative proceeding arising out of or connected with the imposition, determination or collection of fair share fees.

For purposes of this provision only, the term "Board" includes the Board of Education of the Avon Lake City School District, its individual members, officers, agents and employees, and specifically includes the Superintendent, other administrators, the Treasurer and members of the District office staff.

H. The Board shall place a copy of the Avon Lake City School District Policy Manual on the District's website.

I. The Board shall provide each teacher a copy of the current job description by including same in the teacher handbook distributed at the beginning of the school year.

J. **Released Time for ALEA Officers**

(1) There may be times where any or all ALEA officers may need to conduct official ALEA business during the school day. It is understood that ALEA business will not interfere with instructional time whenever possible and that it is the teacher's responsibility to complete all job responsibilities.

(2) The building principal shall make every effort to develop the president's schedule so that he/she will not be assigned a supervisory duty for one period (45 minutes) per week. The building principal(s) shall make every effort to develop the president's and vice president's schedule so that their preparation and planning time is at the end of the school day in order to facilitate meetings.

(3) When such released time requires the employment of other personnel, the ALEA will bear the cost (salary and benefits) of such employment.

## **ARTICLE 5**

### **Board of Education Rights**

The Board hereby retains and reserves all powers, rights, authority, duties and responsibilities management as set forth in ORC §4117.08, and such rights are expressly incorporated herein by reference. The above powers shall be limited only by the specific and express terms of this Master Contract.

## **ARTICLE 6**

### **Sick and Bereavement Leave**

A. Sick leave shall be provided to each teacher in accordance with state law. A beginning teacher shall be advanced five (5) days of immediate sick leave credit which will be charged against the first four months of his/her accumulation of sick leave. Sick leave shall be accumulated at the rate of one and one-fourth (1-1/4) days per month and used in ¼ day increments. Unused sick leave accumulation shall be unlimited.

B. Part-time teachers shall be entitled to sick leave for the time actually worked at the same rate granted like full-time teachers.

C. Each teacher shall provide electronic notification prescribed by the Board to justify the use of sick leave.

D. Sick leave may be used for absence due to personal illness, pregnancy, adoption of a minor child, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death in the teacher's immediate family. "Immediate family" means father, mother, brother, sister, spouse/domestic partner, child, grandparents, grandchildren, step-parents, step-children, foster children, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle or aunt or any other member of the family or household who has clearly stood in the same relationship with the teacher as any of the foregoing. Additions to the above list may be approved by the Superintendent or his/her designee. Nothing herein shall be construed to provide extended leave for chronic illness within the immediate family.

E. A teacher who transfers from any other Ohio public school district to the Avon Lake School District shall be credited with the unused balance of his/her accumulated sick leave which he or she was legally entitled to in the previous school district.

F. In the event of use of paternity leave (sick leave) due to pregnancy of a spouse or adoption of a minor child, sick leave shall be limited to a period of twenty (20) school days (the twenty days must be used within one (1) year of the birth of the child) unless the member provides a statement from the spouse's doctor justifying an extension of the sick leave. In the event of sick leave used for birth or serious illness of a grandchild, sick leave shall be limited to a period of ten (10) days. (The ten days must be used within one (1) year of the birth of the child.)

G. Teachers shall receive notification of accumulated sick leave with every paycheck.

H. **Sick Leave Bank**

- (1) Donated sick leave days in the sick leave bank may only be credited to a teacher who has, or is about to exhaust all of the teacher's accumulated sick leave due to an illness or injury of the teacher.
- (2) Donated sick leave days may only be used for personal illness of the member.
- (3) No member may use donated sick leave days to defer eligibility for disability retirement under STRS regulations, to claim severance pay, or to transfer to any other public employer.
- (4) No member may use more than thirty (30) donated sick leave days in a twelve (12) month period.
- (5) The following procedures have been established for the sick leave bank:
  - a. Sick leave days will be donated at the beginning of each school year. Forms will be distributed with the window period beginning September 1 and ending September 30. (*Sick Leave Bank Donation Form*)
  - b. Once an ALEA member contributes day(s) to the sick leave bank, those days are no longer available for use by the contributing teacher.
  - c. If during any school year the sick leave bank is or will be depleted, regardless of the contribution window set forth in paragraph "a", the bank will be reopened for contributions. Such reopening will be limited to a period of thirty (30) calendar days.

- d. An ALEA member may apply for sick leave bank days for reason of personal catastrophic illness or injury. *(Application To Use Sick Leave Bank Form)*
- e. The ALEA President and Superintendent will review said applications and determine eligibility.
- f. Those donating to the sick leave bank will receive a letter of acknowledgement in appreciation for their donation.

(6) Sick leave bank forms are included in the Forms section of the Master Contract.

- I. Any teacher or tutor who does not use any sick days during the school year will receive an annual cash incentive of \$300.00. A teacher or tutor who uses one or two sick days will receive \$200.00 and a teacher who uses three sick days will receive \$100.00. This cash incentive will be included with the July 31 paycheck.
- J. Bereavement leave shall be provided to each teacher. Bereavement leave is to be used in the case of a death in the immediate family and will not be deducted from the teacher's sick leave balance and will not affect any Leave Incentives.

"Immediate family" means father, mother, brother, sister, spouse/domestic partner, child, grandparents, grandchildren, step-parents, step-children, foster children, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle or aunt or any other member of the family or household who has clearly stood in the same relationship with the teacher as any of the foregoing. Additions to the above list may be approved by the Superintendent or his/her designee.

- (1) Three (3) days will be granted for father, mother, brother, sister, spouse/domestic partner, child, grandchildren, grandparents, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parents, step-children, foster children or any other member of the family or household who has clearly stood in the same relationship with the teacher as any of the foregoing.
- (2) One (1) day will be granted for uncles and aunts or any other member of the family or household who has clearly stood in the same relationship with the teacher as any of the foregoing.

## ARTICLE 7

### Leaves of Absence

All leaves of absence will be in accordance with the Family Medical Leave Act (FMLA) as referenced in the Avon Lake Board of Education policy handbook. An unpaid medical leave of absence will be in accordance with Ohio Revised Code 3319.13.

#### A. Eligibility

- (1) Leaves of absence may be granted where illness, disability or military service is not the reason for the request, when there are compelling personal or educational reasons for granting such request. A request for leave of absence shall be considered on the basis of the requirements of the School District's educational program, the District's operational requirements, the applicant's performance record, the length of the applicant's service (must have completed two (2) or more years) and the reason for leave. Utilization of sick leave shall not be considered in determining whether to grant or deny a request. Leaves of absence shall not be granted for recreational or vacation purposes, or for the purposes of seeking or taking other employment or entering into self-employment.
- (2) For the purpose of this Article, "uninterrupted years of service" shall be calculated from the date of the application for the leave and does not include any time spent on an unpaid leave of absence.

#### B. Application

- (1) All applicants shall submit a written request to the superintendent at least two months prior to the starting date of the requested leave setting forth the reasons for the leave and the requested duration. The length of the leave shall not extend beyond the last day of the school year to which the leave is granted. The Superintendent shall set a reasonable date by which a teacher on leave must indicate his/her intention to return to duty. If such teacher fails to notify the Superintendent by the designated date or by April 1, if no date has been designated, the teacher shall be deemed to have resigned his/her employment. If a teacher's leave of absence extends beyond April 30, the Board is not obligated to reemploy such person on limited contract if notice of nonrenewal is given on or before April 30th.

- (2) The Board may investigate the reasons for the leave request at any time. Falsification of a leave request is grounds for suspension or termination of contract.

**C. Fringe Benefits**

- (1) If a leave is granted and the benefit carrier permits, the teacher at his/her expense may continue group term life, hospitalization and major medical coverage, unless the Board in the sole exercise of its discretion elects to pay for all or part of such coverage. Failure of the teacher to forward premium payments at stipulated times shall terminate this benefit.
- (2) In the event of a leave of absence granted as the result of the serious health condition of the teacher, spouse, child or parent of the teacher, the teacher shall be eligible for continuation, at Board expense, on the group hospitalization and major medical coverages provided under this Agreement. Board payment toward the cost of such insurance coverages shall be at the level established under Article 25. Continuation at Board expense of health insurance 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 any school year.
- (3) In the event a teacher has taken paid sick leave for any of the circumstances for which she/he applies for and receives an unpaid leave of absence, the period of paid sick leave shall be deducted from the twelve (12) week period for continuation at Board expense, of health benefits during the otherwise unpaid leave of absence.
- (4) If a teacher elects not to return to work following an unpaid leave of absence during which he/she has continued, at Board expense, on the health benefit programs provided under Article 25 and should the employee's reason for not returning to work be other than the continuation, recurrence or onset of the health condition that gave rise to the leave, the teacher shall reimburse the Board for the health insurance premiums paid by the Board during the twelve (12) week period described above.

**D. Return to Service**

- (1) The Board will not be obligated to return a teacher to active status prior to the expiration date of his/her leave of absence. Upon the teacher's return to service, he/she shall resume the contract status which was held prior to the leave and shall be given a position for which he/she is certificated or otherwise qualified. A teacher who fails to report to work on the first work day following the expiration date of his/her leave of absence or who is otherwise absent without having been granted an approved paid or unpaid leave shall be deemed to have resigned his/her employment. Time spent on a leave of absence shall not be counted toward seniority or placement on the salary schedule or in any other computation of the teacher's service.

**E. Parental Leave of Absence**

- (1) A teacher who is about to become the parent of an infant child or who is the parent of an infant under one year of age or who is about to adopt a minor child shall be granted upon request a parental leave of absence without pay or benefits upon compliance with the conditions set forth below:
  - (a) The parental leave of absence shall be for the balance of the school year in which delivery is expected or the leave is granted or de facto custody of a child being adopted is received (or prior to receiving such custody, if necessary to fulfill the requirements of adoption), except that an extension of one school year may be granted if delivery or custody is expected after March 1 and such extension is requested by the teacher no later than April 1 preceding the year for which such extended year is requested. Leaves for one semester will be considered.
  - (b) At least 45 days in advance of the beginning of the requested date of the parental leave, the teacher shall file a written leave of absence request with the Superintendent. This request shall include:
    - (1) A statement regarding the expected or actual date of delivery, or in the case of adoption, the expected date of receipt of custody.
    - (2) Date on which leave is requested to begin.

- (3) Date of return to service.
- (c) With the recommendation of the Superintendent, parental leaves may be extended by the Board for one additional school year upon the request of the employee to the Superintendent for extension, which request must be made not later than April 1 preceding the year for which such extended leave is requested, (i.e., March or later birth – the balance of that year plus the following year plus the following year; September through February birth – the balance of that year plus the following year).
- (d) Subsequent to receipt of custody of the minor child or termination of pregnancy, application for reinstatement may be made by the teacher at any time during the school year and the employee may be reinstated no later than the beginning of the next succeeding school year.
- (e) Upon return from an approved parental leave, the teacher shall be entitled to reinstatement in a similar position, if such position is available, with the same contractual status as the teacher held prior to the leave. If, however, a similar position is not available, the teacher will be assigned to any other position for which the teacher is certified.
- (f) A parental leave of absence shall not exempt the teacher from decisions regarding contractual renewals and reductions in force.
- (g) (1) When the group insurance policy permits, a teacher on parental leave may continue to participate in such benefits by advance payment, on a monthly basis, of the total premium for such benefits.
- (2) Subject to the limitation below, during the first twelve (12) weeks of any parental leave of absence, the teacher's participation in the medical insurance coverages provided in Article 25 of this Agreement shall be continued at the level of Board contribution as there provided. The provision, at Board expense, of such continued coverage shall be only for the first twelve (12) consecutive weeks of any parental leave of absence. Provision of such coverage at Board

expense shall not exceed twelve (12) weeks during any school year. In the event a teacher has taken paid sick leave in connection with the birth of a child, the period of paid sick leave shall be deducted from the twelve (12) week period for continuation, at Board expense, of health benefits during the otherwise unpaid parental leave of absence. A teacher will be eligible for a subsequent twelve (12) week period only upon her/his return to active service and completion of one full school year of active service.

- (h) Because the teacher is on parental leave, he/she will not be denied the opportunity to be considered for substitute duty in the schools.
- (i) A teacher on parental leave of absence should notify the superintendent or his designee as soon as possible about plans for returning (or not returning) from the leave. If the teacher fails to notify the Superintendent by April 1 of his/her intent to return for the following school year, the teacher shall be deemed to have resigned his/her employment.

## **ARTICLE 8**

### **Adoption Leave**

A. During the first twelve (12) weeks of any adoption leave, the teacher shall be entitled to continued participation, at Board expense, in the health insurance benefit programs established by Article 25 of this Agreement. Eligibility for continuation, at Board expense, in the health insurance programs shall be established in accordance with the provisions of Article 7(E)(1)(g)(2) above.

## ARTICLE 9

### Personal Leave

A teacher may be granted three (3) personal days leave of absence with pay in any one school year, to be used and accounted for in ¼ day increments, under the following provisions. If employment begins after the start of the school year, the number of Personal Leave days would be prorated depending on the start date of the teacher. If the start date is before the end of the first quarter – a teacher would be granted 3 days; before the end of the second quarter – 2 days; before the end of the third quarter – 1-½ days; before the end of the fourth quarter – 1 day.

For a long-term substitute teacher, calculation of personal leave days begins when they transition from a long-term substitute contract to a regular teaching contract.

A. A maximum of three (3) days of personal leave per year will be granted without requiring the teacher to provide any specific reason.

B. Each teacher shall provide electronic notification prescribed by the Board to request the use of personal leave.

C. Personal leave with or without pay will be limited to three (3) days per school year; however, if unusual circumstances exist, the superintendent or his designee may grant additional days of leave without pay. Personal leave shall not be cumulative from year to year.

Under special circumstances, the Superintendent may grant the conversion of sick days to personal leave for any reason he/she or his/her designee deems appropriate. This will be a “one-to-one” conversion meaning one sick day can be converted to one personal leave day, up to a maximum of two total days. The Superintendent’s decision is final and not subject to the grievance procedure. When asking for the conversion of these sick days, the teacher must be willing to share their reason/reasons, and what the additional days will be used for.

D. Unless specific approval from the central office is provided, not more than 5% of the teaching staff of the District may be absent on a personal leave day which does not require providing a specific reason on any one school day.

E. Any teacher or tutor who does not use all three (3) personal leave days during the school year shall be allowed to convert unused personal leave into sick leave. Teachers or tutors must notify the business office by May 1 if they choose the conversion to sick leave incentive, otherwise, the cash incentive will be included with the July 31 paycheck.

F. Teachers and tutors will receive a cash incentive for not using personal days during the school year. Any unused personal days may be converted to sick days or teacher or tutor will receive one hundred dollars (\$100) per whole unused personal days not converted to sick days. Personal Leave days which were previously converted from sick days must be converted back to sick days if unused.

G. A maximum of two (2) days may be granted during one school year for religious observances which are not recognized on the school calendar and for which the teacher's religion discourages the teacher from working on those days. Religious observances will not be deducted from sick or personal leave. Any religious observance beyond two (2) days will be deducted from personal days or sick days if no personal days remain.

H. Tutors will receive 3 personal days predicated on their contracted daily work hours. If employment begins after the start of the school year, the number of Personal Leave days would be prorated depending on the start date of the tutor. If the start date is before the end of the first quarter – a tutor would be granted 3 days; before the end of the second quarter – 2 days; before the end of the third quarter – 1-½ days; before the end of the fourth quarter – 1 day.

## **ARTICLE 10**

### **Assault Leave**

A. "Assault" means the causing of or attempt to cause physical harm to a teacher by any person.

B. Assault leave shall be granted to a teacher who is unable to work and, therefore, is absent from his/her assigned duties because of physical injury resulting from an assault which is clearly unprovoked. Said leave shall not be charged against sick leave earned under Section 3319.141 of the Ohio Revised Code. Said teacher shall be granted the aforementioned assault leave and shall be maintained on full pay status during such absence, up to a maximum of forty (40) working days.

C. A teacher shall be granted assault leave according to the following rules:

- (1) The incident resulting in the absence of the teacher must have occurred during the course of employment with the Board while on the board premises or at a board approved or sponsored activity/event or in the course of transporting pupils or material to or from said premises, activity or event.

- (2) Upon notice to the principal or immediate supervisor that an assault upon a teacher has been committed, a teacher having information relating to such assault shall, as soon as possible, prepare a written statement embracing all facts within the teacher's knowledge regarding said assault, sign said statement, and present it to the building principal or immediate superior.
- (3) To qualify for assault leave the teacher shall furnish a certificate from a licensed physician, stating the nature of the physical disability and its likely duration, if requested by the superintendent. The superintendent may require a licensed physician's statement justifying the continuation of the leave.
- (4) A teacher shall not qualify for payment of assault leave until the Assault Leave Form and any requested physician's statement have been submitted to the superintendent.
- (5) Teachers shall not be permitted to accrue assault leave.
- (6) Payment for assault leave shall be at the assaulted teacher's rate of pay in effect at the time of the assault.
- (7) Payment under this Article shall constitute the teacher's entire compensation from the Board during the period of physical disability and shall be in lieu of any payments under Chapter 4123 (Workers' Compensation) of the Ohio Revised Code.

## **ARTICLE 11**

### **Jury Duty and Court Appearances**

A teacher summoned to jury duty shall be paid the difference between his/her regular daily compensation and the remuneration received for service as a juror.

The Board will also grant leave with pay to a teacher when subpoenaed to make a court of administrative agency appearance unless the unit member is a part to the action or is making an appearance adverse to the Board. The teacher shall provide a copy of the subpoena to the district.

## ARTICLE 12

### Payroll Deduction

A. Any payroll deduction change must be authorized by the teacher. Any changes in payroll deductions other than changes related to federal and state taxes will be made by the treasurer's office on October 1, December 1, February 1, or April 1. Changes in Federal and State tax deductions may be requested anytime.

B. Income tax and retirement shall be deducted from all salaries on a regular basis within the established policy. The following deductions are available at the request of the teacher: professional dues, tax sheltered annuities, credit union, United Way, political contributions, school levy contributions, Avon Lake City School Foundation contributions, flexible spending deductions and medical insurance.

#### C. Professional Organizations

- (1) Authorization for Association dues must be submitted in writing to the District Treasurer. Once submitted, such authorization shall be deemed continuing, provided that such authorization may be revoked by submitting a written revocation to the District Treasurer during the period September 1 to September 10.
- (2) The authorized deduction of dues shall be levied in equal installments for a total of twelve (12) pay periods commencing no later than November 15th, provided that the above information is presented to the District Treasurer no later than October 31<sup>st</sup>. Professional dues deductions authorized after October 31<sup>st</sup> shall be levied in a manner mutually agreed upon by the teacher, the ALEA Treasurer and the District Treasurer.
- (3) Deducted membership dues shall be remitted semimonthly to the Treasurer of the Association.
- (4) The Board will make information available to the Association which is necessary to the Association's record keeping of the membership's professional dues. Any costs involved in gathering such data will be paid for by the Association.
- (5) Participation or nonparticipation in professional organizations is not a condition of employment.

## **ARTICLE 13**

### **Compensation Procedure**

A. The Board will pay members of the bargaining unit in 24 equal pays. Members will receive compensation via direct deposit of their net payroll amount made to the bank which acts as the depository of the Board's payroll funds. All newly hired employees will have direct deposit of their net payroll amount made to the bank which acts as the depository of the Board's payroll funds. Payroll information will be provided to all employees.

Distribution of payroll and direct deposit shall be on the fifteenth and last day of the month (September 15 through August 31). Should the payday occur on a Saturday, Sunday or a bank holiday, teachers will receive their pay on the previous banking day; direct deposit shall be accomplished on the same day.

B. A teacher who is resigning upon completion of the contract, or who is nonrenewed for the next school year, or who is subject to a reduction in force under Article 18, may receive the balance of his/her annual compensation at the close of the school year.

Health Insurance benefits shall be in accordance with Article 25, Section C – General Provisions, Part 6, and the continuation of coverage provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985 and subsequent revisions.

C. A teacher may request the balance of his/her annual compensation at the close of the school year. Such requests will be granted when an emergency is shown to exist and the necessary funds are available. Requests must be submitted to the treasurer prior to May 1st.

D. Teachers shall receive notification of accumulated sick leave with every paycheck.

## **ARTICLE 14**

### **Tax Sheltered Annuities**

A. A teacher may authorize a salary deduction for a personal tax shelter annuity. A teacher may authorize a salary deduction for a tax sheltered annuity through a District approved 403(b) or 457 vendor. The Treasurer's Office will make changes to the deductions upon receipt of a salary modification agreement that has been approved by the employee and District's Third Party Administrator (TPA). The Treasurer's Office will electronically remit tax sheltered annuity deductions to the TPA semi-monthly. A tax

sheltered annuity vendor must have 5 people interested in payroll deduction and approved by the TPA to become a District approved vendor. No solicitation shall occur during the school day. The office of the Treasurer will electronically remit a Tax Sheltered Annuity deduction list to the District's Third Party Administrator (TPA) by each pay date. A payroll deduction change must be authorized by the employee. The Treasurer's office will make changes in deductions on the 1<sup>st</sup> of each month upon receipt of a salary modification agreement from the District's TPA before any deduction shall be made.

- B. No solicitation shall occur during the teacher workday.

## **ARTICLE 15**

### **Individual Contracts**

Each teacher shall be issued a written contract or salary notice, as may be appropriate, in accordance with the Ohio Revised Code. Each continuing or limited contract will indicate the annual salary to be paid on the first year of the contract.

## **ARTICLE 16**

### **Personnel Files**

In accordance with Chapter 1347 of the Ohio Revised Code, each teacher will have the opportunity, upon request, to review the contents of his/her personnel file by scheduling a meeting with the Superintendent/designee. The teacher may be accompanied by an individual of his/her choice.

- A. The State Department of Education requires that certain personnel records be kept up-to-date and on file for reference at all times. These and other personnel records are filed in the personnel file in the office of the Superintendent.

- B. Except as provided in Article 43, each teacher shall be informed within five (5) school days, absent any extenuating circumstances, of any complaint which is directed toward him/her which will become a matter of record. This provision does not apply to complaints of alleged child abuse or criminal conduct which have been reported to governmental authorities for investigation.

- C. Letters or material which do not identify the author shall not be placed in a teacher's file nor shall such materials be made a matter of record.

- D. A teacher may receive a copy of their personnel file at no charge to the teacher.

E. When a principal or other administrator finds it necessary to make a notation in a teacher's file which reflects adversely upon the teacher's conduct, service, character or personality, he/she shall immediately afford the teacher an opportunity to read such notification. The teacher shall acknowledge that he/she has read such notation by affixing his/her signature on the actual document filed, with the understanding that such signature does not indicate his/her agreement with the contents. The teacher shall also have the right to answer such notation, and his/her answer shall be attached to the file copy. Refusal to sign shall be documented by a third party and shall not prevent inclusion of the document in the file.

F. Teachers shall be guaranteed the right to examine and review their personnel and/or other separate files applicable to them in the presence of the Superintendent or his/her designee. Any notations mutually found to be irrelevant, unfounded or unjustly damaging shall be removed upon request of the affected teacher to the extent permitted and consistent with state law.

G. A teacher may request the Superintendent to remove any critical derogatory and/or disciplinary material (other than child abuse charges) which have not recurred within a five (5) year period. Such request may not be denied without reasons.

## **ARTICLE 17**

### **Teacher Assignments and Transfers**

The assignment or transfer of staff members shall be based primarily on the needs of the students and the instructional program. It is recognized that staff member satisfaction with assignments may be expected to have a significant impact on morale and effectiveness or the total program. Therefore, staff members will be assigned on the basis of a collective analysis of voluntary requests, certification/licensure, specific needs of the position, qualifications and seniority.

A. Each teacher shall be notified of his/her tentative assignment and tentative schedule for the succeeding school year on or before the last Friday in May of the preceding year. Each teacher shall subsequently be notified of any change in his/her tentative teaching assignment or tentative schedule by August 10. Building principals that share staff members shall work together to create an equitable schedule.

B. For the purpose of this Article the following definitions apply:

(1) Assignment – shall be defined as initial teaching area and/or subject and/or grade level.

- (2) Vacancies shall be defined as newly created certificated positions, which did not exist during the previous school year, or a position which comes into existence as a result of expanded curriculum, increased student services, increased enrollment, retirement, resignation, termination, non-renewal, or redistribution of staff. In the event that the retirement, resignation, termination or non-renewal occurs after April 1<sup>st</sup> and the district intends to RIF (eliminate) the position, the district will notify the association before the next board meeting in advance of board action.
- (3) An involuntary transfer shall be defined as an administrative initiated reassignment of an employee.
- (4) A voluntary transfer shall be defined as a staff member initiated reassignment.
- (5) Grade level/department seniority shall be defined as the current, continuous employment in a grade level/department in a specific building within the district.
- (6) District Seniority shall be defined as outlined in Article 18, section E, paragraph 2.
- (7) Qualifications shall be defined as a bargaining unit member's training and/or specialized experience.

**C. Process for Filling Vacancies**

- (1) Vacancies which occur during the normal school year shall be posted in each building, in the Board office, and a copy of the posting shall be sent to the President of the Association. All vacancy postings will be sent via email to all current bargaining unit members. Teachers are encouraged to apply for vacancies.
- (2) During the summer, postings of all vacant teaching, administrative, and/or supplemental positions shall be posted in the Board office and a copy of the posting notice will be sent electronically to all members of the bargaining unit.

The notice shall be posted at least five (5) calendar days before the Board acts to fill the vacancy.

- (3) Each posting will specify:
  - a. Grade level and/or subject area

- b. Any salary variation, and
- c. Building

- (4) Teachers may submit a letter of application for any posted vacancy to the Superintendent within five (5) calendar days of the posting.
- (5) Subject to the provisions of the RIF procedure, teachers shall have the opportunity to apply for (a) full time certificated positions which will be filled and which are vacated through retirement, resignation, termination or nonrenewal and/or (b) newly created positions.
- (6) Building level administrators shall have the right to fill any vacancies within their buildings with current bargaining unit members who are currently assigned to their buildings. These assignments may be made without posting the positions to the general membership, providing the member who is being assigned has agreed to the voluntary transfer. Any vacancies occurring after the building level transfers have occurred will be posted.
- (7) All vacancies shall first be posted internally. All current bargaining unit members who submit an electronic application through the district's portal will be verbally, remotely or in person screened, or interviewed for the vacant position. The screening may occur while the posting is still active. Vacancies shall be filled on the basis of a collective analysis of voluntary request, certification/licensure, and specific needs of the position, qualifications and seniority. When two (2) or more applicants are substantially equal in qualifications, the applicant with the greatest amount of district seniority shall be given preference. The ALEA President upon written request shall be entitled to receive a list of applicants for posted positions.
- (8) After conducting said interviews, if the administration feels that no internal candidate meets the specific needs of the position, then the position may be posted externally.
- (9) When a vacancy is to be filled, current bargaining unit members of the grade level/department will be given the opportunity to be involved in the selection of the candidate.
- (10) Teachers whose positions no longer exist due to program funding and/or student enrollment shall have the option of being reassigned to the position if/when the position is initially reinstated, providing they have maintained continuous employment with the district.

- (11) When a vacancy is filled in an area where a teacher has submitted an application, the teacher will be notified by email by the Superintendent or designee of the recommendation made regarding his/her application with ample time given before the decision is made public knowledge.
- (12) Internal postings shall state the same desired qualifications for the position as stated in external postings. Meeting the stated qualifications does not guarantee the applicant to any transfer.
- (13) If the applicant for transfer is interviewing for a job within his or her current building of assignment, another teacher or a committee of teachers will not be involved in any interview or observation. A committee including bargaining unit members may be used if the applicant is interviewing for a position outside of his or her current building.
- (14) The screening of internal candidates may consist of no more than one face-to-face interview. If the hiring administrator feels it is necessary to conduct a review of the teaching practices of the candidate, this will be conducted through an observation of the candidate in his or her current role. If requested, a bargaining unit member who is not currently teaching in a similar area will have the choice to perform a mock lesson. Any debates as to what constitutes a similar area will be worked out between an ALEA representative and the building administrator. A candidate will not be asked to perform a mock lesson in front of any bargaining unit member who currently teaches in the same building.
- (15) An internal candidate shall be notified within five work days of the final screening interview or observation whether or not he or she will be granted the transfer.

D. After compliance with the above provisions, the Superintendent retains the statutory authority to transfer and assign teacher personnel. No teacher shall be involuntarily transferred if a qualified, certified member of the bargaining unit has volunteered for the vacant position. In the event that no bargaining unit member volunteers, the member with the least amount of seniority will be involuntarily transferred to a vacant position.

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

F. A teacher may request and shall be granted a conference with the Superintendent or designee and building principal to receive an explanation as to why she or he did not receive the position for which she or he applied. An ALEA representative may accompany the teacher at this conference.

## **ARTICLE 18**

### **Reduction in Force**

A. Except in the event of an unanticipated or unexpected loss of revenue creating a deficit in the then current fiscal year, or an unexpected return to duty of a teacher following a leave of absence, Board action to implement a reduction in force shall occur prior to April 30 in the school year preceding the year in which the reduction is to take effect.

B. Any reduction in force shall be implemented within the areas of certification affected by the reduction. The least senior member in that area shall be laid off but retains the right to bump into other areas of certification (if any) based on seniority.

C. At least ten (10) school days in advance of Board action on a reduction in force, the Superintendent or his/her designee will meet with the Association President and the Ohio Education Association Labor Relations Consultant to review the seniority list and the order of anticipated suspensions. This meeting shall occur prior to notification of the teachers involved.

D. As regards teachers on limited contracts, reductions in force shall be implemented based on seniority and area of certification unless the Board demonstrates reason to resort to other criteria by which to achieve educational goals which could not be met otherwise by strict adherence to seniority and certification areas. These reasons include the retention of particular skills that are needed for the educational program of the district, the need to retain teachers with more than one area of certification, the need to retain teachers who can teach a full class load, and other unusual or unanticipated situations which may warrant taking educational factors other than seniority and area of certification into account to achieve educational goals.

E. In implementing a reduction in force, all certificated teaching personnel in the bargaining unit are covered by the procedures specified below:

- (1) All certificated employees shall be placed on a seniority list within their certification area(s). When a reduction in force is implemented the seniority list shall govern matters of retention

and recall, subject to the requirement that limited contract teachers are eligible for retention in those areas of certification in which they have taught for at least one full school year in the last ten years in the Avon Lake City School District. Continuing contract teachers are eligible for retention in all areas of certification. Teachers on continuing contracts shall be retained in preference to those on limited contracts.

- (2) Seniority as used in this provision shall be determined by the length of continuous service with the Board. If two or more teachers have the same length of continuous service, then seniority will be determined by:
  - (a) the date of the Board meeting at which the teacher was hired; and
  - (b) the date on which the teacher officially signed his/her contract; and
  - (c) by lot.
- (3) Length of continuous service will not be interrupted or affected by authorized leaves of absence provided that the time spent on unpaid leave shall be deducted when computing continuous service. Time spent on layoff up to two years shall not constitute a break in continuous service, but time spent on layoffs shall be deducted when computing the length of an employee's continuous service.
- (4) Continuing contract teachers whose contracts are suspended in a reduction in force shall be so notified immediately in writing and placed upon a recall list compiled from the seniority list provided for below. A continuing contract teacher whose name appears on the recall list shall be offered reemployment if and when a position becomes available for which he/she is certified in the order of seniority at the time their contracts were suspended due to a reduction in force. No new teachers shall be employed nor any limited contract teachers recalled to service by the Board while there are continuing contract teachers on the recall list who are certified for any opening in a teaching position.
- (5) Limited contract teachers whose contracts are suspended due to a reduction in force shall be so notified in writing and placed upon a recall list compiled from the seniority list provided for below. A

limited contract teacher whose name appears on the recall list shall be offered reemployment when a position becomes available for which he or she is certified, subject to the exceptions provided for in Paragraph (A) above and subject to the requirement that the individual to be recalled is qualified, i.e., has taught successfully in that area of certification for at least one full school year in the last ten in the Avon Lake City School District. Subject to these exceptions, limited contract teachers on the recall list shall be offered reemployment to positions for which they certified and qualified (as defined above) in the order of seniority at the time they were laid off due to a reduction in force. No new teachers shall be employed by the Board while there are limited contract teachers on the recall list certified for any opening in a teaching position, subject to the exceptions provided for in Paragraph (A) above.

- (6) Limited contract teachers recalled to an area of certification in which they have not taught successfully in the Avon Lake City School District for one full year in the past ten will complete, as a condition of recall, a three semester or four quarter hour college course in that area of certification during their first year of recall or will have completed such course within eighteen months of recall.
- (7)
  - (a) The Board shall provide notice of recall by registered mail to the last address given by the certificated employee to the Board. It shall be the responsibility of the certificated employee to keep the Board advised in writing of his/her current mailing address.
  - (b) A teacher who is recalled to a position shall resume the contract status he/she held prior to the layoff and shall be credited with the accumulated sick leave and the years of service (for salary schedule placement) which he/she held prior to layoff.
  - (c) Teachers on layoff will be given preferential consideration as substitute and part-time teachers. However, acceptance or refusal of employment as a substitute or part-time teacher shall not disqualify any teacher from placement or continued placement on the recall list for full-time employment.
  - (d) When the group insurance policy permits, a teacher on layoff may continue to participate in such benefits by

advance payment, on a monthly basis, of the total premium for such benefits.

- (8) Teachers who have limited contracts at the time of layoff will remain on the recall list for a period of two (2) full school years from the date of Board action to suspend through August 31 of the second year following. Teachers who held continuing contracts at the time of layoff will remain on the recall list for a period of four (4) full years from the date of Board action to suspend to August 31 of the fourth year following. Subject to the foregoing, teachers shall remain eligible for recall unless:
  - (a) The time limit for right of recall has expired;
  - (b) He/she resigns;
  - (c) He/she fails to accept a position offered under this Article within ten (10) calendar days of receipt or attempt to delivery of the notice of recall; or
  - (d) He/she fails to respond to a request from the Superintendent or his/her designee for an indication of his/her continued interest in recall for the following year.
- (9) This article shall not apply to the issuance, termination and/or renewal or nonrenewal of supplemental duty contracts.
- (10) Nothing in this article shall be deemed to apply to teachers non-renewed for performance reasons, nor shall this article be construed to limit, in any way, the Board's authority to make such decisions regarding teacher employment.
- (11) The Association President will be provided with complete seniority lists for each area of certification as provided above. The seniority list will show:
  - (a) Date of first uninterrupted full-time service with the Board;
  - (b) Length in years of continuing service with the Board;
  - (c) Date of Board meeting at which teacher was hired;
  - (d) Date on which teacher officially signed his/her teaching contract.

The Association shall have 15 days from date of receipt of the list to challenge and/or question the seniority rankings reflected by the list. The Association and Superintendent or his/her designee will meet to discuss questions or problems. When "tie breaker" data are unavailable, the teachers affected, Association and Superintendent or designee will try to resolve the problem. If agreement cannot be reached, ties will be resolved by a coin flip. Any agreement reached to break ties or resolution through coin flip shall be final and binding on the Board, administration, teacher(s) affected, and the Association and not subject to grievance or other legal challenge.

The Board will notify the Association of any changes in the seniority lists within a reasonable period of time.

## **ARTICLE 19**

### **Mileage**

Mileage reimbursement for authorized automobile use for travel from school to school shall not be less than the mileage rate accepted by the Internal Revenue Service for deduction of automobile expense for business purposes.

## **ARTICLE 20**

### **Severance Pay**

A. A teacher may elect, at the time of acceptance for retirement by the State Teachers Retirement System, to receive severance pay if she/he has at least ten (10) years of full-time service with the Avon Lake Schools and his/her retirement is within ninety (90) days of his/her last day of service with the District. Such qualifying teachers shall receive fifty percent (50%) of his/her accrued but unused sick leave, to a maximum of one hundred eighty (180) days, and not to exceed ninety (90) days of severance pay. This severance will be made in two payments. The first payment to be made within 31 days of the effective date of retirement. The second payment to be made by February 15 of the following year.

B. A teacher may elect at the time of eligibility of retirement from active service by the State Teachers Retirement System pursuant to the Defined Contribution or Combined Benefits Plan, to receive severance pay if she/he has at least ten (10) years of full-time service with Avon Lake Schools and his/her retirement from Avon Lake Schools is within ninety (90) days of his/her last day of service with the District. Such qualifying teachers shall receive fifty percent (50%) of his/her accrued but unused sick leave, to a maximum of one hundred eighty (180) days, and not to exceed ninety (90) days of severance pay. This severance will be made in two payments. The first payment to be made within 31 days of the effective date of retirement. The second payment to be made by February 15 of the following year.

C. In addition to the severance pay benefit and conditions described in paragraph A and B above, the teacher, at the time of retirement from Avon Lake City Schools, shall be entitled to two (2) additional days of severance pay for each three years of public service over ten years, provided that the teacher retires at the end of the school year in any year of this contract.

D. A teacher who has worked at least ten (10) years with Avon Lake City Schools, but does not qualify for severance in paragraph A or B due to not having at least ten (10) years of full-time service will receive severance in one of the following ways:

- (1) If the qualifying teacher has at least ten (10) years of seniority at Avon Lake City Schools, they shall receive fifty percent (50%) of his/her accrued but unused sick leave to a maximum of one hundred eighty (180) days, and not to exceed ninety (90) days of severance pay.
- (2) If the qualifying teacher from paragraph D does not have at least ten (10) years of seniority at Avon Lake Schools they shall receive a prorated severance. This will be calculated by dividing the number of years of seniority by ten (10) and multiplying that number by fifty percent (50%) of his/her accrued but unused sick leave to a maximum of one hundred eighty (180) days and not to exceed ninety (90) days of severance pay.

This severance will be made in two (2) payments. The first payment will be made within 31 days of the effective date of retirement. The second payment will be made by February 15 of the following year.

E. Payment under paragraphs A, B, C or D shall be based on the daily rate of pay at the time of retirement. Payment under this Article shall eliminate all sick leave credit. No teacher shall receive more than one payment for such sick leave accumulation.

F. In the event of the death of a member of the bargaining unit, twenty-five percent (25%) of the member's accrued but unused sick leave, to a maximum of one

hundred sixty (160) days, and not to exceed a payment of forty (40) days, shall be paid to the estate of the deceased member.

**G. Severance Payments**

**1. Payment and Deferral of Severance Pay**

A. Notwithstanding anything in this Agreement or Board policy to the contrary, in accordance with the terms of this Section and any related provisions of a plan document adopted by the Board to comply with the requirements of Section 403(b) of the Internal Revenue Code (the "IRC"), employees shall have their "Severance Pay" (as defined below) mandatorily paid into an annuity contract or custodial account that is designed to meet the tax-qualification requirements of IRC Section 403(b) (a "TSA"). Such payment shall be in lieu of the payment being made directly to the employee; and such payment shall eliminate all sick leave credit of the employee. For purposes of this Section, this arrangement is referred to as the 403(b) Plan. The TSA that shall be used for the 403(b) Plan shall be the group annuity contract of VALIC. 403(b) Plan participants shall be required to complete VALIC enrollment forms; and unless and until an employee does so, no contribution of Severance Pay shall be made to under the 403 (b) Plan on behalf of the employee. A successor company(ies) to VALIC may be selected at any time by mutual agreement of the Board and the Association.

B. For purposes of the 403(b) Plan, the term "Severance Pay" shall include:

- (1) any Severance Pay that a member is entitled to pursuant to Article 20 of this Agreement, and/or
- (2) any Retirement Incentive payment that a teacher is entitled to (if applicable).

C. Participation in the 403(b) Plan shall be mandatory for any teacher who:

- (1) is employed on or after the effective date of this agreement,
- (2) is entitled to Severance Pay, and

- (3) is, or will be, age 55 years or older in the calendar year in which he/she retires, or, in the case of a retired/rehired teacher, resigns.
- D. If a teacher is a participant in the 403(b) Plan, an employer contribution shall be made on his/her behalf under the 403(b) Plan in an amount equal to the total amount that otherwise would be payable to the Participant as Severance Pay.
- E. The required contribution to the 403(b) Plan shall be made within the timeframe provided for payment of severance pay under the applicable provisions of Article 20; and for Retirement Incentive pay shall be made within the timeframe described in the Retirement Incentive agreement (if applicable).
- F. In the calendar year of retirement, or in any other calendar year, the total amount of Severance Pay that may be paid to a TSA under the 403(b) Plan shall not exceed the maximum contribution amount allowable under the federal income tax law for TSAs that are intended to be tax qualified under IRC Section 403(b). If the amount payable to the 403(b) Plan in any calendar year would exceed the maximum amount that is permitted under the applicable federal income tax law for that year, the excess amount shall be contributed to the 403(b) Plan after the first payroll date in February of the next calendar year. This process shall be repeated for up to five calendar years following the year of retirement, in each such year not to exceed the maximum amount permitted under the applicable federal income tax law for that year; and if there are still any remaining excess amounts in the fifth calendar year after retirement, the remaining excess shall be paid in cash to the member.
- G. A teacher who is entitled to Severance Pay under Article 20 of this Agreement and who is not an eligible participant in the 403(b) Plan, will continue to be eligible for any and all severance payments in accordance with Article 20 and and/or Retirement Incentive payments (if applicable) in accordance with any Retirement Incentive language bargained. Any such teacher may elect to defer such payments to a TSA as permitted by law and Board policy.
- H. All contributions to the 403(b) Plan, all deferrals to a TSA, and all check payments to teachers, shall be subject to reduction for any

tax withholding or other withholding that the Treasurer in his/her sole discretion, determines is required by law. Neither the Board nor the Association guarantee any tax results associated with the 403(b) Plan, deferrals to a TSA or check payments made to a teacher.

## **ARTICLE 21**

### **School Calendar**

The school calendar shall be prepared by the District Advisory Committee. The proposed calendar shall then be reviewed by the ALEA and the Superintendent/Designee.

Both parties will have a reasonable opportunity (ordinarily fourteen (14) calendar days) to review the proposed calendar and make recommendations prior to Board action. Exceptions may be made to the fourteen (14) day review period if unusual circumstances or an emergency necessitates immediate Board action.

## **ARTICLE 22**

### **Workday and Year**

#### **A. Workday**

- (1) The normal workday for all teachers in grades Pre-Kindergarten through six (6) shall ordinarily not exceed seven (7) hours and fifty (50) minutes.
- (2) The normal workday for all teachers in grades seven (7) through twelve (12) shall not ordinarily exceed eight (8) hours.
- (3) Teachers may be required to participate from time to time in activities outside the normal workday. This includes attendance at committee meetings, reasonable participation in curriculum development, a reasonable number of student activities and events, and activities for which the teacher is directly responsible. Teachers shall be paid at the professional development rate of pay for these events and activities unless they are covered under a supplemental contract or other provision in this bargaining agreement provided teachers turn in approved time sheets within 30 days of the event. Building principals annually will meet with the teachers in their buildings to evaluate and develop a plan

regarding teacher involvement in activities and events in their building.

- (4) Insofar as is possible, general staff meetings will be held during the normal workday. General staff meetings shall be limited to one per month and shall not exceed sixty minutes. The draft agenda will be provided to building staff 24 hours prior to the meeting. After each meeting teachers may provide anonymous feedback that will be provided to the Assistant Superintendent. Teachers excused from the staff meetings will be given access to material from the meeting by the building administrator. If, following reasonable efforts, a teacher is unable to attend one of the programs or commitments listed above, individual arrangements in conjunction with the building principal may be made in accordance with current practice.
- (5) Membership or participation in PTA activities shall be on a voluntary basis.

(6) **"Flexitime"**

Flexitime schedules may be arranged by mutual agreement between the teacher and the building principal. Once such starting and ending times are agreed to, they shall remain in effect for a minimum of one grading period and, ideally, for an entire semester. One day or short-term variances in starting or ending times will be resolved between the teacher and principal in accordance with past practice.

**Limitations:**

- (a) Adequate supervision of students must not be compromised by any flexitime arrangement. Each teacher will continue to be required to remain in his/her classroom or assigned duty until all the pupils for whom he/she is responsible have departed. This includes, for example, days when buses run late due to inclement weather or mechanical breakdown.
- (b) Service to students remains first priority. The use of flexitime will in no way interfere with students or parents who wish to consult with teachers at times that are reasonably convenient to the parent or student.

- (c) Communication between teachers and administrators cannot be affected by implementation of a flextime schedule. Teachers remain required to attend staff meetings in accordance with the provisions of the collective bargaining agreement, Article 22(A)(4).
- (d) Flextime can only include the minutes before and after the normal student day, provided that no flextime schedule may be implemented which would authorize teachers to report less than 15 minutes before their first class or assigned duty nor depart less than 15 minutes after students are normally scheduled to leave the building of assignment.
- (e) Traveling teachers will be assigned no duties on the days they travel. Traveling teachers will not be required to travel during his/her designated lunch period or planning time and will be scheduled a minimum of 15 minutes travel time between buildings.
- (f) At the elementary level, every effort will be made to ensure that each teacher receives, in addition to the thirty/twenty-five (30/25) lunch/planning period, a minimum of one thirty (30) minute planning period per day within the student day.
- (g) Calculated on a weekly basis, the total minutes for planning and conference time on average shall continue at the elementary and secondary schools.
- (h) At all levels, planning time shall be within the student day. Any period of time less than fifteen (15) consecutive minutes shall not be considered planning time.

**B. Work Year**

The school year shall not exceed one hundred eighty-five (185) work days for teachers after their initial year of employment. The school year shall not exceed one hundred and eighty-seven (187) work days for teachers in their initial year of employment.

The scheduling and number of parent-teacher conference days shall be discussed annually in the spring by the District Advisory Committee. The DAC will consider parental and staff input and establish parameters for conferences. Each Building Advisory Team

will use these parameters to determine by consensus the conference schedules and times. The tentative schedule will be sent to DAC for review. The DAC will notify each BAT that their schedules have been approved or will notify them of needed modifications to the schedule. After the schedule has been approved by DAC, the BAT will share the final conference schedule with staff in their building.

Regular yearly, monthly, or weekly meetings will not be scheduled by the administration or principals on parent-teacher conference days.

During any scheduled in-service days, excluding an early release day, there shall be no more than three and one-half (3-1/2) hours of departmental and full staff meetings, followed by a period for lunch and the balance of the day to be devoted to teacher preparation of grades and other records. The work hours for the scheduled in-service days will be uniform throughout the district.

### **C. Flexible Summer Workday**

The school calendar shall include a "Flexible Summer Workday". For the purpose of attaining professional development, this day will be divided into two 3 ½ hour sections. One 3 ½ hour section will be used at the teacher's discretion in August to prepare their classroom; up to 2 hours can be used to attend open house if it occurs before the first day of school. The remaining 3 ½ hour section shall be spent on Professional Development.

- (1) The Board shall offer a variety of opportunities throughout the summer to gain professional development. The summer will be defined as the day after the last teacher work day to the day before the first teacher work day of school. Staff development shall be offered in a variety of formats, i.e., district-wide, building, department, grade level, etc. Examples of staff development might include sessions on CPR, technology, curriculum development, interdisciplinary curriculum planning, etc. Participation in this district sponsored staff development will be verified by a sign-in sheet at the event.
- (2) Bargaining unit members will not gain additional compensation for attendance if professional development is used towards their 3 ½ hour requirement.
- (3) Bargaining unit members who plan district sponsored staff development will receive credit toward their 3 ½ hours of required staff development for time spent planning. All time implementing the staff development will be compensated based on Article 23 of the supplemental base salary per hour.

- (4) Bargaining unit members shall be granted the flexibility to choose any appropriate staff development opportunity. No single staff development opportunity or specific date of an opportunity shall be mandated by any administrator or the Board. The Board will make a good faith effort to post a list of available, district sponsored staff development – offered between the day after the last teacher work day until the day before the first teacher work day – before May 1.
- (5) Acceptable individual opportunities for staff development – outside of what is offered by the district – will be granted based on the needs of the bargaining unit member, building team leaders, curricular department chairs, building administrators, and district curriculum leaders.
- (6) Individually sought staff development that will count toward the 3 ½ hour requirement will be approved by a building administrator prior to the last teacher work day. The procedure to receive credit for this professional development is outlined on the Alternative Activity Summer Professional Development Worksheet.
- (7) If a new opportunity for staff development becomes available after that date, a bargaining unit member must consult and be granted approval for the change prior to the new staff development event by the Superintendent or his/her designee.
- (8) Collaboration time spent within grade levels, curricular departments, building teams, etc., can account for professional development time with prior administrative approval.
- (9) Bargaining unit members who complete uncompensated professional development that exceeds the required 3.5 hours and reach an additional 3.5 hours shall receive the additional 3.5 hours off in the second half of the last day of the next school year. Participants in verified extra staff development time shall receive priority check-out in their respective buildings. The additional staff development time does not replace the half-day flexible summer work time.
- (10) All staff development that falls under the Flexible Summer Workday can contribute to the requirements of the IPDP following the procedures outlined under Article 42 but may not be used for progression on the salary scale.
- (11) When the BAT committee of a building determines that the needs of the students, parents, and staff determines that an Open House (Parent Information Night) should occur prior to the start of school, the following

parameters are to be followed. The expectation for the contents of this event is to provide information to the parents and students about the upcoming school year, normal classroom procedures, curriculum, etc.

- a. One date for open house must be determined and announced by March 31 of the previous school year. Only one date can be made requiring a teacher to attend.
- b. The date must be within 5 week days of the start of the teacher work year.
- c. The length of time a teacher can be asked to attend shall not exceed 2 consecutive hours. The time may not be divided over the course of two days.

## **ARTICLE 23**

### **Professional Development Compensation**

#### **A. Staff Development Compensation**

Each member of the bargaining unit will be compensated for attendance at staff development during non-instructional time. The rate of compensation for teachers for each session will be .00075 of the supplemental base salary per hour. This rate of pay may also be used for other assignments. Staff shall receive payment for Staff Development hours attendance as they are completed.

#### **B. Tuition Reimbursement**

Each school year a pool of \$50,000 shall be available for reimbursement of tuition charges paid by bargaining unit members for successful completion of graduate level classes approved in advance by the ALEA Tuition Committee headed by an ALEA Executive Committee member. To be considered for approval the course work must be on the graduate level from an accredited institution and in the teacher's areas of certification/licensure or in another area that has been approved by the LPDC for licensure. If a bargaining unit member has a permanent certificate, his or her approval must be through the Superintendent for salary advancement. The pool shall be divided among teachers so approved for the exact cost of the credit with a limit of reimbursement of up to \$300 per semester hour (July 1 through June 30). Requests are to be submitted by August 1; proof of course completion with an earned credit of "B" or above is to be submitted to the ALEA Tuition Committee by September 15. The proof of the exact cost per credit hour must also be provided to the ALEA Tuition Committee. Reimbursement checks will be issued on or about October 15. Unused money from the tuition

reimbursement pool will be moved to the General Fund. Any bargaining unit member who leaves the district because they resigned or are terminated for cause and is not in employment of the district on September 15 will not be reimbursed for tuition.

## **ARTICLE 24**

### **Personnel Substitute Pay**

If a teacher or tutor is required to substitute during his/her planning or preparation period for a colleague absent for legitimate reasons covered by sick leave, personal leave, field trip or other assignment made by an administrator, he/she shall be paid at the prorated amount based on .00075 per class period of the supplemental base salary for time actually worked. An effort will be made to rotate such assignments among teachers and tutors desiring such substitution. Bargaining unit members shall not be required to substitute for classified staff, non-certified staff, or handbook employees.

If possible, at the elementary level, the building principal shall adjust schedules to make up missed planning or preparation time. If this is not possible, payment will be made in accordance with this article.

If a class of an absent teacher is "split" among remaining teachers, such assignment of students shall be treated as a substitution split equally by the number of teachers covering.

Tutors who agree to sub a class in place of their normal scheduled responsibilities will be additionally compensated at the rate of .00034 per hour of the supplemental base salary.

The Board will make a good faith effort to minimize the number of times a teacher is assigned to substitute for an absent colleague by employing substitute personnel to perform such service, with the understanding that such an arrangement will diminish, but not eliminate, required personnel substitute assignments.

## **ARTICLE 25**

### **Insurance**

#### **A. Life Insurance**

- (1) The Board shall provide a term life insurance policy (to include double indemnity for accidental death and a dismemberment

clause) to regular part-time and full-time teachers equal to the \$1,000 figure next above their yearly salary.

- (2) A teacher may elect to purchase at his or her cost additional supplementary coverage in a \$10,000 or \$20,000 amount. These premiums will be deducted through the payroll deduction plan.

**B. Medical, Prescription, Dental and Vision Insurance**

The Board shall make available medical, prescription, dental and vision insurance that meet or exceed current benefit levels except as provided in D(3) below for eligible employees and their dependents:

Please refer to the current employees' copy of the Avon Lake City Schools Health Benefits Plan Description for the complete summary and description of benefits, restrictions, deductibles, exclusions, patient responsibilities, etc.

- (1) Insurance premiums paid by payroll deductions may be tax-sheltered upon the completion of the appropriate pre-tax forms. These forms must be completed each calendar year.
- (2) Increases in the employee's share of the premium and/or contribution rate shall begin in October of each year.
- (3) An employee eligible for medical and prescription drug insurance may elect not to receive medical and prescription drug insurance and instead receive additional compensation less applicable payroll deductions as follows:

\$1,800 (Family)      \$900 (Single)

Payment in lieu of insurance coverage shall be elected during the open enrollment period annually, and if elected, paid at the end of the following work year in the last pay of October. Once this election is made, it shall remain in effect and the employee shall not be entitled to receive the coverage provided above for the one-year period. In the event of a change in the employee's circumstances (e.g., divorce, death of spouse, spouse loses insurance coverage) after this election has been made, the employee may elect to receive the insurance coverage. The employee must notify the Treasurer's Office in writing and make the applicable change(s) in the designated software used by the District. Newly hired employees who are eligible for medical and prescription drug insurance may, at the time of hire, elect not to take this coverage. The newly hired employee would be eligible for a

prorated amount of the payment in lieu of insurance coverage. If the employee severs employment with the District, within the one year period, the employee would not be eligible to receive payment in lieu of insurance coverage.

- (4) A Flexible Spending Account (FSA), also known as Section 125, will be available to ALL employees.
- (5) The Board will provide and pay for an Employee Assistance Program (EAP) for ALL employees, whether or not they have elected medical coverage with ALCS.
- (6) A regular part time teacher who works at least 16 hours per week will contribute 38% of the employee premium cost share, if they elect district sponsored insurance.

### **C. Working Spouse**

Effective October 1, 2021, Article 25, Section C, "Working Spouse" shall apply to all ALEA bargaining unit members, regardless of hire date.

If an employee's spouse is eligible to participate, as a current employee or retiree in group health insurance and/or prescription drug insurance sponsored by his/her employer or any public retirement plan, the spouse must enroll in such employer (or public retirement plan) sponsored group insurance coverage(s).

This requirement does not apply to any spouse who works less than 30 hours per week AND is required to pay more than 50% of the single premium to participate in his/her employer's group health insurance coverage and/or prescription drug insurance coverage. This requirement also does not apply to any spouse who is a retiree under a public retirement plan and enrolled in Medicare coverage.

Upon the spouse's enrollment in any such employer (or public retirement plan) sponsored group insurance coverage, that coverage will become the primary payor of benefits and the coverage sponsored by the Board of Education will become the secondary payor of benefits.

Any spouse who fails to enroll in any group insurance coverage sponsored by his/her employer or any public retirement plan, as required by this Section, shall be ineligible for benefits under such group insurance coverage sponsored by the Board of Education.

Every employee whose spouse participates in the Board of Education's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Board of Education, upon request, a written certification verifying whether his/her spouse is eligible to participate in group health insurance coverage and/or prescription drug insurance coverage sponsored by the spouse's employer or any public retirement plan. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all health and prescription drug insurance coverages sponsored by the Board of Education. Additional documentation may be required.

If you submit false information or fail to timely advise the Plan of a change in your spouse's eligibility for employer (or public retirement plan) sponsored group health insurance and/or prescription drug insurance, and such false information or such failure by you results in the Plan providing benefits to which your spouse is not entitled, you will be personally liable to the Plan for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the Plan. Any amount to be reimbursed by you may be deducted from the benefits to which you would otherwise be entitled. In addition, your spouse will be terminated immediately from group health insurance and/or prescription drug insurance coverage under the Plan. **If you submit false information, you may be subject to disciplinary action by your school district, up to and including termination of employment.**

SHC Approved: August 10, 2005

SHC Revised: August 1, 2011

#### D. **Health Care Committee**

(1) The Health Care Committee (HCC), composed of five (5) representatives appointed by the President of the Association, three (3) representatives appointed by the President of OAPSE, and three (3), representatives of the Board shall be charged with considering health insurance matters. The HCC operates with 2 chairpersons, one representing the ALEA and one representing the Board. Regular minutes of all meetings of the HCC shall be kept and shared with all members of the committee. All decisions of the HCC shall be achieved by consensus, i.e., all represented parties on the HCC shall agree with the decision. The HCC's responsibilities include reviewing insurance costs, exploring program additions or modifications, examining utilization patterns if available, and looking for various cost containment options.

- (2) During the life of the Agreement, the HCC may choose to consider other options within various managed care programs, in which members of the ALEA may elect to participate.
- (3) The HCC shall be authorized to utilize such consultants as it deems appropriate. Each year the HCC shall be advised, as soon as possible, of the anticipated level of premiums for the succeeding benefit year (October 1-September 30). Each year the HCC shall consider changes in program design and other steps that will aid in cost containment.

In the event that the HCC is not able to achieve consensus on any such changes, the plan will continue unchanged.

If the HCC recommends changes, such as program design, premium sharing, "opt out incentives", or other modifications, any and all such changes shall be implemented following approval by the full membership of the ALEA, OAPSE and the Board.

**E. General Provisions**

- (1) Benefits for part-time teachers are described in Article 38.
- (2) Medical, prescription, vision and life insurance benefits will be terminated on the first of the month following the resignation of a teacher who does not complete the contract year.
- (3) It is the responsibility of the teacher to inform the Treasurer's office of any change in employment, marital status or dependents which affects his/her fringe benefits.
- (4) Arrangements for covering dependents (mother, father, or relative other than wife/husband and children) must be made directly between the insurance provider and the teacher. Premiums for this type of coverage are not deductible through the payroll plan.
- (5) Eligibility requirements set forth herein are subject to rules and regulations established by the insurance carriers in accordance with applicable state and federal law.
- (6) The Board shall contribute to only one family health insurance plan and one family dental and vision plan for a family where a husband and wife are both employed by the Board. However, a husband and wife will have the option to take separate single health, dental and vision insurance plans.

## ARTICLE 26

### Supplemental Assignments

A. All supplemental contracts are one year contracts. During that year, any performance issues related to the position will be discussed with the person in the position. This discussion must occur before the end of the year.

#### B. **Salary**

- (1) The salary schedule for supplemental assignments precedes the Appendix section of the Master Contract.
- (2) Past experience will be considered when determining a person's placement on the supplemental salary schedule.
- (3) Pay dates for supplemental contracts are included as Appendix A of the Master Contract.

#### C. **Posting and Awarding of Supplemental Positions**

- (1) Annually, the Board shall post each supplemental position currently filled by a person who is not a member of the ALEA bargaining unit.
- (2) A position currently held by a member of the bargaining unit will not be posted if the member indicates their intention to continue in the position when contacted by the board or its designee, and if the member has performed the duties of the position satisfactorily.
- (3) All new or reinstated supplemental positions shall be posted.
- (4) Supplemental positions shall be posted annually in March for a period of seven (7) calendar days when school is in session with the exception of supplemental positions for athletics which shall be posted for seven (7) calendar days after completion of the season and evaluation of the coaching staff.
- (5) All members of the bargaining unit who apply for a supplemental position will be contacted and will be verbally screened or interviewed.
- (6) A supplemental position that becomes open because the person who was awarded or was to be awarded the position resigns must be reposted.
- (7) In filling supplemental positions, the Board retains its rights under Ohio law and this contract. The Board reserves the right to leave supplemental positions unfilled.

D. A Supplemental Committee, composed of three ALEA members appointed by the ALEA President, and three administrators appointed by the Superintendent, shall convene during the second semester of each school year for the following purposes:

- (1) Upon request, review competitiveness of Avon Lake supplemental salaries with the supplemental salaries in comparable districts in order to provide data for the setting of supplemental salaries. The committee shall review athletic supplementals when the second semester is in even years and non-athletic supplementals when the second semester is in odd years.
- (2) Review proposals for new supplemental assignments and compensation for these assignments. The Supplemental Committee shall consider recommendations for new positions from administrators or teachers and will make a recommendation to the ALEA President and the Superintendent regarding same.
- (3) Reevaluate supplementals when job descriptions are changed.
- (4) Reconsider proposals that were rejected in previous years.

E. **Addition of New Supplemental Positions**

- (1) The Board and Association shall consider the recommendations for new supplementals and shall bargain regarding the salary to be paid to any new supplemental position. If agreement is not reached, the Board proposed salary shall be implemented until negotiations for a successor contract reopen. If in negotiations a different salary is agreed to, the change shall be implemented retroactive to the first day of service under the new supplemental contract.
- (2) The Board may add new supplemental positions/personnel as long as the cumulative salaries of these new positions/personnel do not exceed 50% of the base salary in effect at the beginning of that school year.
- (3) After the cap is reached, the Association must agree to the creation of any new positions.

## ARTICLE 27

### Placement and Progression on Salary Schedule

A. Teachers shall be placed in the appropriate academic training column as follows. Hours earned prior to holding the required teaching license or while holding an alternative teaching license do not count towards placement or progression on the Teacher's Salary Schedule.

Level I	Tutor hourly rate
Level II	Teachers who possess a Bachelor's Degree
Level III	Teachers who possess a Bachelor's Degree plus 10 semester hours of graduate work
Level III-A	Teachers who possess a Bachelor's Degree plus 20 semester hours of graduate work
Level IV	Teachers who possess a Master's Degree
Level V	Teachers who possess a Master's Degree plus 10 semester hours of graduate credit received subsequent to the granting of the Master's Degree
Level V-A	Teachers who possess a Master's Degree plus 20 semester hours of graduate credit received subsequent to the granting of the Master's Degree
Level VI	Teachers who possess a Master's Degree plus 30 semester hours of graduate credit received subsequent to the granting of the Master's Degree
Level VII	Teachers who possess a Master's Degree plus 45 semester hours of graduate credit received subsequent to the granting of the Master's Degree

B. Teachers and tutors shall receive credit for years of service on the salary schedule as follows:

- (1) All years of teaching and tutoring service in this District, with each year consisting of one hundred twenty (120) days under a teacher's or tutor's contract.

- (2) All years of service in an Ohio public school and/or chartered, nonpublic school located in Ohio consisting of one hundred twenty (120) days under a teacher's or a tutor's contract. This credit must be given for the first five (5) years of such service, with an option for extending credit for up to an additional five (5) years of such service.
- (3) All years of military service up to five (5) years. (For purposes of calculation, a particular year of active military service of eight (8) continuous months or more in the armed forces shall be counted as a full year.)
- (4) All years of teaching and tutoring service as a certified teacher or tutor in a chartered school or institution or a chartered special education program operated by the State of Ohio or other local governmental unit in Ohio with each year consisting of at least one hundred twenty (120) days. This credit must be given for the first five (5) years of such service, with an option for extending credit for up to an additional five (5) years of such service.
- (5) Years of service shall be the sum of all years of service in subparagraphs 1, 2, 3 and 4 above, except that a new teacher or tutor shall receive credit for a total of five (5) years and may receive credit for an additional five (5) years. By October 1 of each year, the administration will provide the Association President with the actual previous experience and the Avon Lake credited salary schedule placement of all new hires.
- (6) Teachers on leaves of absence shall be granted credit as follows:
  - a. Teachers on approved leaves of absence returning to the system are placed on the step of the salary schedule for which they qualify by reason of training and experience, including experience prior to original employment with the district and that which has been acquired in the district.
  - b. Teachers do not accrue days of service for advancement on the schedule while on leave; however, any additional training obtained during a leave of absence would be applied for salary credit upon the return of the teacher.

C. Credit for placement on a training column shall only be given for graduate courses in the teacher's area of certification which the teacher has taken from an accredited institution. The Superintendent may approve other undergraduate or graduate work; however, the teacher must obtain the Superintendent's approval prior to

taking the training. Each teacher who has completed training which would qualify him/her for a higher training column placement shall file with the Superintendent before September 15, for training column placement effective with the start of the school year, and before February 15, for placement effective with the start of the second semester of the school year, an official transcript from the institution attended certifying successful completion of the additional training. Salary advancement is not official until it has been approved by the Avon Lake Board of Education. Depending on the date of the receipt of a transcript and the date of the Board of Education meeting, board approval may not occur until the following month but would be retroactive to the start of the appropriate pay period (start of the school year or start of the second semester). Salary increases effective at the start of the second semester will be payable in the February 15 payroll.

**ARTICLE 28**

**Salary**

A. Base salary is set as follows:

		<b>\$12 million cash balance projection achieved November 2024</b>	<b>\$12 million cash balance projection achieved by Fiscal Year 2026</b>	<b>\$12 million cash balance projection not achieved by Fiscal Year 2026</b>
<b>2024-2025</b>	3.9% \$43,463 Salary step increase*			
<b>2025-2026</b>		3%, \$44,767 Salary step increase*	2%, \$44,333 Salary step increase*	
<b>2026-2027</b>		3%, \$46,110 Salary step increase*	2.9%, \$45,618 Salary step increase*	2%, \$45,219 Salary step increase*

*\* Salary steps based on the revised salary schedule*

This same base salary will be used as the base salary for supplemental contracts.

B. When teachers volunteer to use their planning period to teach additional classes, teachers at the secondary level shall be paid 1/8 of the individual teacher’s per diem salary for each period per week of instruction based on 36 weeks over the course of a school year.

At the elementary level, teachers shall be paid at the rate of 2/27 of the individual teacher’s per diem salary for each additional 30 minute period of instruction per day and at the rate of 4/27 of the individual teacher’s per diem salary for each additional 60 minute period of instruction per day.

## **ARTICLE 29**

### **Equal Opportunity Clause**

The Board is an equal opportunity employer and will continue to abide by all state and federal equal employment laws. Likewise, the Association will continue to abide by all state and federal equal employment laws.

## **ARTICLE 30**

### **Employer "Sheltering" of Retirement Contributions**

The ALEA and the Board agree that the Board shall implement the "sheltering" of the certificated teacher/employee's required contributions to the State Teachers Retirement System (STRS) and with the Board of Education having agreed to do so, the treasurer is hereby authorized to contribute to STRS, in addition to the Board's required employer contribution, an amount equal to each certificated employee's contribution to STRS in lieu of payment by such employee, and that such amount contributed by the Board on behalf of the certificated employee shall be treated as deferred salary paid by the Board to STRS from the contract salary otherwise payable to such certificated employee in cash.

The treasurer is also directed to prepare and distribute an addendum to each certificated employee's contract which states (1) that the employee's contract salary is being restated as consisting of (A) a cash salary component and (B) a "sheltering" component, which is equal to the amount of the employee contribution being "sheltered" by the Board on behalf of the employee; (2) that the Board will contribute to STRS an amount equal to the employee's required contribution to STRS for the account of each certificated employee; and (3) that sick leave, severance, vacation, supplemental and extended service pay shall be calculated upon both the cash salary component and "sheltering" component of the employee's restated salary.

The Board's total combined expenditures for employees' total contract salaries payable pursuant hereto (including "sheltering" amounts) and its employer contributions to STRS shall not be greater than the amount it would have paid for those items had this resolution not been in effect.

The Board shall compute and remit its employee contributions to STRS based upon total contract salary, including the "sheltering." The Board shall report, for federal and Ohio income tax purposes as an employee's gross income, said employee's total contract salary less the amount of the "sheltering." The Board shall report for municipal income

tax purposes as an employee's gross income said employee's total contract salary, including the amount of the "sheltering." The Board shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

The Board agrees to pick-up (assume and pay) one and one-half percent (1-1/2%) of the employee's share of retirement to the State Teachers' Retirement System (STRS) on the following terms and conditions:

- (1) Picked-up contributions shall be included in earnings for retirement purposes for all certificated staff.
- (2) The pick-up percentage shall apply uniformly to all individuals in the bargaining unit.
- (3) The Board shall pay the member and employer contribution on the pick-up amount.
- (4) The pick-up shall apply to all compensation including supplemental earnings.

## **ARTICLE 31**

### **Professional Improvement**

The contract of a teacher in the Avon Lake Schools may not be terminated except for gross immorality; for willful and persistent violations of reasonable regulations of the Board of Education; for other good and just cause; or for unsatisfactory teaching performance. All terminations shall be accomplished in accordance with the procedures established in Revised Code Sections 3319.16 and 3319.161. The referee shall apply the grounds above set forth in place of those specified in R.C. §3319.16. Nonrenewals of limited contracts shall continue to be governed by the provisions of R.C. §3319.11.

- I. "Unsatisfactory teaching performance" is a performance pattern evidencing the failure of a teacher to remedy a deficiency or deficiencies identified in the evaluation process set forth in Section III below where such deficiency or deficiencies demonstrate that the teacher is ineffective in the performance of assigned teaching duties, exclusive of supplemental contract duties.
- II. A. Before acting to terminate any teacher's contract for unsatisfactory teaching performance, the Board shall comply with the process set forth in Section III below. The procedures set forth in Section III below will be

followed only in instances where a termination for unsatisfactory teaching performance is contemplated.

B. Before presenting a recommendation to the Board for termination of a teaching contract for unsatisfactory teaching performance, the Superintendent, upon the recommendation of the building principal, will provide the teacher with a written notice, which notice will include the following:

- (1) The specific deficiency or deficiencies identified in the process set forth in Section III below that have not been corrected and which demonstrate ineffectiveness of performance of teaching duties; and
- (2) The process prescribed and recommended pursuant to Section III to correct such deficiency or deficiencies.

III. When the administration has identified concerns with the teacher's performance such that a termination for unsatisfactory teaching performance is contemplated, the teacher will be so advised in writing. This written notice will summarize the deficiencies noted in the previous evaluations and will include specific and detailed suggestions and recommendations regarding means to improve performance and offer specific assistance to obtain such improvement. The teacher may request that a copy of this notice be provided to the Association president. After the notice is given to the teacher, the following procedure will be used:

A. **Method of Appraisal and/or Evaluation**

- (1) The program of professional staff evaluation will be accomplished using the Professional Evaluation Procedure (P.E.P.). Except as indicated below, that program will not be modified for the life of this Agreement, except by mutual agreement of the Board and the Association.
- (2) P.E.P. consists of observations of the teacher's performance of assigned teaching duties, exclusive of supplemental contract responsibilities. To be employed in a termination for unsatisfactory teaching performance, such appraisals and/or observations must be written and shared with the teacher. (See paragraph B.)
- (3) Classroom observations, appraisals and/or evaluations will be conducted only by the teacher's principal or by an administrator. Only administrative personnel such as the principal, assistant

principal, superintendent or assistant superintendent may complete evaluations or observations.

- (4) In the event of a substantive disagreement between the teacher and the evaluator which arises pursuant to this evaluation program, such disagreement shall be submitted to the Superintendent or his designee. Upon the request of the teacher, a different administrator shall be included in the evaluation program.

**B. Frequency of Observations**

- (1) Before the Board initiates a contract termination for unsatisfactory teaching performance, the teacher will have been observed in a classroom setting or equivalent setting a minimum of three times in three different months within the past twelve calendar months.
- (2) No more than four observations during a semester will be conducted. However, the individual teacher and the evaluator mutually may agree upon additional observations.

**C. Report of Observations**

- (1) A copy of the written report(s) of the observations will be given to and discussed with the teacher in a conference conducted within five (5) school days following the observation(s).
- (2) During the conference, any observation(s) which is reflected in the written report(s) will be discussed with the teacher. If the teacher is not satisfied with the written report and conference, then the teacher may request another conference and subsequent written report of the conference with the observer and another local teacher or administrator of the teacher's choice. If the teacher requests an additional conference and is to be accompanied by another person to that conference, then the observer is entitled to have another administrator in attendance.
- (3) A teacher, by signing copies of the written report, acknowledges only that the teacher has read and received a copy of the report.
- (4) The teacher shall be given the opportunity to submit a written response to the report, which response will be placed in the

teacher's personnel file. This response will be made within five (5) school days from receipt of the report and will be attached to the original report. An additional five (5) school days for submission of the response is available provided the teacher notifies the observer that the teacher intends to submit such a response.

- (5) A copy of the written appraisals and/or evaluations, along with any teacher response, will be filed with the Superintendent's office ten (10) school days after the teacher's receipt of the evaluation report.
- (6) The evaluation documents and any teacher responses, a full record of the recommendations for improvement made to the individual teacher, the assistance suggested and offered to the individual teacher, and any subsequent changes reported in the individual's performance will be maintained in the personnel file for each individual. The teacher will be permitted to place documents, responses, and other pertinent written material in the teacher's personnel file.

**D. Teacher Rights and Obligations to Demonstrate Improvement**

- (1) Within 10 school days following the delivery of the notice described in paragraph III above, it shall be the joint responsibility of the teacher and principal to develop a written plan to overcome any reported deficiencies. At the teacher's request, a colleague of his/her choice may be offered the opportunity to participate in the development of this plan. The principal may request consultation assistance from another member(s) of the administration in the development or implementation of the written plan.
- (2) Following development of the written plan, the principal is responsible for offering specific assistance in accordance with the plan to the teacher in the implementation of the plan. The teacher is responsible for implementation of the provisions of the written plan which are designed to improve her/his performance and is responsible for maintaining his/her teaching performance at acceptable levels.
- (3) The teacher will be offered the assistance specified in the written plan and will be afforded a reasonable period of time, not less than 60 school days, to correct the specified deficiencies. If the specified deficiencies are satisfactorily corrected, then the teacher will be so notified in writing and will be "removed" from Article 31. If within twelve months of that notification, the same deficiencies are

identified, a second written plan shall be developed to overcome those deficiencies. If the specified deficiencies are satisfactorily corrected, then the teacher will be so notified in writing and will be removed from Article 31. If an individual fails to correct the specified deficiencies, the individual shall be notified in writing of the failure. (No written plans prior to 1/1/90 will become part of this procedure.)

- (4) If, after the implementation of such written plans on two (2) separate occasions, the teacher has not achieved the desired goal of demonstrated improvement, then the principal may recommend to the Superintendent termination of contract for unsatisfactory teaching performance.
- (5) Following such recommendation, the Superintendent shall convene a meeting involving the principal, other administrators involved in the evaluation process, the teacher, and a representative of the teacher's choice, which may include another local teacher or a Labor Relations Consultant. The Superintendent shall be advised in advance of the meeting of the teacher's intent to involve a Labor Relations Consultant, and if such consultant will be in attendance, the Board retains the right to involve a representative of its choice.
- (6) Any grievance filed pertaining to this Article can be filed only to contest alleged noncompliance with the procedural aspects set forth herein. Decisions and reasons in support of a teacher's evaluation or appraisal, deficiencies identified in the process, suggestions and recommendations for improvement, and conclusions with respect to teaching performance are not grievable but may be contested in the referee hearing and any subsequent appeals. It is expressly understood that the grievance procedure may not be employed to challenge a termination decision taken in accordance with the procedures set forth in Revised Code Sections 3319.16 and 3319.161. However, any termination decision there reached may be appealed to the courts as provided by law.

## ARTICLE 32

### Sovereign Immunity/Liability Insurance

House Bill 176, referred to herein as the "Sovereign Immunity Law", requires the Board of Education of the Avon Lake City School District to provide for the defense of and to indemnify and hold harmless employees who are sued for acts arising within the scope of their employment with the Board. In light of this statutory obligation, the Board and the Avon Lake Education Association, hereinafter the "Association", hereby agree as follows:

- (1) The Board shall fulfill its obligations to members of the bargaining unit represented by the Association under the Sovereign Immunity Law as enacted November 20, 1985 and as may be hereinafter amended. The obligations of the Board to its employees established by the Sovereign Immunity Law will be strictly governed and limited by the provisions of that law, including any amendments and any possible repeal.
- (2) Revised Code Section 2744.08(A)(1) provides that the limits, circumstances, terms and conditions of any insurance which may be obtained to satisfy the requirements of Section 2744.07(A) is committed to the discretion of the public employer. Likewise, the Sovereign Immunity Law provides that the time periods of any insurance coverage are within the discretion of the public employer. The Association is advised by the Board that for the period February, 1987 through January 31, 1988, in accordance with this statutory authorization, the Board will purchase liability insurance in the annual amount of \$1 million per occurrence and \$5 million in the aggregate.
- (3) The Association shall be provided with a copy of the insurance policy described immediately above and any successor policy.
- (4) Upon the request of an Association member, and with the mutual and written agreement of the Board, its liability insurance carrier (if the Board has a liability insurance carrier), the Association, the Ohio Education Association/National Education Association, and the OEA's liability insurance carrier, with such written agreement to be satisfactory to the Board and its counsel, the OEA/NEA liability insurance shall become primary coverage for bargaining unit members and shall provide attorneys for representation of said members in lawsuits covered under the provisions of the Sovereign Immunity Law. Such coverage and such representation by the OEA/NEA liability insurance, if effective, shall be at no cost to the Board.

- (5) Bargaining unit members shall be provided 72 hours to fill out the Board's prescribed forms relating to accidents. The bargaining unit member may seek advice from a Labor Relations Consultant or an attorney during this period.

### **ARTICLE 33**

#### **District Advisory Committee**

In order to promote and maintain communications between the Board and the Association, a District Advisory Committee (DAC) will function in accordance with the bylaws contained in Appendix B.

### **ARTICLE 34**

#### **Effective Educational Program**

A. It is recognized by the Association and the Board of Education that pupil/teacher ratio is an important aspect of an effective educational program.

B. When, in the opinion of the teacher, the size (number of students) in a particular class impairs the educational process and/or jeopardizes the safety of students in that particular class, the teacher shall:

- (1) Arrange a meeting with the building principal to discuss the identified problem and explore alternate resolutions, including the provision of an educational aide or the involvement of adult/student volunteers.
- (2) The teacher may meet with the Superintendent/designee to explore other options if the meeting with the principal fails to resolve the problem.

C. When a teacher recognizes that class sizes are inequitable between teachers of the same class, the teacher will meet with the appropriate building administrator to address the issue. The building administrator and his/her designee will review possible solutions to the issue including switching the schedule of the student(s) involved. A reasonable effort will be made to consider the needs of all parties before a final decision on any student's schedule is changed. A best effort will be made to address class size and equity prior to the start of the school year.

D. When a teacher recognizes that there will be a specific challenge administering a standardized test, the building administrator shall work with the teacher to find the best way to administer the test.

E. The ALEA and the Avon Lake City School District Board of Education believe that teachers should have input in regard to the use of digital curriculum for whole class instruction as instructional materials in the: classroom, or as part of the Shoremen Academy learning opportunity. To examine best practices, define standards and establish guidelines for use related to the use of digital content, the ALEA and the Board agree to maintain a Curriculum Council.

1. If Avon Lake City Schools offers remote instruction, it should be in accordance with widely recognized best practices. An online course that is specifically designed as an online course and is taught specifically as a remote only section, or a blended learning course that is specifically designed and taught as such (where all students are on the same blended learning plan), and the Shoremen Academy may be used as long as the following conditions are met:
  - a. Teachers and tutors will first be consulted before being asked to teach in-person and online students simultaneously. In the event the teacher is not agreeable to the assignment the district will look for another teacher or Home Instruction Tutor. If those options have been exhausted, the teacher or tutor may be assigned to do so.
  - b. A remote section of a course that is offered will count as one of the teacher's regularly scheduled teaching periods.
  - c. Curriculum council will review and make recommendations as to appropriate resources / materials for an online course;
2. In addition to its current goals and purpose, the Curriculum Council will develop a set of standards for the use of digital content for both course work and instructional materials. Online courses and courses offered through the Shoremen Academy will be reviewed together at least once per semester by the Association and Administration to discuss future course offerings, the effectiveness of such courses, and any issues and concerns related to the impact of online instruction within the District.

The Curriculum Council will be co-chaired by one of the ALEA Curriculum Council members as determined by a majority vote of the association members on the council and the Assistant Superintendent. In addition to the Assistant Superintendent, the Curriculum Council shall be composed of three (3) administrators, ten (10) high school teachers, comprised of two (2)

teachers representing each of the four (4) core curriculums, along with one (1) teacher from special education and one (1) teacher from foreign languages, as well as two (2) instructional coaches, one (1) teacher from Learwood, one (1) teacher from Troy and one (1) teacher to represent the elementary level. The co-chairs will have shared responsibility for determining meeting dates, times, sites, agendas, maintaining records of meetings and providing final recommendations. The committee will meet at least four (4) times during the school year and will provide the final set of recommendations to the Superintendent and the ALEA President annually. When committee seats become vacant, new members to the committee shall be chosen by consensus by the ALEA president and the Assistant Superintendent.

ALEA members will be compensated as one-half (½) a class coverage outlined in Article 28 B. Any recommended additions and/or changes to the Master Agreement between the parties shall be subject to approval by the Board and ratification by the Association.

## **ARTICLE 35**

### **Curriculum Revisions Textbook Adoptions Special Projects**

When necessary, as determined by the administration after consultation with the committee, teachers will be given release time during the regular school day for committee meetings associated with course of study revisions, textbook adoptions, etc.

## **ARTICLE 36**

### **Resident Educator/Mentor Program**

The Resident Educator/Mentor Program will be administered in accordance with Ohio Revised Code and applicable state laws. Avon Lake City School District has three levels of Mentors as outlined below.

- A. Resident Educator Mentors must follow the state certification process for the position.

- B. Teachers who are new to the Avon Lake City School District will receive a Mentor.
- C. Level 2 Mentors will be assigned to staff who are not new to Avon Lake City School District, but transfer to a new building or subject. Compensation for Level 2 Mentors and Mentees will be up to 16 hours of staff development pay per school year, and up to two professional release days per grading period. Staff development summary timesheets need to be completed by the Level 2 Mentors and Mentees to document the amount of time spent together in order to be compensated for the 16 hours of staff development pay. Once this form is completed and the necessary principal approval has been obtained it needs to be forwarded to the Superintendent's Office for final authorization.
- D. A Mentor who has more than one Mentee will receive 50% of the normal salary for each subsequent Mentee.
- E. Tutors may petition the Superintendent to enter the RESA program.

### ARTICLE 37

*(Reserved for future use)*

### ARTICLE 38

#### Regular Part-time Teachers

##### A. Definitions

- (1) **Regular full-time teacher** - a person who works more than 30 hours per week for 36 weeks or more per year.
- (2) **Regular part-time teacher** - a person who works at least 15 hours per week and not more than 30 hours per week for 36 weeks or more per year, excluding tutors.
- (3) **Temporary teacher** - a person employed for less than 15 hours per week or a person employed in one of the following categories: summer work, non long-term substitute work, home instruction, etc.

Temporary teachers are not covered by this Master Contract. However, any Temporary teacher who is hired with their salary set using the Regular Teacher's Salary Schedule would be eligible to advance on the salary schedule in the same manner as a regular teacher.

**B. Insurance Benefits for Regular Part-time Teachers**

**(1) Life Insurance**

The Board shall provide a term life insurance policy (to include double indemnity for accidental death and a total permanent disability clause) to regular full-time and regular part-time teachers equal to the \$1,000 figure next above his/her yearly salary.

**(2) Medical, Prescription, Dental and Vision Insurance**

Insurance coverage shall be the same as for regular full-time teachers but the employee shall pay 50% of the appropriate premium, provided, however, that any current bargaining unit member (employed as a teacher as of 2/12/90) who involuntarily is placed in a teaching position working less than 15 hours per week for 36 or more weeks per year may continue her or his participation in these insurance programs by paying 50% of the appropriate premium. A regular part-time teacher working less than 15 hours per week may obtain hospitalization, dental, or life insurance benefits by assuming the total cost of the program selected.

**C. Seniority for Regular Part-time Teachers**

Any regular part-time teacher shall receive one-half (1/2) year of seniority for every year worked as a regular part-time teacher. Regular part-time teachers will be subject to RIF and recall in accordance with their seniority status.

**D. Advancement on Salary Schedule for Regular Part-time Teachers**

Regular part-time teachers shall advance on the salary schedule the same as a regular full-time teacher.

**E. Sick Leave**

Regular part-time teachers and tutors shall be eligible to use sick leave in the same way as a full-time teacher. Should a regular part-time teacher become a full-time teacher, sick leave shall be converted and credited to the teacher at a rate of 2 days to 1.

**F. Planning/Conference Time**

Regular part-time teachers shall have paid planning time prorated to the weekly average that is normally assigned to a full-time teacher. Tutors shall have at least thirty minutes of paid planning time each day.

**G. Meetings and Inservice Opportunities**

Regular part-time teachers shall work out a schedule with their building principal so that they can take part in staff meetings and inservice meetings equivalent to half those required of a full-time teacher.

Any Bargaining Unit Member initially employed under this Article is not guaranteed a full-time assignment in the District when a vacancy occurs. The member, however, will be given serious consideration for full-time assignments for which the member is qualified.

Any Bargaining Unit Member who voluntarily changes from a full-time to a part-time position must wait until a vacancy occurs to return to a full-time position. If teachers who are job-sharing or on the recall list are similarly certified, then district wide seniority shall determine the order of return to a full-time position.

H. Leaves of Absences may be granted to regular part-time teachers.

**ARTICLE 39**

**Special Education Program**

A. Attempts will be made to schedule IEPs/Accommodation Plans for students with a disability early to provide as much notice as possible to the Regular Education Teacher(s) scheduled to provide instructional services the following year. Teachers can use technology such as videoconferencing to participate in these meetings unless their presence is required by the administrator.

B. At the teacher request, the Building Principal/Special Education Supervisor will offer ideas to the Regular Education Teacher(s) on programming as soon as possible and preferably prior to the start of the year and will check back with the teacher during the year.

C. The Special Education Teacher is responsible for notifying Regular Education Teachers/Special Area Teachers of the presence of a student with an IEP in her/his class and to offer recommended accommodations/program ideas.

D. Every effort will be made, if necessary to provide for common planning time, to adjust the work schedule of the attendant to provide weekly (or more frequent if required) common planning time with the Regular Education Teacher.

E. In developing student class assignments, building administrators will endeavor to make an equitable allocation of students with special needs among different available classes. The building administrator will take such special needs, and the resulting demands placed on teacher time, into account when making student assignments and so establishing class sizes.

The Regular Education Teacher's class size/class load shall be considered for possible adjustment/reduction when a severely disabled student is to be included in the Teacher's class.

F. The Special Education Supervisor/Principal and intervention specialist shall consult with the Regular Education Teacher regarding equipment and materials needed to function in a regular education class.

G. Normally teachers will not be expected to provide medical services to students without receiving specialized training, with the exception of emergency first aid. Teachers shall not be required to perform diapering or toileting care.

H. All regular education teachers shall be notified of meetings to review the special education plans (IEPs, ETRs, and 504s) of their students. Every effort shall be made by the building administrator to provide release time for the regular education teacher to participate in the meeting. If the IEP/ETR/504 meeting lasts for more than one hour beyond the student dismissal time of the bargaining unit member's building, they will be compensated at the Professional Development Compensation rate outlined in Article 23.

I. Bargaining unit members responsible for writing IEP plans shall be provided up to three (3) release days to be used for data collection and plan writing. Release days may be scheduled in full or half-day increments. The release days will be scheduled by the bargaining unit member in coordination with his or her building principal or immediate supervisor. In the event there is a need for more time, the bargaining unit member should address the need with the building principal. Subject to prior approval from the building principal, release days may occur at another Avon Lake City Schools' campus.

J. The Board will follow state regulations regarding caseload for special education students.

- a. The Operating Standards for Students with Disabilities along with the needs of individual students will be considered when determining

workloads and caseloads for intervention specialists and speech pathologists.

- b. Before an intervention specialist or speech pathologist is required to take on additional numbers of students on his/her caseload beyond the maximums established by the ODE Operating Standards, he/she shall have the right to meet with the administration to review the proposed waiver and discuss alternative solutions.
- c. If a waiver is filed and granted for the expansion to the caseload of an intervention specialist or speech pathologist, the affected bargaining unit member will receive compensation in the amount of \$250 per waiver per semester, to a maximum of \$1,000 per year.

K. In the event a teacher aide/paraprofessional assigned to a Special Education class is absent, the Board shall make every effort to assign a substitute.

L. All bargaining unit members who are required by the District to complete Medicaid billing shall be defended and held harmless for their actions related to Medicaid billing if such conduct occurs within the normal scope of their assigned duties or at the direction of a District administrator.

## **ARTICLE 40**

### **Committees**

The following guidelines shall apply to District-wide committees not otherwise addressed in the Master Contract established by the Central Office administration after July 1, 2024.

- (1) Upon establishment of a committee, the committee shall receive a charge with respect to its goal or objective.
- (2) When appropriate, as identified by the Superintendent, each committee will have co-chairs, one appointed by the Superintendent and one appointed by the Association President.
- (3) Co-chairs of meetings will be responsible for preparation for a written agenda, to be distributed to all committee members, the Superintendent, Association President, and Board President in advance of the meeting.

- (4) Each meeting will be followed by the preparation of written minutes, to be prepared jointly by the committee co-chairs.
- (5) Upon completion of the committee's work, should the committee's recommendation be rejected, the administration or where appropriate the Board President will meet with the committee to explain the rationale for rejection of its recommendation.
- (6) As appropriate, following completion of its task, the committee will meet on a semester basis to monitor implementation of its recommendation and make any appropriate recommendations for modifications in the program. The committee will no longer meet once the administration determines the implementation has been successful.

## **ARTICLE 41**

### **Safe and Healthy Schools**

#### **A. Smoking**

Every building and all school 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. The Board will contribute 50% of the cost, up to a maximum of \$200 for member attendance at smoking cessation programs. The Board and Association will cooperate in attempting to arrange for provision of such programs within the District. Enforcement will be nondiscriminatory as to all groups in the school community.

#### **B. BCI/FBI Checks**

All prospective or new employees will submit to criminal background checks (BCI/FBI) as prescribed by law. All new employees who commence work for the Board of Education shall be considered on a probationary status commencing only upon Board receipt of a satisfactory background investigation from BCI. All current employees must resubmit to background checks within the timeframe as prescribed by law.

#### **C. Drug-Free School**

No employee shall unlawfully possess, be under the influence, or use or distribute illicit drugs or alcohol on school premises or at any place where school activities are held. "Under the influence" means that the employee has agreed to perform duties on behalf of the District and has alcohol or drugs in his/her system and is affected by such alcohol or drug in a detectable manner resulting in impaired performance of job duties and responsibilities.

"Premises" include vehicles owned by, or being driven on behalf of the Avon Lake Schools, as well as parking lots, playgrounds or other property owned or controlled by the Avon Lake Schools.

Employees who must hold CDL's to perform their job duties will be subject to pre-employment, return to duty and random drug and alcohol testing, in accordance with the Omnibus Transportation Employer Testing Act and applicable regulations.

In addition, the Board reserves the right to require any on duty employee to undergo medical testing for alcohol/drug use if it has reasonable suspicion to believe, based on specific contemporaneous and articulable observation of a qualified supervisor, that the employee is under the influence of alcohol/drugs while on duty or has used such substances on Board property, or if the employee is involved in a work-related accident resulting in physical injury or injury to property. Supervisors and an ALEA representative from each building will receive formal training. The ALEA will be notified if any bargaining unit member is charged with being "under the influence" and may accompany the employee to testing if requested by the employee.

The types of test that may be used include breathalyzer and urinalysis. No medical test will be administered without the written consent and release of the employee. A refusal to submit a written consent to medical testing under the conditions outlined in the Article or a confirmed positive test result may result in disciplinary action, in accordance with the terms of O.R.C. 3319.16. The employee may also be required to participate in a rehabilitation program monitored by the Board. Employees may seek referral to the Employee Assistance Program and may use sick or personal time to attend such programs.

All laboratories selected to conduct the analysis, including the Board's primary contractor, and any lab used for confirming tests, must be experienced and capable in the areas of quality control, documentation, chain of custody, technical expertise, and have a demonstrated proficiency in testing. A test is considered "positive" only after two testing procedures are completed. Positive results will be reviewed by a physician (medical review officer), who will offer to discuss results with the employee prior to issuing the finding to the Employer.

Employees taken to testing will be paid at their regular rate for all travel time and all hours required at the testing site.

Violations of the Agreement will result in severe disciplinary action, up to and including immediate termination in accordance with O.R.C. 3319.16, unless the employee uses the rehabilitation option described in this agreement. Any action against any employee for drug abuse offenses or alcohol offenses must be in accordance with the terms of the underlying Master Agreement and applicable law, in particular Ohio Revised Code Section 3319.16.

Where this Agreement has been violated, the employee may elect to seek rehabilitation through an approved treatment program, provided the employee is otherwise eligible for continuing employment. A re-entry agreement, which will include an understanding that the employee will cooperate in all recommended treatment(s) and abstain from the use of alcohol or any mind-altering substance, must be signed by any employee electing this rehabilitation option. Rehabilitation in lieu of discipline is available only one (1) time during any employee's tenure of employment. Rehabilitation, whether undertaken voluntarily or in lieu of discipline, shall be entirely at the employee's expenses, and without pay, except as such rehabilitation may be covered by applicable group health insurance plan terms, sick leave policies, or other leave of absence policies.

**D. Required Staff Trainings**

All bargaining unit members will complete mandated trainings in accordance with state and federal laws.

**ARTICLE 42**

**LPDC (Local Professional Development Committee)**

A. A Local Professional Development Committee (LPDC) shall be established to oversee and review professional development plans for course work, continuing education units, and/or other equivalent activities. This is in accordance with O.R.C. 3319.22

**B. Committee Composition and Selection**

- (1) There shall be one committee representing Pre-Kindergarten-12.
- (2) The committee shall be comprised of a majority of ALEA members and at least two (2) administrators.
- (3) The ALEA members will be volunteers approved by the ALEA President and the administrators by the Superintendent.

Appointments shall be made on or before the last scheduled meeting of a school year.

a. Newly appointed members will begin to attend the first meeting of the year.

- (4) In the event of a vacancy, the committee member shall be replaced in accordance with established procedures (par. D.) by the last scheduled meeting of the year.

C. The LPDC shall elect officers for the positions of co-chairs and recording secretary through a majority vote of the committee members. Members must agree to hold this position for one school year. This election shall be held at the last regularly scheduled meeting of the school year.

**D. Training, Policies and Procedures**

- (1) A copy of the policies and procedures of the LPDC and the Ohio State Department of Education guidelines will be made available online to each certificated/licensed employee.
- (2) ALEA members and administrators will be provided the necessary inservice/workshop needed to complete their IPDP (Individual Professional Development Plan).
- (3) Members of the LPDC shall be afforded the opportunity to attend training on the purpose, responsibilities, functioning, and legal requirements of LPDC's/certification/licensure.
- (4) If, during the course of carrying out committee responsibilities there is a requirement to have inservice or training, the Board of Education will reimburse all members of the LPDC. Costs include all registration fees, materials, travel, meals, accommodations and mileage.
- (5) Each committee member shall have completed training prior to the beginning of his/her term. Course work/training does not need to be repeated for subsequent terms.
- (6) If the member has previously met the course work/training requirement, the plan will be waived.

**E. Meetings and Compensation**

- (1) Meetings shall be held as needed with dates to be chosen by LPDC.
- (2) The committee may also be convened by the request of two (2) committee members to deal with emergency situations.
- (3) If release time is not feasible, members shall be paid the hourly rate of .00075 of the base teachers salary.

**F. Decisions and Appeals**

- (1) A decision shall be considered approved by following the LPDC guidelines approved activities.
- (2) If any individual Professional Development Plan (IPDP), course, continuing education units or individual activities are not approved by the LPDC, the individual shall have the right to appeal as follows:
  - a. Any individual may resubmit a proposal to the LPDC in writing or in person.
  - b. If a teacher/administrator is not satisfied with the first step of the appeal process, she/he may request a meeting with the Superintendent and the ALEA President. If a consensus solution can be reached, it shall be considered a binding decision.

**ARTICLE 43**

**Parental Concerns/Complaints**

A. If an administrator receives a concern/complaint about a teacher from a parent, the administrator shall request that the parent discuss the matter with the child's teacher and give the teacher an opportunity to correct any possible error or misunderstanding that has occurred, except with extenuating circumstances (i.e. student safety). The administrator shall inform the teacher (and the building administrator(s), if applicable) within one school day that the parent called. If a meeting is scheduled between a teacher and parent, either the teacher or the parent may request the principal/administrator be present. If such discussion has already occurred and the parent remains dissatisfied, then the matter should proceed to Paragraph B below.

B. Should the parent's concern/complaint not be resolved to the parent's satisfaction, the parent may bring the concern/complaint to the principal/administrator. Should an office conference be held, the principal shall request, and may require, the

teacher to be present. If the teacher is to be present for the meeting and unless the teacher requests otherwise, the meeting shall not take place until one school day after the principal has received the concern/complaint from the parent and so notified the teacher. The principal shall advise the teacher that she/he is not required to meet with the parent within the one school day period. Before the principal meets with the parent, with or without the teacher present, the principal shall have discussed the concern/complaint with the teacher. If the teacher is not present for the office conference, the principal shall report the outcome of the meeting to the teacher within one school day of the meeting.

C. If the parent's concern/complaint is still not resolved, the parent may bring the concern/complaint to the Superintendent of Schools, who will discuss the complaint with all parties concerned in an attempt to reach a resolution.

D. The teacher shall not be required to meet with the parent or accusing parties who threaten legal action or appear for a meeting with the teacher with legal or advocacy representation unless one school day has passed following the principal's receipt of the concern/complaint and notification to the teacher. The teacher shall have the right to Association representation and shall be afforded the opportunity to secure Association representation.

E. At any meeting(s) after the session described in Paragraph A is completed where the parent/guardian or student making the concern/complaint is present, the teacher shall be entitled to be accompanied by an ALEA member, Labor Relations Consultant, or legal counsel of her/his choice. In the event the parent objects, on grounds of confidentiality, to the presence of the teacher's representative, the teacher will have an opportunity to confer in advance with the Association representative.

F. For all the meetings set in accordance with Paragraph A, written generic ground rules shall be developed by the ALEA President or designee and the Superintendent or designee. These guidelines will be shared with all participants at the beginning of the meeting.

G. If after the above procedures are followed the statement of concern/complaint is deemed inaccurate, untimely, irrelevant, or incomplete, then any document(s) relating to the statement of concern/complaint will not be maintained as a portion of the teacher's file(s).

H. If after the above procedure is followed and the statement of concern/complaint is placed in the teacher's personnel file(s), the teacher shall be given a copy of the concern/complaint and given the opportunity to discuss it with the appropriate administrator(s). The copy of the concern/complaint placed in the teacher's professional file(s) shall be initialed by the teacher to show that the concern/complaint has been read. Further, if the teacher wishes, she/he may file her/his own statement with reference to the concern/complaint at issue and have it attached thereto.

I. Refusal by a teacher to initial the concern/complaint does not prevent the filing of that concern/complaint in the teacher's personnel file(s); however, the administrator(s) must indicate on the concern/complaint that the teacher has seen the concern/complaint, has received a copy of the concern/complaint and has refused to initial the concern/complaint.

J. No anonymous concern/complaint shall be maintained in any teacher's file(s).

K. The filing or registering of a concern/complaint will not affect the treatment of the complainant's child or children by the affected teacher or any other member of the faculty.

#### **ARTICLE 44**

##### **Evaluation of Professional Staff (Teachers)**

A. The negotiated teacher procedure and related forms are included in Appendix D - Ohio Teacher Evaluation System (OTES 2.0) Framework.

B. The administration will not require teachers to submit their lesson plans on a regular basis. However, the administration may request to review lesson plans occasionally as needed. Lesson plans will be made available for use in data analysis and curriculum revision in the district.

#### **ARTICLE 45**

##### **Tutors and Long-Term Substitute Teachers**

A. Tutors' number of work days and hours shall be specified in each tutor's contract. Home Instruction Tutors will be used on an as needed basis and will be compensated by the approval of submitted time sheets. Tutors shall not be responsible for writing IEPs.

(1) Tutors shall be compensated according to Section I of the Teachers Salary Schedule. The rates of compensation for Home Instruction Tutors will be:

- (a) For newly hired employees or current tutors, the hourly rate of a first year tutor
  - (b) For a teacher, the staff development rate in Article 23
- (2) Tutors shall be on a separate seniority list from teachers. Home Instruction Tutors will not be included on the tutor seniority list.
- (a) Tutor seniority shall be determined by the length of continuous service by the individual tutor in the bargaining unit. If two or more tutors have the same length of continuous service, then seniority will be determined by:
    - (i) The date of the Board meeting at which the tutor was initially hired
    - (ii) The date on which the tutor signed his or her initial annual contract with the District
    - (iii) By lot
  - (b) Following the annual expiration of the tutor contract, tutors shall be eligible for rehire only to like positions. Tutors will fill out a Statement of Intent Form. The Board will make every effort to notify tutors by April 30 of the current school year of the potential for reemployment for the following school year. Tutors will be rehired to fill vacant positions according to seniority.

(3) **Medical, Prescription, Dental and Vision Insurance**

Any tutor who is employed for 16 or more hours per week shall have the opportunity to obtain insurance coverage available to regular full-time teachers at the rate of 38% of the appropriate premium. Any tutor who is employed for 30 or more hours per week shall have the opportunity to obtain insurance coverage available to regular full-time teachers. Any reference to Tutors in the Master Contract will supersede any other articles in the contract.

B. A long-term substitute teacher is defined as a substitute who is replacing a regular teacher on leave in one specific position for more than sixty consecutive workdays.

(1) Salary placement for the long-term substitute teacher is accomplished according to the following guidelines:

(a) If the long-term substitute teacher is not a retiree of the Avon Lake City School District, the long-term substitute will be compensated at the rate paid by the board for casual substitute teachers for the first ten days served in the position. From days 11 through 60, the long-term substitute teacher will earn an additional five dollars per day. Beginning with the sixty-first day of service in a specific position, the long-term substitute teacher will be paid at the per diem rate of a first year teacher at step zero at the level specified in Article 27 A. If the long-term substitute teacher is required to use a sick day during the initial 60 school days of employment, the sick day is not included in the sixty days necessary to advance in salary placement; advancement will occur as soon as the teacher has completed 60 days of service, whether or not these days are consecutive. If a long-term substitute is replacing a regular teacher who teaches an extra period at Avon Lake High School, the long-term substitute will be compensated for that extra period. Rate of pay will be 1/8 of substitute pay for the first 60 days. Beginning with the sixty-first day of service, the long-term substitute will be paid 1/8 of their per diem rate of pay for teaching an extra period.

(b) If the teacher that the long-term substitute replaces extends his/her leave beyond the original one year, the long-term substitute teacher's service will be considered continuous and the 60 day service requirement will be understood to have been fulfilled in the first year of service.

(c) If a tutor accepts a long-term substitute teacher position, he or she will be compensated during the initial 60 days of service in the position as described above in paragraph B section (1) (a) at:

- i. The elementary or intermediate level, at his/her hourly tutor rate for seven and three-quarters (7-3/4) hours per day
- ii. The middle or secondary level, at his/her hourly tutor rate for 8 hours per day.

The workday will follow the long-term substitute schedule and not the tutor schedule. A tutor that accepts a long-term substitute teacher position may use their accrued sick leave and personal leave. The tutor may retain their current insurance coverage (Article 45 (3)) during the initial 60 days of service. The tutor will be able to return to their original or similar position at the conclusion of the long-term substitute contract.

- (d) If the long-term substitute teacher is a retiree of the district, he or she will be compensated at the per diem rate at step five and the level of education obtained at retirement starting the first day of employment in the position.
- (2) The long-term substitute teacher is entitled to all of the rights of the bargaining unit member whom he or she is replacing except for the following:
- (a) The long-term substitute is not eligible for any layoff/recall rights (Article 18), accrued sick leave (Article 6 E), Severance Pay/Retirement incentive (Article 20)
  - (b) The employment of a long-term substitute teacher is deemed automatically concluded at the end of his or her term of service without the need for compliance with the evaluation and non-renewal provisions of Articles 31 and 44 unless the teacher is re-employed for or assigned to a specific teaching position for the succeeding year. A teacher employed as a substitute for one hundred twenty days or more during a school year and re-employed for or assigned to a specific teaching position for the succeeding year shall receive a contract as a regular teacher if the substitute meets the local educational requirements for the employment of regular teachers (Ohio Revised Code 3319.10). They will not be required to attend New Teacher Orientation in the succeeding year if they attended it in the previous year.
  - (c) The long-term substitute teacher is not entitled to the provisions of Article 6 E.

- (3) A long-term substitute who was in the same position for at least one hundred twenty (120) days during the school year is given a regular teaching position that begins the very next school year, the period of time he/she spent as a long-term substitute immediately previous to the regular teaching position shall count for the purpose of seniority.
  - (4) The following articles of the Master Contract are not considered to be in effect until the sixty-first day in the position: Personal Leave (Article 9) and Insurance (Article 25).
- C. A long-term substitute tutor shall be paid at the same rate as a tutor.

## **ARTICLE 46**

### **Collaborative Issue Resolution**

Any issue that is not covered under current contract language will be brought to the attention of the Superintendent/designee and the ALEA President/designee to be resolved collaboratively. The Superintendent/designee and ALEA President/designee may refer the parties to an internal/external mediator (e.g. Employee Assistance Program or Federal Mediation and Conciliation Services) if necessary.

## **ARTICLE 47**

### **Effects of the Master Contract**

A. The term of this Master Contract shall be July 1, 2024 through and including June 30, 2027.

B. This Master Contract represents the full understanding between the parties and replaces all previous agreements between the Board and the Association. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing and ratified by the parties.

Subject to the provisions of paragraph (E) of this Article, neither the Board nor the Association shall be obligated to negotiate with respect to any subject or matter until negotiations for a new Master Contract are commenced in accordance with Article 2.

The Board shall distribute an electronic copy of the new Master Contract to the Association.

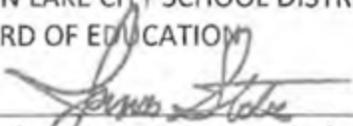
C. If any provision of this Master Contract is deemed invalid by a court of competent jurisdiction, the parties will meet during the term of this agreement to negotiate regarding changes in the invalidated provision, within 30 days, upon demand of either party.

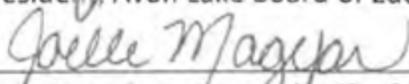
If, during the term of this Contract, there is a change in any applicable state or federal law, or valid rule or regulation adopted by a federal agency or a state agency pursuant thereto, which requires the Board of Education to develop policies that affect the term(s), condition(s) of employment, or working condition(s), then the parties will meet to negotiate the additional term, condition of employment, or working condition within sixty (60) days by demand of either party.

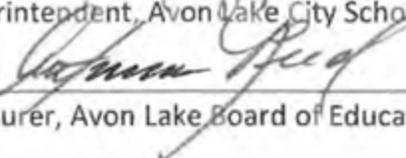
D. With the exceptions as delineated in Ohio Revised Code §4117.10(A), the provisions of this Master Contract shall supersede, control and govern the relationship of the parties in place of the provisions of Ohio law.

IN WITNESS WHEREOF, the parties have caused this Master Contract to be executed on the day and year first above mentioned.

AVON LAKE CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

  
\_\_\_\_\_  
President, Avon Lake Board of Education

  
\_\_\_\_\_  
Superintendent, Avon Lake City Schools

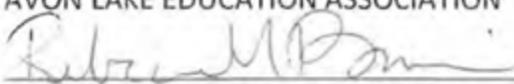
  
\_\_\_\_\_  
Treasurer, Avon Lake Board of Education

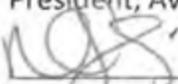
The above, Treasurer of the Board of Education of the Avon Lake School District, Lorain County, Ohio, certifies that the money required to meet the obligations of the Board during Fiscal Years 2025, 2026 and 2027 under the attached qualifying contract have been lawfully appropriated by the Board for such purposes and are in the treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.

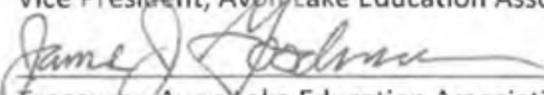
The above, Treasurer and President of the Board of Education of the Avon Lake School District, Ohio, and the Superintendent of Schools of the Avon Lake School District, Lorain County, Ohio, hereby certify that the District has in effect for the term of the contract the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year.

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

AVON LAKE EDUCATION ASSOCIATION

  
\_\_\_\_\_  
President, Avon Lake Education Association

  
\_\_\_\_\_  
Vice President, Avon Lake Education Association

  
\_\_\_\_\_  
Treasurer, Avon Lake Education Association

Dated May 21, 2024

**APPENDIX A**

<b>AVON LAKE CITY SCHOOLS</b> Supplemental Salary Schedule PAYMENT CALENDAR, Revised 07/01/2024
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Position	Payment	Payment Date
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**CLUBS**

HS AFS*	P	EVERY PAYDATE
HS Core Team*	P	EVERY PAYDATE
HS FBLA	P	EVERY PAYDATE
Freshman Class	P	EVERY PAYDATE
Sophomore Class	P	EVERY PAYDATE
Junior Class	P	EVERY PAYDATE
Senior Class	P	EVERY PAYDATE
HS Math/Science	P	EVERY PAYDATE
HS Model UN	P	EVERY PAYDATE
HS Asst. Model UN	P	EVERY PAYDATE
HS NHS	P	EVERY PAYDATE
MS Olympics/Mind*	P	EVERY PAYDATE
MS Power of Pen	P	EVERY PAYDATE
MS Math Counts	P	EVERY PAYDATE
HS Pep Club	P	EVERY PAYDATE
HS Ski Club	S	END FEB
MS Ski Club	S	END FEB
HS SADD	P	EVERY PAYDATE
HS Varsity Club	P	EVERY PAYDATE
HS Student Council	P	EVERY PAYDATE
HS Teen Institute*	P	EVERY PAYDATE
HS Teens in Action*	P	EVERY PAYDATE
HS Drama	P	EVERY PAYDATE
MS Drama*	P	EVERY PAYDATE
MS Student Council	P	EVERY PAYDATE
ES Student Council	P	EVERY PAYDATE
HS Acad. Challenge	S	EVERY PAYDATE
HS NEHS	P	EVERY PAYDATE
HS NFHS	P	EVERY PAYDATE
HS Diversity Awareness	P	EVERY PAYDATE
HS Renaissance	P	EVERY PAYDATE
HS Community Service	P	EVERY PAYDATE
HS Science Olympiad	P	EVERY PAYDATE
HS For. Language Club	P	EVERY PAYDATE
Environmental Club	P	EVERY PAYDATE
Key Club	P	EVERY PAYDATE
Healthy Kids	P	EVERY PAYDATE
VICA (OWE Club)*	P	EVERY PAYDATE
Kids in Comm. Svc.	P	EVERY PAYDATE

<b>PAYMENT PLAN</b> S = SEASONAL LUMP SUM P = PRORATED EACH PAY Y = YEARLY LUMP SUM Q = QUARTERLY H = HALVES
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<b>IMPORTANT NOTE</b> Any individual who is not a regular school employee of the district holding a supplemental contract will be paid yearly at the end of the season or year upon written notification from his/her immediate supervisor that the individual has satisfactorily completed his/her assignment.
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**INTRAMURALS**

Fall	S	END NOV
Winter	S	END FEB
Spring	S	END MAY

**PUBLICATIONS**

HS Newspaper	P	EVERY PAYDATE
HS Yearbook	P	EVERY PAYDATE
Publications	P	EVERY PAYDATE
TV Production	P	EVERY PAYDATE
District Calendar	Y	END AUG

**APPENDIX A**

<b>AVON LAKE CITY SCHOOLS</b> Supplemental Salary Schedule PAYMENT CALENDAR, Revised 07/01/2024
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Position	Payment	Payment Date
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**MUSIC**

Marching Band	P	EVERY PAYDATE
Asst. Marching Band	S	END OCT
HS Concert Band	P	EVERY PAYDATE
HS Pep Band	P	EVERY PAYDATE
HS Majorettes	S	END OCT
HS Guard Advisor	S	END OCT
HS Percussion Instructor	S	END OCT
Instrumental	P	EVERY PAYDATE
Vocal	P	EVERY PAYDATE
HS Merples	P	EVERY PAYDATE
HS Vocal Jazz*	P	EVERY PAYDATE

**ATHLETICS**

HS Head Football	S	END OCT
HS Asst. Football	S	END OCT
Frosh Football	S	END OCT
Asst. Frosh Football	S	END OCT
MS Head Football	S	END OCT
MS Asst. Football	S	END OCT
HS Head Basketball	S	END FEB
HS Asst. Basketball	S	END FEB
Frosh Basketball	S	END FEB
MS Basketball (boys)	S	END FEB
MS Basketball (girls)	S	END MAR
HS Head Wrestling	S	END FEB
HS Asst. Wrestling	S	END FEB
Frosh Wrestling	S	END FEB
MS Wrestling	S	END FEB
MS Asst. Wrestling	S	END FEB
HS Head Hockey	S	END FEB
HS Asst. Hockey	S	END FEB
HS Head Swimming	S	END FEB
HS Asst. Swimming	S	END FEB
MS Swimming*	S	END FEB
HS Head Baseball	S	END MAY
HS Asst. Baseball	S	END MAY
Frosh Baseball	S	END MAY
HS Head Softball	S	END MAY
HS Asst. Softball	S	END MAY
Frosh Softball	S	END MAY
MS Softball	S	END MAY
HS Head LaCrosse	S	END MAY
HS Asst. LaCrosse	S	END MAY
HS Head Track	S	END MAY
HS Asst. Track	S	END MAY
Frosh Track*	S	END MAY
MS Head Track	S	END MAY
MS Asst. Track	S	END MAY
HS Cross Country	S	END OCT
HS Cross Country Asst	S	END OCT
MS Cross Country	S	END OCT
MS Cross Country Asst	S	END OCT
HS Head Tennis	S	GIRL'S:END OCT/BOY'S END MAY
HS Asst. Tennis	S	GIRL'S:END OCT/BOY'S END MAY
HS Head Golf	S	END OCT

**APPENDIX A**

<b>AVON LAKE CITY SCHOOLS</b> Supplemental Salary Schedule PAYMENT CALENDAR, Revised 07/01/2024
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Position	Payment	Payment Date
HS Asst. Golf	S	END OCT
HS Head Soccer	S	END OCT
HS Asst. Soccer	S	END OCT
HS Head Volleyball	S	END OCT
HS Asst. Volleyball	S	END OCT
Frosh Volleyball	S	END OCT
MS Volleyball	S	END OCT
HS Weightlifting*	Q	11/15, 2/15, 6/15, 8/15
HS Summer Cond.*	S	END AUG
HS Open Gym*	S	END AUG
HS Gymnastics*	S	END FEB
HS Fall Cheerleader	S	END OCT
HS Wnt Cheerleader	S	END FEB
MS Cheerleaders	H	END OCT/END FEB
HS Asst. Cheerlrs	S	END OCT/END FEB
HS Condition. Coord.	Q	11/15, 2/15, 6/15, 8/15
HS Summer Bball*	S	END AUG
HS Athletic Supv.	S	END FEB
MS Athletic Supv.	H	END OCT/END FEB

**Other Activities**

MS Outdoor Ed. Supv.*	Y	UPON COMPLETION
District Newsletter*	P	EVERY PAYDATE
ES AV Coord*	P	EVERY PAYDATE
HS/MS AV Coord*	P	EVERY PAYDATE
HS Dept. Chair.	P	EVERY PAYDATE
MS Team Leader	P	EVERY PAYDATE
ES Grade Lvl. Chair.*	P	EVERY PAYDATE
Photographer*	P	EVERY PAYDATE
Safety Patrol	P	EVERY PAYDATE
Ed. Options Prog. Coord.	P	EVERY PAYDATE
Mentor Teacher	P	EVERY PAYDATE
Curr. Coordinator*	P	EVERY PAYDATE
8th Grade Trip	Y	UPON COMPLETION
Building Tech. Coord.	P	EVERY PAYDATE

**Extended Service**

HS Counselor	P	EVERY PAYDATE
MS Counselor	P	EVERY PAYDATE
OWE/OWA Coord*	P	EVERY PAYDATE
New Teachers*	Y	UPON COMPLETION
School Psychologist	P	EVERY PAYDATE

\* Approved position, not presently filled

## APPENDIX B

### DISTRICT ADVISORY COMMITTEE BYLAWS

#### NAME

The District Advisory Committee

#### PURPOSE

The purpose of the committee should be to investigate, study, and arrive at a consensus solution to mutual problems affecting Association-Management relations.

#### REPRESENTATION

The committee shall be comprised of five administrators and five teachers. The committee shall include four representatives from the four different elementary buildings, two administrators and two teachers. The committee shall also include one teacher and one administrator each from the intermediate, middle and high school. The committee should not include the Superintendent of Schools, the President of ALEA, a Board of Education member, or the OEA Uniserv advisor. The Federal Mediator is welcome whenever he/she is able to attend.

#### DURATION

Each member shall serve two years with no more than five new members during any year. In a given year, one teacher and one administrator at the elementary level will be replaced by one administrator and one teacher at the elementary level in order to maintain the same ratio of administrators to teachers and to rotate the building representation between teacher and administrator. An effort should be made not to change both teacher and administrative representatives from the Intermediate, Middle and High School level during any year.

#### REPORTING

Minutes will be kept from each meeting and taken on a rotating basis by all members. Copies will be circulated among members of the committee and corrected by mutual consent. Reports of the meetings will take place through the administrative team meetings and through the ALEA Representative Assembly.

#### GENERAL GUIDELINES

- Committee effectiveness training shall be provided by the Federal Mediation and Conciliation Service as needed.

- Decisions shall be reached by consensus after discussion with all concerned parties. Once decisions are reached, they are binding, providing that they adhere to provisions in current ALEA and OAPSE Master Contracts, Memorandums of Understanding and adopted Board Policies. Since solutions will be binding, communication with all concerned parties during the decision-making process is extremely important!
- No grievances shall be discussed and no bargaining shall take place.
- To assure that appropriate concerns are presented to the committee, specific time should be allotted for monthly staff meetings. If the concern is not resolved in an individual discussion, the concern can be discussed at the regularly scheduled whole staff meeting. Concerns or problems generated at the staff meeting can then be referred to BAT teams for resolution. Concerns which apply to more than one building will be referred to the District Advisory Committee.
- Concerns of both administration and teachers must be presented through this committee.

#### **AD HOC COMMITTEES**

Ad hoc committees should be established on an as-needed basis to be determined by the District Advisory Committee. The chairperson of the committee should be someone from the DAC. The number of members and the make-up of the committee should be determined by the District Advisory Committee. It is not necessary for equal membership or, in some cases, for any administrator to be on all committees.

The charge of the committee and an approximate time line should be written down in the minutes of the District Advisory Committee and shared with all members of the committee.

Minutes should be kept at all ad hoc committee meetings and reports made to the DAC at appropriate times. A consensus should be reached if at all possible, but under any circumstances, a final written summary and oral presentation should be made to the District Advisory Committee.

#### **CONFIDENTIALITY**

All members of the District Advisory Committee will respect the professionalism of their fellow members and the confidentiality of the information and opinions shared at the meetings. General statements of concern may certainly be discussed, but names should not be attached to specific comments.

**APPENDIX C**  
**BUILDING ADVISORY TEAM (BAT)**  
**Operating Procedures**

**PURPOSE:** The BAT is designed to facilitate constructive communication and provide a vehicle for discussion of building level ideas, proposals, issues of concern, and topics of interest.

- (1) Each building shall have a BAT.
  - a. The BAT chair from the proceeding year will be responsible for soliciting volunteers for the new school year.
  - b. The composition of the BAT will be in place by September 15. A schedule of BAT meetings for the school year and a committee roster shall be distributed to the entire building staff. This should take place within 48 hours of the first meeting.
- (2) BAT members shall be a representative group of volunteer certificated staff members and the building administrator. At the high school level there may be a need to allow for several administrators to participate on the BAT committee.
- (3) BAT members shall volunteer to serve on this team for the entire school year. They may choose to volunteer to serve the following year.
- (4) The BAT chairperson shall be an ALEA member chosen by consensus of the committee at the first BAT meeting.
- (5) The BAT chairperson shall be designated the staff spokesperson during her/his term of office.
- (6) BAT groups shall meet on a monthly basis. Additional meetings can be scheduled when the committee reaches consensus.
- (7) Meeting agendas shall be developed through joint efforts by the chairperson and one administrator. Staff members should submit agenda items to a member of BAT at least five (5) days before the scheduled meeting. Emergency items may be added to the agenda at the discretion of the chairperson.
- (8) Meetings shall be canceled, when appropriate, jointly by the BAT chairperson and one administrator.
- (9) Meeting minutes shall be reported in writing to the entire building staff within three days of said meeting.

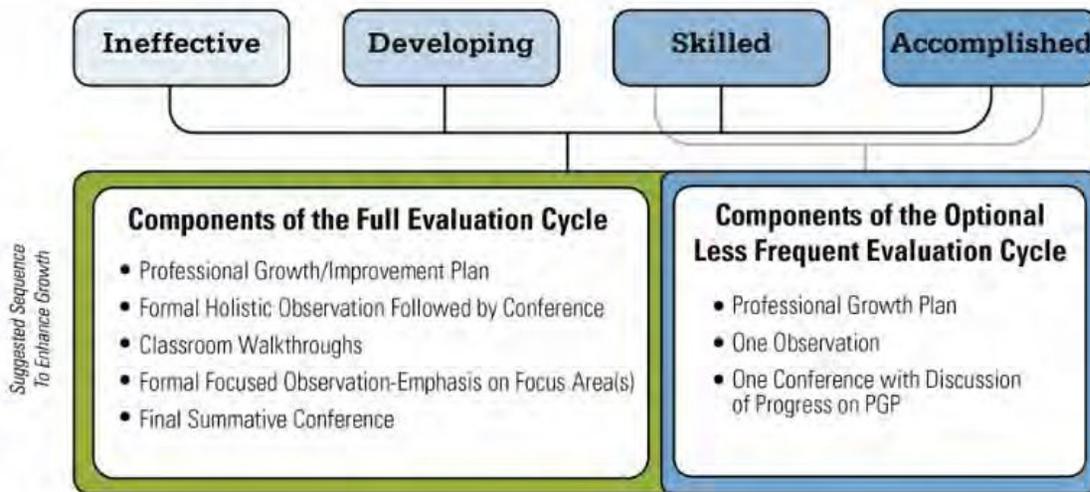
## Ohio Teacher Evaluation System (OTES 2.0) Framework\*

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

### Essential Components

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

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



## Professional Growth and Improvement Plan

Either a Professional Growth Plan or an Improvement Plan will be developed annually. Each plan will be:

- Based upon the results of the evaluation; and
- Aligned to any existing school district or building improvement plan.

Teachers rated **Accomplished** on the teacher's most recent evaluation will be evaluated once every three years, provided the teacher submits a self-directed Professional Growth Plan\*\* to the evaluator, and the evaluator determines the teacher is making progress on that plan. The Professional Growth Plan shall focus on the most recent evaluation and observations. Less frequent evaluations must include one observation and one conference.

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

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

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

## Using High-Quality Student Data to Inform Instruction and Enhance Practice

Choosing and using high-quality student data (HQSD) to guide instructional decisions and meet student learning needs is key in making sound instructional decisions for students. The teacher evaluation will use at least two measures of district-determined high-quality student data to **provide evidence of student learning attributable to the teacher** being evaluated. When applicable to the grade level or subject area taught by a teacher, HQSD shall include the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may be used as evidence in any component of the evaluation where applicable.

It is recognized there are many types of data that can be used to support student learning, and the data include much more than just test scores. *These types of data and their uses are important and should continue to be used to guide instruction and address the needs of the whole child but may not meet the definition of high-quality student data for the purpose of teacher evaluation.*

**The high-quality student data instrument used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:**

APPENDIX D  
EVALUATION OF PROFESSIONAL STAFF (TEACHERS)

File AFC-1-R (Also GCN-1-R)

- D Align to learning standards
- D Measure what is intended to be measured
- D Be attributable to a specific teacher for course(s) and grade level(s) taught
- D Demonstrate evidence of student learning (achievement and/or growth)
- D Follow protocols for administration and scoring
- D Provide trustworthy results
- D Not offend or be driven by bias

**AND**

**The teacher must use the data generated from the high-quality student data instrument by:**

- D Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning
- D Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class, as well as individual students
- D Informing instruction and adapting instruction to meet student need based upon the information gained from the data analysis
- D Measuring student learning (achievement and/or growth) and progress towards achieving state and local standards

A list of high quality student data (HQSD) sources automatically approved for utilization will be published by the district by September 15 of each school year. Any sources not on the automatic list will be reviewed by the PEP committee for approval or rejection. The use of HQSD will not be part of evaluations during the 2021-2022 school year.

The PEP Committee will review and revise the evaluation procedure as needed each year beginning in the Spring of 2022, including the McRel walkthrough form.

## Professional Growth Plan or Improvement Plan Processes

A teacher's Professional Growth Plan or Improvement Plan is based on the Final Holistic Rating from the most recent evaluation and observations.

### Selection of Appropriate Plan

Annually, each teacher must develop either a Professional Growth Plan or Improvement Plan. This plan must be:

- Based on the results of the evaluation available in the current district (see Figure 1); and
- Aligned to any school district and/or building improvement plan(s).

A teacher who is new to the profession or district develops a Professional Growth Plan collaboratively with the evaluator. A teacher with a Final Holistic Rating of **Accomplished** develops a self-directed Professional Growth Plan annually. A teacher with a Final Holistic Rating of **Skilled** develops a Professional Growth Plan annually, working jointly with the evaluator. A teacher with a Final Holistic Rating of **Developing** annually develops a Professional Growth Plan guided by the evaluator. A teacher with a Final Holistic Rating of **Ineffective** will be placed on an OTES 2.0 Improvement Plan developed by the evaluator.

### PROFESSIONAL CONVERSATIONS AND PROGRESS CHECKS

Each year, as a teacher and evaluator work together through the evaluation process, several conferences (see timeline for identified required meetings) should take place. This creates opportunities for professional conversation or direction about performance, goals and progress, and needed supports. The evaluator and teacher should discuss opportunities for professional development to address needs that become evident in the evaluation process. To strengthen teacher professional practice, the Professional Growth Plan or Improvement Plan must be an integral part of the evaluation process. These plans should be reviewed regularly and updated as necessary, based on collaborative conversations between the evaluator and teacher.

APPENDIX D  
EVALUATION OF PROFESSIONAL STAFF (TEACHERS)

**Figure 1—Selecting an Appropriate Plan**

Accomplished Final Holistic Rating	Skilled Final Holistic Rating	Developing Final Holistic Rating	Ineffective Final Holistic Rating	No Previous Rating	Professional Growth or Improvement Plan Guidance
•	•	•		•	Growth Plan
			•		Improvement Plan
•					Self-directed by Teacher
	•			•	Jointly Developed by Teacher and Evaluator
		•			Guided by Evaluator
			•		Developed by Evaluator
•	•	•	•	•	Professional Conversations
•	•	•	•	•	Focused Observation with Professional Conversation and Support Based on Previous Holistic Observation
•	•	•	•	•	Mid-Year Progress Check
•	•	•	•	•	End-of-Year Evaluation

High Level of Autonomy

Moderate Level of Autonomy

Low Level of Autonomy

## ESTABLISHING GOALS

The **Ohio Teacher Evaluation System 2.0** goal-setting process is a way for teachers to enhance or improve specific aspects of teaching. Clear professional goals identify the focus and direction for improving practice and make a direct impact on student learning. Meaningful goals help teachers attain higher levels of performance and effectiveness. The Professional Growth Plan should focus on only one to two goals.

To make a positive impact on instruction and achievement, goals must be based on an accurate assessment of teacher performance and student learning needs. Evaluators or teachers should develop goals using multiple data sources, including self-assessment based on the standards, high-quality student learning data and identified focus area(s). Goals must align to any school district and/or building improvement plan(s); consider alignment to vision and mission of any plan(s). Evidence of progress toward the one or more goals must be measurable. In addition, evidence may be qualitative, quantitative or both.

During the Professional Growth Plan process, meet with their evaluators at least three times to — (1) set goals, (2) assess progress and (3) reflect on the work at the end of the academic year. These discussions can occur during the pre-conference, post-conference and end-of-year Final Summative Conference — or as the evaluator determines is necessary.

## ANALYSIS OF AVAILABLE DATA IN THE SELF-ASSESSMENT PROCESS

Effective teachers regularly review evidence of their students' learning to assess their current performance against a set of learning goals. Examining student work gives teachers opportunities to assess the impact of their teaching on student progress, identify specific learning needs and consider how to adjust instruction accordingly. It is important for teachers to examine a range of data types and sources to ensure they have a comprehensive understanding of what their students know and can do. This supports teachers in designing and implementing appropriate learning activities that foster students' growth over time. Teachers should examine a variety of sources to create a comprehensive picture of the students they teach. They must analyze at least two sources of high-quality student data, then use that data to support student learning and enhance instructional practices. It is recognized that teachers can use many kinds of data to support student learning. These include:

- Demographic data about students and their schools and districts. This could include age ranges, socioeconomic status, attendance or graduation rates;
  - Student learning needs, academic performance and progress; and
  - Perception data drawn from students, parents or a school working conditions survey.

To gather data, teachers and district personnel can consult:

- District and building Ohio School Report Cards;
- Education Management Information System reports for a class or class period;

- Test data; and
- Other data sources as needed or as available.

## Professional Growth Plan

Teachers develop Professional Growth Plans annually to help them identify areas of professional development that will enable them to enhance their practice. Teachers are accountable for implementing and completing the plan and should use it as a starting point for the school year. Professional Growth Plans cannot replace Individual Professional Development Plans (IPDP), nor can Individual Professional Development Plans replace Professional Growth Plans.

Professional Growth Plans should reflect the evidence available and focus on the most recent evaluation and observations. Each should be individualized to address the needs of the teacher. The school or district should provide for professional development opportunities and support the teacher by providing resources (e.g., time, financial). Professional Growth Plans must be clear and comprehensive. They must align to the most recent evaluation results and propose a sequence of activities leading to progress toward the goals.

## PROGRESS ON THE PROFESSIONAL GROWTH PLAN

Professional Growth Plan goals should be continually monitored and discussed with the evaluator throughout the year. Sound professional practice calls for the evaluator and teacher to meet three times a year to discuss goals and progress. They should review the plan regularly and update it as necessary based on collaborative conversations between the evaluator and the teacher. **The Ohio Teacher Evaluation System 2.0** is a growth model design. As such, it is expected that teachers will make progress on their Professional Growth Plan thereby leading to enhanced instruction and increased student learning.

In any year the teacher is not fully evaluated, the evaluation must include one formal or informal observation, and one conference that includes a discussion of the teacher's progress on the plan.

## Improvement Plan

The **Ohio Teacher Evaluation System 2.0** calls for an educator who has a Final Holistic Rating of **Ineffective** to be placed on a written Improvement Plan. The purpose of an OTES 2.0 Improvement Plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support. If the teacher does not take the corrective actions within the time specified in the Improvement Plan, the evaluator may make a recommendation either to dismiss the teacher from the OTES 2.0 Improvement Plan or continue with the OTES 2.0 Improvement Plan.

When an administrator initiates an Improvement Plan, he or she must:

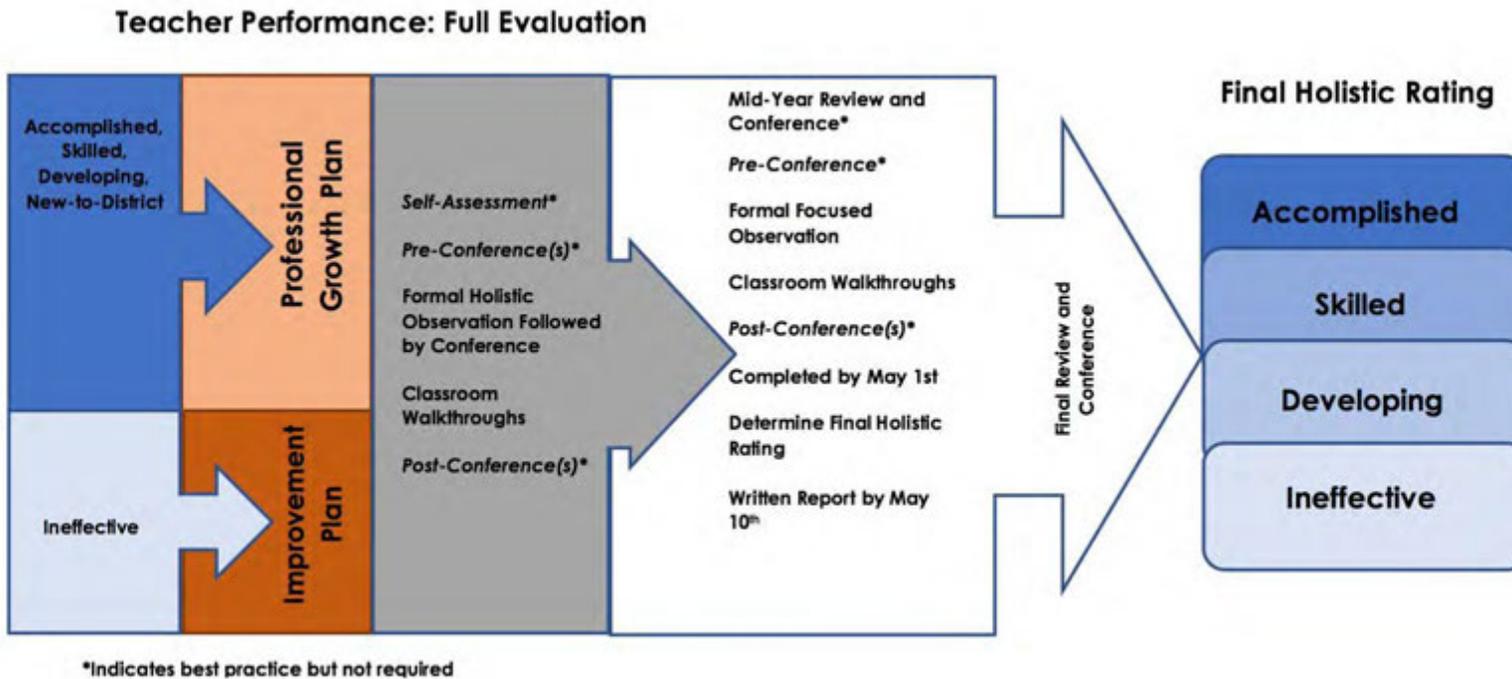
- Identify, in writing, the specific area(s) for improvement, aligned to the ***Ohio Standards for the Teaching Profession***;
- Specify, in writing, the level of performance the teacher is expected to reach and a reasonable timeframe to correct the deficiencies;
- Develop and implement a written plan for improvement that will be initiated immediately and include available resources and assistance;
- Determine additional education or professional development the teacher needs to improve in the identified area(s); and
- Gather evidence of progress or lack of progress.

An evaluator must reassess the educator's performance in accordance with the written plan. This reassessment should include multiple performance observations. When the reassessment is completed, if the evaluator has documented an acceptable level of performance improvement, the teacher may transition to a Professional Growth Plan. If the teacher's performance remains **Ineffective**, the administrator may reinstate the Improvement Plan with additional recommendations for improvement or take the necessary steps to recommend dismissal.

## Assessment of Teacher Performance

All Avon Lake City Schools teachers, at all stages of their careers, will be assessed on their expertise and performance in the classroom and school settings. A credentialed evaluator is an Avon Lake City Schools building or district administrator and holds a state-approved **Ohio Teacher Evaluation System 2.0** credential and the following:

- Holds the proper certification or licensure to be an evaluator; **or**
- Has been designated as an evaluator by the local board of education.



## The Formal Observation Process:

### TIMELINE:

Notification of Evaluation Cycle Status		Completed by September 15
Professional Growth Plan	required conference	1 <sup>st</sup> meeting by November 1
Pre-Conference	optional conference	Completed by December 1
1 <sup>st</sup> Formal Observation & Rating		Completed by December 8
Post-Conference	required conference	Completed by December 15
2 <sup>nd</sup> Formal Observation & Rating		Completed by May 1
Classroom Walkthroughs/Informal Observations		(2) Completed by April 15
Summative Post Conference	required conference	Completed by May 8

Optional conferences can take place if both the evaluator and teacher both agree to hold them. By mutual agreement, the 1st formal observation can take place before the Professional Growth Plan is completed. The Professional Growth Plan conference may be combined with the first formal observation post-conference.

Teachers who submit a letter of retirement to the Board of Education by December 1 of the school year they are retiring in, will not be evaluated during that year.

Post conferences must take place with 5 school days of each formal observation.

Tutors will be evaluated during their first year of employment with the district, and every other year thereafter.

Teachers who are on extended leave for 50% or more of the school year will not be evaluated during that school year.

### PRE-CONFERENCE: PLANNING AND OBSERVATION OF CLASSROOM TEACHING AND LEARNING

At the pre-conference, the evaluator and teacher discuss what the evaluator will observe during the classroom visit. The teacher shares important information about the characteristics of the learners and learning environment as well as the lesson objectives and how student learning will be assessed. The pre-conference gives the teacher an opportunity to identify areas in which he or she would like feedback during the classroom observation. The pre-conference gives the teacher an opportunity to provide evidence of student learning that may not be

visible during the observations. This conversation takes place during a formal meeting, and the evaluator should keep a record of the date. After the pre-conference, best practice calls for scheduling a formal observation to observe the lesson discussed.

The purpose of the pre-conference is to provide the evaluator and teacher an opportunity to discuss:

- Date of lesson;
- Lesson or unit objective(s);
- Prior learning experiences of the students;
- Characteristics of the learners and learning environment;
- Instructional strategies the teacher will use to meet the lesson objective(s);
- Student activities and materials;
- Differentiation based on students' needs; and
- Assessment data to be collected to demonstrate student learning, such as the use of high-quality student data.

### FORMAL HOLISTIC OBSERVATION FOLLOWED BY A CONFERENCE

A formal observation consists of an evaluator visiting during one class period or viewing a class lesson. The evaluator should observe an entire class period or lesson or for a minimum of 30 minutes. The evaluator will announce formal observations. During the classroom observation, the evaluator documents specific information related to teaching and learning. The evaluator then will analyze each observation using the **Teacher Performance Evaluation Rubric**. The evaluator writes a narrative summary to document each formal observation. Formal observations will not include videotaping or sound recordings except with the written permission of the teacher. Teachers who are fully evaluated will receive a minimum of two formal observations. Teachers who are being considered for nonrenewal and have a limited or extended limited contract will receive a minimum of three formal observations.

The first formal observation consists of the evaluator documenting all *observed* areas on the rubric as well as information collected through the pre-conference. A conference between the teacher and evaluator will occur after the Formal Holistic Observation to determine the identified area(s) of focus. The focus may be area(s) of strength, area(s) for improvement, or both. Teachers with a Final Holistic Rating of **Accomplished** will select their own focus area(s). Teachers with a Final Holistic Rating of **Skilled** will select focus area(s) in collaboration with their evaluator. Teachers with a Final Holistic Rating of **Developing** will receive guidance from their evaluator to determine focus area(s). Evaluators will select the focus area(s) for teachers with a Final Holistic Rating of **Ineffective**.

### FORMAL FOCUSED OBSERVATION—WITH AN EMPHASIS ON IDENTIFIED FOCUS AREA(S)

A Formal Focused Observation is at least 30 minutes in length and emphasizes the focus area(s) identified after the earlier Formal Holistic

Observation. Its purpose is to ensure the teacher receives the support necessary for growth in the focus area(s). While evaluators must collect sufficient evidence related to the identified focus area(s), they also must document sufficient evidence to support a Final Holistic Rating at the end of the evaluation cycle.

#### CLASSROOM WALKTHROUGHS/INFORMAL OBSERVATIONS—*WITH AN EMPHASIS ON IDENTIFIED FOCUS AREA(S)*

Teachers who are fully evaluated will receive at least two classroom walkthroughs. These may be announced or unannounced. Classroom walkthroughs are informal observations of at least 10, but less than 30 minutes with an emphasis on identified focus area(s) when applicable. The focus may be area(s) of strength, area(s) for improvement, or both. Classroom walkthroughs will not be rated as an individual component, but will be uploaded as evidence in the Ohio Evaluation System.

Note that during walkthroughs and the Formal Focused Observation, evaluators are not limited to collecting evidence on the identified focus area(s). Evaluators must ensure they have sufficient evidence to provide a Final Holistic Rating at the end of the evaluation cycle.

The PEP committee will annually review and approve the walkthrough template for the following school year.

#### POST-CONFERENCE: REFLECTION

The post-conference is designed to support teacher reflection. It also provides feedback to the teacher on the observed lesson and coaching opportunities for the evaluator to identify strategies and resources for the teacher to incorporate to increase effectiveness. Following the lesson, the teacher reflects to determine if students met the learning outcome(s). The evaluator makes recommendations and commendations that may become part of the teacher's evaluation. The evaluator and teacher collaborate to make recommendations on the teacher's Professional Growth Plan or Improvement Plan.

In general, the post-conference discussion between the evaluator and teacher should focus on identified area(s) of support. At this conference, the teacher may bring additional evidence from the observed lesson for the evaluator to consider before determining a Final Holistic Rating. Other key elements of the post-conference are determining area(s) of focus and discussing progress on the focus area(s).

## Combining Measures to Determine a Final Holistic Rating

A strong teacher evaluation system calls for ongoing collaboration and honest conversation between teachers and their evaluators. The foundation of such a system is the transparent, collaborative gathering and sharing of evidence that informs the teacher performance rating at the end of the year. Some teacher practices are observable in the classroom, while other evidence comes from formal

conferences and informal conversations, as well as input from colleagues, parents or guardians and students. The **Ohio Teacher Evaluation System 2.0** describes opportunities for the teacher and evaluator to discuss evidence, build a common understanding of a teacher's current practice and identify areas for future growth. Regular check-ins also help the evaluator manage the responsibilities of gathering and organizing evidence with the teacher. These check-ins also encourage evaluators to document teacher practices as they occur.

The **Teacher Performance Evaluation Rubric** is to be used to promote educator professional growth that leads to improved instructional performance. Using a growth model when evaluating teachers is essential to improving the quality of instruction that students receive. Such a model recognizes the teacher's instructional strengths, while identifying and supporting improvement where needed. **When completing the performance rubric, evaluators are not expected to gather evidence on all indicators for each observation cycle.** Likewise, teachers may, but are not required to, bring additional evidence to address *all indicators* for each observation cycle. However, for teachers on the full evaluation cycle, evaluators should make sure they have gathered sufficient evidence before the end of the evaluation cycle to provide ratings for each component. This helps evaluators determine the Final Holistic Rating.

Teacher performance is to be scored holistically. This means evaluators will assess which performance level provides the best *overall* description of the teacher's practice. The evaluator is to consider evidence gathered during any pre-conferences, the formal observations, the post-conference(s), classroom walkthroughs, informal conversations, and evidence of practice and professionalism. Teachers rated **Accomplished** or **Skilled** on a less frequent evaluation cycle will have at least two walk-throughs and a conference that must include a discussion of progress on the teacher's Professional Growth Plan on the off formal cycle years.

## Defining the Performance Ratings

In accordance with Ohio Revised Code 3319.112, the rubric describes four levels of teacher performance for each component within the six rubric domains. Each performance rating can also be described in more general terms as a holistic rating of teacher performance:

**Figure 3—Defining the Four Performance Ratings**

<p><b>Ineffective:</b> This rating indicates the teacher fails to demonstrate minimum performance expectations.</p> <p>A rating of <b>Ineffective</b> indicates the teacher consistently fails to demonstrate competency. The teacher is not effectively meeting the needs of his or her students. The teacher requires immediate assistance through ongoing intensive support.</p>	<p><b>Developing:</b> This rating indicates the teacher is working to utilize his or her growing knowledge and skills.</p> <p>A rating of <b>Developing</b> indicates the teacher demonstrates competency in some of the teaching standards but needs improvement in others. The teacher attempts to meet the needs of the whole group. The Developing teacher is in the process of refining his or her skills and abilities. The teacher strives to improve his or her instructional and professional practice. The teacher may be making progress, but performance requires ongoing professional support for necessary growth to occur.</p>	<p><b>Skilled:</b> This rating is the rigorous and expected performance level.</p> <p>A rating of <b>Skilled</b> indicates the teacher consistently meets expectations for performance and fully demonstrates competency in most of the teaching standards. The teacher addresses the needs of groups of students. The Skilled teacher integrates knowledge, skills and abilities needed for effective classroom instruction. The teacher consistently strives to improve his or her instructional and professional practice. The Skilled teacher demonstrates purposefulness, flexibility and consistency.</p>	<p><b>Accomplished:</b> This rating is the highest level of achievement.</p> <p>A rating of <b>Accomplished</b> indicates the teacher consistently meets expectations for performance and fully demonstrates competency in most or all of the teaching standards. The teacher addresses the needs of individual students. The Accomplished teacher uses a strong foundation of knowledge, skills and abilities to innovate and enhance their classroom, building and potentially the profession. The teacher consistently strives to improve his or her instructional and professional practice and contributes to the school, building or district through the development and support of colleagues. The Accomplished teacher is a leader who empowers and influences others.</p>
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**Teacher Performance Evaluation Rubric**

The **Teacher Performance Evaluation Rubric** is to be scored holistically. This means evaluators will assess which level provides the best *overall* description of the teacher. The rating process is to occur on completion of each 30-minute observation and post-conference. To determine the rating for each 30-minute observation, the evaluator is to consider evidence gathered during the pre-conference, observation, post-conference and classroom walkthroughs, if applicable. Note that when completing the performance rubric, evaluators are not expected to gather evidence on all *indicators* for each observation cycle. Likewise, teachers may, but are not required to, bring additional pieces of evidence to address all *indicators*. The professionalism section of the rubric may use evidence collected during the pre-conferences and post-conferences as well as information from the Professional Growth and/or Improvement Plan, if applicable.

ORGANIZATIONAL AREA: INSTRUCTIONAL PLANNING					
Domains	Components	Ineffective	Developing	Skilled	Accomplished
<b>FOCUS FOR LEARNING (Standard 1: Students, Standard 2: Content, Standard 3: Assessment, Standard 4: Instruction)</b>  <i>Possible Sources of Evidence: pre-conference, artifacts, portfolios, analysis of student data, lesson plans, student surveys, common assessments</i>	<b>Use of High-Quality Student Data</b>  Element 1.1 Element 1.2 Element 1.3 Element 3.3	The teacher does not use high-quality student data to develop measurable and developmentally appropriate student growth goal(s).	The teacher uses one source of high-quality student data and attempts to analyze patterns to develop measurable and developmentally appropriate student growth goal(s). The analysis may be incomplete or inaccurate.	The teacher thoroughly and correctly analyzes patterns in at least two sources of high-quality student data to develop measurable and developmentally appropriate student growth goal(s) and monitors student progress toward goal(s).	The teacher thoroughly and correctly analyzes trends and patterns in at least two sources of high-quality student data to develop measurable and developmentally appropriate student growth goal(s) and monitors student progress toward goal(s).  The teacher plans for the facilitation of developmentally appropriate student data collection and strategies to assist in student goal setting and progress monitoring.
	<b>Connections to prior and future learning</b>  Element 1.2	The teacher plans lessons that demonstrate no connections to student prior learning or future learning.	The teacher plans lessons that attempt to make connections with student prior learning or future learning. These connections are not clear.	The teacher plans lessons that intentionally make clear and coherent connections with student prior learning and future learning and includes strategies that	The teacher plans lessons that intentionally make clear and coherent connections with student prior and future learning and includes strategies that communicate the connections to

ORGANIZATIONAL AREA: INSTRUCTIONAL PLANNING					
Domains	Components	Ineffective	Developing	Skilled	Accomplished
	Element 2.1 Element 2.2 Element 2.4 Element 2.5			communicate the connections to students.	students - among lesson content, other disciplines and/or real-world experiences. The teacher plans lessons that use the input and contributions of families, colleagues and/or other professionals to understand each student's prior knowledge while supporting the student's development.
	<b>Connections to state standards and district priorities</b>  Element 2.3 Element 4.1 Element 4.7	The teacher's instructional plan does not reference Ohio's Learning Standards.	The teacher's instructional plan references Ohio's Learning Standards, but goals and activities do not align with student needs, school and district priorities or the standards.	The teacher's instructional plan incorporates activities, assessments and resources, including available technology, that align with student needs, school and district priorities, and Ohio's Learning Standards.	The teacher's instructional plan incorporates activities, assessments and resources, including available technology, that align with student needs, school and district priorities, and Ohio's Learning Standards.  The teacher participates in studying and evaluating advances in content and/or provides input on school and district curriculum.
<b>KNOWLEDGE OF STUDENTS (Standard 1: Students, Standard 4: Instruction, Standard 6: Collaboration and Communication)</b>	<b>Planning instruction for the whole child</b>  Element 1.2 Element 1.4 Element 1.5 Element 4.2 Element 4.4 Element 6.4	The teacher's instructional plan makes no connections to and the teacher is not familiar with student experiences, culture, developmental characteristics or backgrounds.	The teacher's instructional plan makes minimal connections to student experiences, culture, developmental characteristics or student backgrounds.	The teacher's instructional plan reflects connections to student experiences, culture and developmental characteristics. These may include prior learning, abilities, strengths, needs, talents, backgrounds, skills, language proficiency and interests.	The teacher's instructional plan reflects consistent connections to student experiences, culture and developmental characteristics. These may include prior learning, abilities, strengths, needs, individual talents, backgrounds, skills, language proficiency and interests. The instructional plan draws upon input from school

ORGANIZATIONAL AREA: INSTRUCTIONAL PLANNING					
Domains	Components				
		Ineffective	Developing	Skilled	Accomplished
<i>Possible Sources of Evidence: analysis of student data, pre-conference, artifacts, student surveys</i>					professionals and outside resources.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
Domains	Components				
		Ineffective	Developing	Skilled	Accomplished
<p><b>LESSON DELIVERY (Standard 2: Content, Standard 3: Assessment, Standard 4: Instruction, Standard 5: Learning Environment, Standard 6: Collaboration and Communication)</b></p> <p><i>Possible Sources of Evidence: pre-conference, post-conference, formal observation, classroom walk-throughs/informal observations,</i></p>	<p><b>Communication with students</b></p> <p>Element 2.2 Element 4.3 Element 4.6 Element 6.1</p>	<p>The teacher does not communicate learning goals and expectations for mastery and does not model exemplary performance to students. Students cannot discern learning goals. Differentiated learning goals are not used.</p> <p>The teacher does not demonstrate content knowledge by using content-specific, developmentally appropriate language or content-specific strategies. There is no student engagement.</p>	<p>The teacher inconsistently communicates learning goals, expectations for mastery and models of exemplary performance to students. There is limited use of differentiated learning goals.</p> <p>The teacher demonstrates some content knowledge by using limited content-specific, developmentally appropriate language and limited content-specific strategies. Students demonstrate little engagement in the lesson.</p>	<p>The teacher is consistent and effective in communicating appropriate, needs-based, differentiated learning goals, expectations for mastery and models of exemplary performance to students.</p> <p>The teacher consistently demonstrates content knowledge by using content-specific, developmentally appropriate language and content-specific strategies to engage students. The teacher's communication strategies and questioning techniques check for understanding</p>	<p>The teacher is consistent and effective in communicating differentiated learning goals (such as needs based, interest based, strength based), expectations for mastery and models of exemplary performance to students through multiple communication techniques.</p> <p>The teacher consistently demonstrates content knowledge by using content-specific, developmentally appropriate language and content-specific strategies to engage students. The teacher's communication strategies and questioning techniques engage students in higher-level and creative thinking and stimulate student-to-student interactions.</p>

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
Domains	Components				
		Ineffective	Developing	Skilled	Accomplished
<i>peer review</i>		The teacher does not give students feedback.	Feedback to students is general, occasional or limited and may not always support student learning.	and encourage higher-level thinking.  The teacher gives students substantive, specific and timely feedback to support their learning.	The teacher gives students substantive, specific and timely feedback to support individual student learning. The teacher gives students opportunities to engage in self-assessment, provide feedback to each other and reflect on their own strengths and challenges.
<b>LESSON DELIVERY</b> <i>(continued)</i>	<b>Monitoring student understanding</b>  Element 3.2 Element 3.3	The teacher fails to monitor and address student confusion and misconceptions.	The teacher inconsistently monitors or incorrectly addresses student confusion and misconceptions.	The teacher consistently monitors and addresses common student confusion and misconceptions by presenting information in multiple formats and clarifying content as he or she sees challenges.	The teacher consistently monitors, addresses, articulates and anticipates individual student confusion or misconceptions by presenting information in multiple formats and clarifying content as he or she sees challenges.
	<b>Student-centered learning</b>  Element 3.5 Element 4.5 Element 4.6 Element 5.3 Element 5.4	Learning is entirely teacher directed. Students are not participating in learning activities.	Learning is primarily teacher directed. Students participate in whole class learning activities.	Learning is a balance between teacher-directed instruction and student-directed interaction as students apply their knowledge and skills as developmentally appropriate. The teacher effectively combines collaborative and whole class learning opportunities to maximize student learning.	Learning is primarily self-directed with the teacher in the role of facilitator encouraging students to apply their knowledge and skills as developmentally appropriate. The teacher encourages students to persist in the learning tasks. The teacher effectively combines independent, collaborative and whole class learning opportunities to maximize student learning.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
Domains	Components				
		<b>Ineffective</b>	<b>Developing</b>	<b>Skilled</b>	<b>Accomplished</b>
		There are no opportunities for student choice about what will be learned and how learning will be demonstrated. There is no evidence of differentiated instructional strategies or resources.	There are few opportunities for student choice about what will be learned and how learning will be demonstrated. The teacher uses limited differentiated instructional strategies or resources.	Teacher gives opportunities for student choice about student learning paths or ways to demonstrate their learning. Teacher uses differentiated instructional strategies and resources for groups of students.	Teacher routinely promotes opportunities for students to actively take part in developing goals toward mastery, and students are responsible for deciding how to demonstrate their learning. Instructional strategies, pacing and resources are differentiated to make the lesson accessible and challenging for all students, while supporting the various learning needs of individual students.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
DOMAINS	Components				
		<b>Ineffective</b>	<b>Developing</b>	<b>Skilled</b>	<b>Accomplished</b>
<b>CLASSROOM ENVIRONMENT (Standard 1: Students, Standard 5: Learning Environment)</b>  <i>Possible Sources of Evidence: pre-conference, post-conference, formal observation,</i>	<b>Classroom routines and procedures</b>  Element 5.5	The teacher has not established routines and procedures. Effective transitions are not evident, resulting in a significant loss of instructional time and frequent off-task behavior.	The teacher establishes routines and procedures but uses them inconsistently. Transitions are sometimes ineffective, resulting in a loss of instructional time. Off-task behavior is sometimes evident. The teacher makes decisions about classroom operations.	The teacher consistently uses routines, procedures and transitions that effectively maximize instructional time. On-task behavior is evident. Students assume appropriate levels of responsibility for effective operation of the classroom.	The teacher and students have collaboratively established consistent use of routines, procedures and transitions that are effective in maximizing instructional time. On-task behavior is evident and ensured by students. Students initiate responsibility for effective operation of the classroom.
	<b>Classroom climate and cultural competency</b>	There is no evidence of rapport or expectations for respectful, supportive and caring	There is some evidence of rapport and expectations for respectful, supportive and caring interactions with and	There is consistent evidence of rapport and expectations for respectful, supportive and caring interactions with and	The teacher intentionally creates a classroom environment that shows consistent evidence of rapport and expectations for respectful, supportive and caring interactions

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
DOMAINS	Components	Ineffective	Developing	Skilled	Accomplished
<i>classroom walk-throughs/informal observations, peer review, student surveys</i>	Element 1.4 Element 5.1 Element 5.2	interactions with and among students and the teacher.  There is no demonstration of regard for student perspectives, experiences and culture. The teacher does not address needs related to student sense of well-being.	among students and the teacher.  There is inconsistent demonstration of regard for student perspectives, experiences and culture. The teacher is aware of needs related to student sense of well-being but does not address them effectively.	among students and the teacher.  There is demonstration of regard for student perspectives, experiences and culture. The teacher models expectations and behaviors that create a positive climate of openness, respect and care. The teacher anticipates and effectively addresses needs related to student sense of well-being.	with and among students and the teacher.  There is demonstration of regard for student perspectives, experiences and culture. The teacher models expectations and behaviors that create a positive climate of openness, respect and care. The teacher anticipates and effectively addresses needs related to student sense of well-being. The teacher seeks and is receptive to the thoughts and opinions of individual students and the class. When appropriate, the teacher includes other school professionals and/or community resources to ensure all students are recognized and valued.
<b>ASSESSMENT OF STUDENT LEARNING (Standard 1: Students, Standard 3: Assessment)</b>  <i>Possible Sources of Evidence: pre-conference, formal observation,</i>	<b>Use of assessments</b>  Element 3.1 Element 3.2 Element 3.3 Element 3.4	The teacher does not use varied assessments.  The teacher fails to analyze data and makes little or no attempt to modify	The teacher makes limited use of varied assessments.  The teacher attempts to analyze data and modify instruction, though the	The teacher selects, develops and uses multiple assessments, including routine use of various diagnostic, formative and summative assessments.  The teacher analyzes patterns to measure targeted student learning, anticipate learning obstacles, modify	The teacher intentionally and strategically selects, develops and uses multiple assessments, including routine use of various diagnostic, formative and summative assessments. The teacher offers differentiated assessment choices to meet the full range of student needs.  The teacher analyzes data trends and patterns to measure targeted student learning, anticipate learning obstacles, modify

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
DOMAINS	Components				
		Ineffective	Developing	Skilled	Accomplished
<i>classroom walk-throughs/informal observations, assessments, student portfolios, post-conference</i>		instruction to meet student needs.  The teacher does not share evidence of student learning with students.	modifications do not meet student needs.  The teacher shares evidence of student learning with students.	instruction and differentiate to meet the needs of groups of students.  The teacher shares evidence of student learning with parents and students to plan instruction to meet student needs.	instruction and differentiate to meet individual student needs.  The teacher shares evidence of student learning with colleagues, parents and students to collaboratively plan instruction to meet individual student needs.
	<b>Evidence of student learning</b>  Element 1.3	The teacher's assessment data demonstrates no evidence of growth and/or achievement over time for most students.	The teacher uses one source of high-quality student data to demonstrate clear evidence of appropriate growth and/or achievement over time for some students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of expected growth and/or achievement for most students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of above expected growth and/or achievement for most students.

ORGANIZATIONAL AREA: PROFESSIONALISM					
Domains	Components				
		Ineffective	Developing	Skilled	Accomplished
<b>PROFESSIONAL RESPONSIBILITIES (Standard 6: Collaboration and Communication, Standard 7: Professional Responsibility and Growth)</b>	<b>Communication and collaboration with families</b>  Element 6.1 Element 6.2	The teacher does not communicate with students and families.	The teacher inconsistently or unsuccessfully uses communication and engagement strategies with students and families. These do not contribute adequately to student learning, well-being and development.	The teacher uses effective and appropriate communication and engagement strategies with students and families, resulting in partnerships that contribute to student learning, well-being and development.	The teacher uses multiple effective and appropriate communication and engagement strategies with individual students and families. These ongoing strategies promote two-way communication, active participation and partnerships that contribute to each student's learning, well-being and development.

ORGANIZATIONAL AREA: PROFESSIONALISM					
Domains	Components				
		Ineffective	Developing	Skilled	Accomplished
<i>Possible Sources of Evidence: Professional Growth Plan or Improvement Plan, pre-conference, post-conference, artifacts, self-assessment, peer review</i>	<b>Communication and collaboration with colleagues</b>  Element 6.3	The teacher does not communicate and/or collaborate with colleagues.	The teacher inconsistently or unsuccessfully communicates and/or collaborates with colleagues, resulting in limited improvement of professional practice.	The teacher effectively communicates and collaborates with colleagues to examine instructional practice and analyze patterns in student work and student data to identify and implement targeted strategies for improving professional practice.	The teacher initiates effective communication and collaboration with colleagues outside the classroom, resulting in improvements in student learning, individual practice, school practice and/or the teaching profession.
	<b>District policies and professional responsibilities</b>  Element 7.1	The teacher demonstrates a lack of understanding and regard for district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates minimal understanding of district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates understanding by following district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates understanding by following district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.  The teacher exemplifies effective leadership characteristics beyond the classroom. The teacher helps shape policy at the school, district or state level.
	<b>Professional learning</b>  Element 7.2 Element 7.3	The teacher sets short-term and long-term professional goals but fails to monitor progress or take action to meet the goals.	The teacher sets and monitors short-term and long-term professional goals but fails to take appropriate action to meet the goals.	The teacher sets short-term and long-term professional goals and monitors progress in meeting them based on self-reflection and data analysis. The teacher takes appropriate action to meet the goals.	The teacher consistently pursues best practices and sets, monitors and reflects on progress toward meeting short-term and long-term professional goals based on data analysis to improve student learning. The teacher takes appropriate action to meet the goals. The teacher collaborates with colleagues and others to share best practices.

**OTES 2.0 Professional Growth Plan**

The Professional Growth Plan helps the teacher identify areas of professional development that will enable the teacher to enhance practice. The teacher 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 teacher. It is aligned to the most recent evaluation results and proposes a sequence of appropriate activities leading to progress toward the goals. At least two goals must be selected annually.

Teacher Name: \_\_\_\_\_

Evaluator Name: \_\_\_\_\_

Self-Directed (Accomplished)     Jointly Developed (Skilled)     Evaluator Guided (Developing)

Choose the <b>Domain(s)</b> aligned to the goal(s).			
<input type="checkbox"/> Focus for Learning <input type="checkbox"/> Knowledge of Students <input type="checkbox"/> Lesson Delivery	<input type="checkbox"/> Classroom Environment <input type="checkbox"/> Assessment of Student Learning <input type="checkbox"/> Professional Responsibilities		
<b>Goal Statement(s) Demonstrating Performance on <i>Ohio Standards for the Teaching Profession</i></b>	<b>Action Steps &amp; Resources to Achieve Goal(s)</b>	<b>Qualitative or Quantitative Measurable Indicators: Evidence Indicating Progress on the Goal(s)</b>	<b>Dates Discussed</b>
Describe the alignment to district and/or building goals or initiatives:			
Comments (Evaluator or Teacher):			

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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

## OTES 2.0 Improvement Plan

Teacher Name: \_\_\_\_\_ Grade Level/ Subject: \_\_\_\_\_

School year: \_\_\_\_\_ Building: \_\_\_\_\_ Date of Improvement Plan Conference: \_\_\_\_\_

A written Improvement Plan is to be developed when an educator has a Final Holistic Rating of **Ineffective**. However, districts have discretion to place any teacher on an Improvement Plan at any time based on deficiencies in any individual component of the evaluation system. The notice requirements for being placed on an Improvement Plan, the components of the plan and the implementation process for the plan may be subject to the terms of a collective bargaining agreement. The purpose of the Improvement Plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support. If the teacher does not take corrective actions in the timeline specified in the Improvement Plan, the evaluator may recommend the teacher be dismissed or continue working under the plan.

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

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

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

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

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

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

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

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

**Comments (Evaluator or Teacher):**

Date for Improvement Plan to be evaluated: \_\_\_\_\_

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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

APPENDIX D  
EVALUATION OF PROFESSIONAL STAFF (TEACHERS)

File AFC-1-R (Also GCN-1-R)

**Improvement Plan: Evaluation of Plan**

Teacher Name: \_\_\_\_\_

Grade Level/  
Subject: \_\_\_\_\_

School year: \_\_\_\_\_ Building: \_\_\_\_\_ Date of Evaluation: \_\_\_\_\_

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

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

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

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

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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

**Final Holistic Rating of Teacher Effectiveness—Full Evaluation**

	INEFFECTIVE	DEVELOPING	SKILLED	ACCOMPLISHED
<b>Formal Holistic Observation</b> (followed by conference)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Formal Focused Observation</b>  <b>Focus Area(s):</b> Focus for <input type="checkbox"/> Learning Knowledge of <input type="checkbox"/> Students Lesson <input type="checkbox"/> Delivery Classroom <input type="checkbox"/> Environment <input type="checkbox"/> Assessment of Student Learning <input type="checkbox"/> Professional Responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Professional Growth Plan (or Improvement Plan) Goal(s):</b> (Goal prepopulates from the earlier entry)				
<b>Evaluator Comments:</b>				
<b>Teacher Comments:</b>				
<b>Final Holistic (Overall) Rating</b>	INEFFECTIVE	DEVELOPING	SKILLED	ACCOMPLISHED

Check here if Improvement Plan has been recommended.

**Teacher Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Evaluator Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Final Holistic Rating of Teacher Effectiveness—Accomplished or Skilled Carry Forward**

<b>Professional Growth Plan Goal(s) Alignment:</b>		<b>Dates:</b>		
<b>Mark Domain Area(s):</b> <input type="checkbox"/> Focus for Learning <input type="checkbox"/> Knowledge of Students <input type="checkbox"/> Lesson Delivery Classroom <input type="checkbox"/> Environment Assessment of <input type="checkbox"/> Student Learning Professional <input type="checkbox"/> Responsibilities  <b>Focus Area(s) Comments:</b>		Date of Observation:  Date of Conference:  <b>Comments:</b>		
<b>Professional Growth Plan Goal(s):</b>		(Goal(s) prepopulate from previous entry)		
<b>Progress on Professional Growth Plan Goal(s):</b>		<input type="checkbox"/> Progress Made  (By checking this box, the teacher will continue with rating as per schedule until time for a full evaluation cycle.)	<input type="checkbox"/> Insufficient Progress Made  (By checking this box, the teacher will automatically be placed on a full evaluation cycle the following school year.)	
<b>Evaluator Comments:</b>				
<b>Teacher Comments:</b>				
<b>Final Holistic (Overall) Rating: Pre-Populated in OhioES Portal</b> • Carry forward from previous rating	<b>INEFFECTIVE</b>	<b>DEVELOPING</b>	<b>SKILLED</b>	<b>ACCOMPLISHED</b>

End of Cycle (Full evaluation required in the next school year)

Check here if Improvement Plan has been recommended.

**Teacher Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Evaluator Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

### High-Quality Student Data Verification Form

Teacher Name: \_\_\_\_\_ Evaluator Name: \_\_\_\_\_  
Content Area(s): \_\_\_\_\_ Grade Level(s): \_\_\_\_\_

List sources of High-Quality Student Data used to inform instruction. Value-added data must be used as one source if available.

- 1.
- 2.

**The high-quality student data instrument used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:**

- Align to learning standards
- § Measure what is intended to be measured
- § Be attributable to a specific teacher for course(s) and grade level(s) taught
- § Demonstrate evidence of student learning (achievement and/or growth)
- § Follow protocols for administration and scoring
- § Provide trustworthy results
- § Not offend or be driven by bias

**AND**

**The teacher must use the data generated from the high-quality student data instrument by:**

- Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning
- § Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class as well as individual students
- § Informing instruction, adapting instruction to meet student need based upon the information gained from the data analysis
- § Measuring student learning (achievement and/or growth) and progress towards achieving state/local standards

Comments:

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
HQSD Approval Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Using High-Quality Student Data to Inform Instruction and Enhance Practice

Choosing and using high-quality student data (HQSD) to guide instructional decisions and meet student learning needs is key in making sound instructional decisions for students. The teacher evaluation will use at least two measures of district-determined high-quality student data to **provide evidence of student learning attributable to the teacher** being evaluated. When applicable to the grade level or subject area taught by a teacher, HQSD shall include the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may be used as evidence in any component of the evaluation where applicable.\*

It is recognized that there are many types of data that can be used to support student learning, and the data include much more than just test scores. *These types of data and their uses are important and should continue to be used to guide instruction and address the needs of the whole child but may not meet the definition of high-quality student data for the purpose of teacher evaluation.*

**The high-quality student data instrument used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:**

- D Align to learning standards
- D Measure what is intended to be measured
- D Be attributable to a specific teacher for course(s) and grade level(s) taught
- D Demonstrate evidence of student learning (achievement and/or growth)
- D Follow protocols for administration and scoring
- D Provide trustworthy results
- D Not offend or be driven by bias

**AND**

**The teacher must use the data generated from the high-quality student data instrument by:**

- D Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning
- D Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class as well as individual students
- D Informing instruction, adapting instruction to meet student need based upon the information gained from the data analysis
- D Measuring student learning (achievement and/or growth) and progress towards achieving state/local standards

\* LEGAL REFS. ORC 3319.111; 3319.112

# **Teacher's Salary Schedule Index**

**07/01/2024**

**to**

**06/30/2027**

# Avon Lake City Schools

## Teacher's Salary Schedule Index

Applicable throughout negotiated agreement for July 1, 2024 through June 30, 2027

Years	Tutors	B. A.	B.A. + 10	B.A. + 20	M. A.	M.A. + 10	M. A. + 20	M. A. +30	M. A. + 45
	(Hrly Rate) I	II	III	III - A	IV	V	V - A	VI	VII
0	0.0005689	1.000	1.040	1.080	1.130	1.155	1.180	1.205	1.230
1	0.0005846	1.045	1.088	1.132	1.188	1.213	1.238	1.263	1.288
2	0.0006004	1.090	1.136	1.184	1.246	1.271	1.296	1.321	1.346
3	0.0006161	1.135	1.184	1.236	1.304	1.329	1.354	1.379	1.404
4	0.0006319	1.180	1.232	1.288	1.362	1.387	1.412	1.437	1.462
5	0.0006476	1.225	1.280	1.340	1.420	1.445	1.470	1.495	1.520
6	0.0006634	1.270	1.328	1.392	1.478	1.503	1.528	1.553	1.578
7	0.0006791	1.315	1.376	1.444	1.537	1.562	1.587	1.612	1.637
8	0.0006949	1.360	1.424	1.496	1.596	1.621	1.646	1.671	1.696
9	0.0007106	1.405	1.472	1.548	1.655	1.680	1.705	1.730	1.755
10	0.0007264	1.450	1.520	1.600	1.714	1.739	1.764	1.789	1.814
11	0.0007421	1.495	1.568	1.652	1.773	1.798	1.823	1.848	1.873
12	0.0007579	1.540	1.616	1.704	1.832	1.857	1.882	1.907	1.932
13	0.0007736	1.585	1.664	1.756	1.891	1.916	1.941	1.966	1.991
14	0.0007894	1.630	1.712	1.808	1.950	1.975	2.000	2.025	2.050
15	0.0008051	1.670	1.752	1.848	1.990	2.015	2.040	2.065	2.090
16	0.0008091	1.680	1.762	1.858	2.000	2.025	2.050	2.075	2.100
17	0.0008130	1.690	1.772	1.868	2.010	2.035	2.060	2.085	2.110
18	0.0008195	1.700	1.782	1.878	2.020	2.045	2.070	2.095	2.120
19	0.0008209	1.710	1.792	1.888	2.030	2.055	2.080	2.105	2.130
20	0.0008248	1.720	1.802	1.898	2.040	2.065	2.090	2.115	2.140
21	0.0008288	1.730	1.812	1.908	2.050	2.075	2.100	2.125	2.150
22	0.0008327	1.740	1.822	1.918	2.060	2.085	2.110	2.135	2.160
23	0.0008366	1.750	1.832	1.928	2.070	2.095	2.120	2.145	2.170
24	0.0008406	1.760	1.842	1.938	2.080	2.105	2.130	2.155	2.180
25	0.0008445	1.770	1.852	1.948	2.090	2.115	2.140	2.165	2.190
26	0.0008485	1.780	1.862	1.958	2.100	2.125	2.150	2.175	2.200
27	0.0008524	1.790	1.872	1.968	2.110	2.135	2.160	2.185	2.210
28	0.0008563	1.795	1.877	1.973	2.115	2.140	2.165	2.190	2.215
29	0.0008603	1.800	1.882	1.978	2.120	2.145	2.170	2.195	2.220
30	0.0008642	1.805	1.887	1.983	2.125	2.150	2.175	2.200	2.225
31	0.0008681	1.810	1.892	1.988	2.130	2.155	2.180	2.205	2.230

# **Salary Schedules**

**07/01/2024**

**to**

**06/30/2025**

# Avon Lake City Schools Teacher's Salary Schedule

Base Salary \$43,463  
PD Rate \$32.60  
Spot Sub \$36.90

Effective date 7/1/2024

Years	Tutors (Hrly Rate)								
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII
0	\$24.73	\$43,463	\$45,202	\$46,940	\$49,114	\$50,200	\$51,287	\$52,373	\$53,460
1	\$25.41	\$45,419	\$47,288	\$49,201	\$51,634	\$52,721	\$53,808	\$54,894	\$55,981
2	\$26.09	\$47,375	\$49,374	\$51,461	\$54,155	\$55,242	\$56,329	\$57,415	\$58,502
3	\$26.78	\$49,331	\$51,461	\$53,721	\$56,676	\$57,763	\$58,849	\$59,936	\$61,023
4	\$27.46	\$51,287	\$53,547	\$55,981	\$59,197	\$60,284	\$61,370	\$62,457	\$63,543
5	\$28.15	\$53,243	\$55,633	\$58,241	\$61,718	\$62,805	\$63,891	\$64,978	\$66,064
6	\$28.83	\$55,198	\$57,719	\$60,501	\$64,239	\$65,325	\$66,412	\$67,499	\$68,585
7	\$29.52	\$57,154	\$59,806	\$62,761	\$66,803	\$67,890	\$68,976	\$70,063	\$71,150
8	\$30.20	\$59,110	\$61,892	\$65,021	\$69,368	\$70,454	\$71,541	\$72,627	\$73,714
9	\$30.89	\$61,066	\$63,978	\$67,281	\$71,932	\$73,018	\$74,105	\$75,192	\$76,278
10	\$31.57	\$63,022	\$66,064	\$69,541	\$74,496	\$75,583	\$76,669	\$77,756	\$78,843
11	\$32.26	\$64,978	\$68,151	\$71,801	\$77,061	\$78,147	\$79,234	\$80,320	\$81,407
12	\$32.94	\$66,934	\$70,237	\$74,062	\$79,625	\$80,711	\$81,798	\$82,885	\$83,971
13	\$33.62	\$68,889	\$72,323	\$76,322	\$82,189	\$83,276	\$84,362	\$85,449	\$86,536
14	\$34.31	\$70,845	\$74,409	\$78,582	\$84,754	\$85,840	\$86,927	\$88,013	\$89,100
15	\$34.99	\$72,801	\$76,495	\$80,837	\$87,328	\$88,414	\$89,501	\$90,588	\$91,675
16	\$35.67	\$74,757	\$78,582	\$83,074	\$89,902	\$90,988	\$92,075	\$93,162	\$94,249
17	\$36.35	\$76,713	\$80,669	\$85,311	\$92,490	\$93,576	\$94,663	\$95,750	\$96,837
18	\$37.03	\$78,669	\$82,756	\$87,548	\$95,008	\$96,094	\$97,181	\$98,268	\$99,355
19	\$37.71	\$80,625	\$84,843	\$89,785	\$97,526	\$98,612	\$99,699	\$100,786	\$101,873
20	\$38.39	\$82,581	\$86,930	\$92,022	\$100,054	\$101,140	\$102,227	\$103,314	\$104,401
21	\$39.07	\$84,537	\$89,017	\$94,259	\$102,582	\$103,668	\$104,755	\$105,842	\$106,929
22	\$39.75	\$86,493	\$91,104	\$96,496	\$105,110	\$106,196	\$107,283	\$108,370	\$109,457
23	\$40.43	\$88,449	\$93,191	\$98,733	\$107,638	\$108,724	\$109,811	\$110,898	\$111,985
24	\$41.11	\$90,405	\$95,278	\$100,970	\$110,166	\$111,252	\$112,339	\$113,426	\$114,513
25	\$41.79	\$92,361	\$97,365	\$103,207	\$112,694	\$113,780	\$114,867	\$115,954	\$117,041
26	\$42.47	\$94,317	\$99,452	\$105,444	\$115,222	\$116,308	\$117,395	\$118,482	\$119,569
27	\$43.15	\$96,273	\$101,539	\$107,681	\$117,750	\$118,836	\$119,923	\$121,010	\$122,097
28	\$43.83	\$98,229	\$103,626	\$109,918	\$120,278	\$121,364	\$122,451	\$123,538	\$124,625
29	\$44.51	\$100,185	\$105,713	\$112,155	\$122,806	\$123,890	\$124,977	\$126,064	\$127,151
30	\$45.19	\$102,141	\$107,800	\$114,392	\$125,334	\$126,426	\$127,513	\$128,600	\$129,687
31	\$45.87	\$104,097	\$109,887	\$116,629	\$127,862	\$128,952	\$130,039	\$131,126	\$132,213

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==>

\$43,463

Effective date ==>

7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,607	\$5,882	\$6,170	\$6,473	\$6,790	\$7,123	\$7,472	\$7,838
<b>MS Athletic Supr.</b>									
Fall		\$1,323	\$1,388	\$1,456	\$1,527	\$1,602	\$1,681	\$1,763	\$1,850
Winter		\$1,476	\$1,549	\$1,625	\$1,705	\$1,789	\$1,876	\$1,969	\$2,065
Spring		\$577	\$605	\$635	\$666	\$699	\$733	\$769	\$807
<b>BASEBALL</b>									
Head	36	\$5,163	\$5,416	\$5,682	\$5,960	\$6,252	\$6,559	\$6,880	\$7,217
Asst.	25.2	\$3,614	\$3,792	\$3,977	\$4,172	\$4,377	\$4,591	\$4,816	\$5,052
Frosh	21.6	\$3,098	\$3,250	\$3,409	\$3,576	\$3,751	\$3,935	\$4,128	\$4,330
<b>BASKETBALL</b>									
Head	53	\$7,602	\$7,974	\$8,365	\$8,775	\$9,205	\$9,656	\$10,129	\$10,625
Asst.	37.1	\$5,321	\$5,582	\$5,855	\$6,142	\$6,443	\$6,759	\$7,090	\$7,438
Frosh	31.8	\$4,561	\$4,785	\$5,019	\$5,265	\$5,523	\$5,794	\$6,077	\$6,375
MS	25.44	\$3,649	\$3,828	\$4,015	\$4,212	\$4,418	\$4,635	\$4,862	\$5,100
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,442	\$3,611	\$3,788	\$3,974	\$4,168	\$4,372	\$4,587	\$4,811
Bowling - Boys Assistant Coach	16.8	\$2,410	\$2,528	\$2,652	\$2,781	\$2,918	\$3,061	\$3,211	\$3,368
Bowling - Girls Head Coach	24	\$3,442	\$3,611	\$3,788	\$3,974	\$4,168	\$4,372	\$4,587	\$4,811
Bowling - Girls Assistant Coach	16.8	\$2,410	\$2,528	\$2,652	\$2,781	\$2,918	\$3,061	\$3,211	\$3,368
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,155	\$3,310	\$3,472	\$3,642	\$3,821	\$4,008	\$4,204	\$4,411
Asst.(Fall)	15.4	\$2,209	\$2,317	\$2,431	\$2,550	\$2,675	\$2,806	\$2,943	\$3,087
MS (Fall)	10.56	\$1,515	\$1,589	\$1,667	\$1,748	\$1,834	\$1,924	\$2,018	\$2,117
Head (Winter)	22	\$3,155	\$3,310	\$3,472	\$3,642	\$3,821	\$4,008	\$4,204	\$4,411
Asst. (Winter)	15.4	\$2,209	\$2,317	\$2,431	\$2,550	\$2,675	\$2,806	\$2,943	\$3,087
MS (Winter)	10.56	\$1,515	\$1,589	\$1,667	\$1,748	\$1,834	\$1,924	\$2,018	\$2,117
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$7,809	\$8,193	\$8,596	\$9,019	\$9,463	\$9,928	\$10,417	\$10,929

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==> \$43,463

Effective date ==> 7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$6,669	\$6,996	\$7,339	\$7,699	\$8,076	\$8,472	\$8,887	\$9,322
HS	31	\$4,446	\$4,664	\$4,893	\$5,132	\$5,384	\$5,648	\$5,925	\$6,215
Asst.	21.7	\$3,112	\$3,265	\$3,425	\$3,593	\$3,769	\$3,953	\$4,147	\$4,350
MS	14.88	\$2,134	\$2,239	\$2,349	\$2,464	\$2,584	\$2,711	\$2,844	\$2,983
MS Asst.	13.95	\$2,001	\$2,099	\$2,202	\$2,310	\$2,423	\$2,541	\$2,666	\$2,797
<b>FOOTBALL</b>									
Head	59	\$8,462	\$8,877	\$9,312	\$9,768	\$10,247	\$10,749	\$11,276	\$11,828
Asst.	41.3	\$5,924	\$6,214	\$6,518	\$6,838	\$7,173	\$7,524	\$7,893	\$8,280
Frosh	35.4	\$5,077	\$5,326	\$5,587	\$5,861	\$6,148	\$6,449	\$6,765	\$7,097
Asst. Frosh	32.45	\$4,654	\$4,882	\$5,122	\$5,373	\$5,636	\$5,912	\$6,202	\$6,505
MS (Head)	28.32	\$4,062	\$4,261	\$4,470	\$4,689	\$4,918	\$5,160	\$5,412	\$5,678
MS (Asst.)	26.55	\$3,808	\$3,995	\$4,190	\$4,396	\$4,611	\$4,837	\$5,074	\$5,323
<b>GOLF</b>									
Head (HS)	26	\$3,729	\$3,912	\$4,104	\$4,305	\$4,516	\$4,737	\$4,969	\$5,212
J.V. (HS)	18.2	\$2,610	\$2,738	\$2,872	\$3,013	\$3,161	\$3,316	\$3,478	\$3,649
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,725	\$2,859	\$2,999	\$3,146	\$3,300	\$3,462	\$3,631	\$3,809
<b>HOCKEY</b>									
Head (HS)	36	\$5,163	\$5,416	\$5,682	\$5,960	\$6,252	\$6,559	\$6,880	\$7,217
Asst. (HS)	25.2	\$3,614	\$3,792	\$3,977	\$4,172	\$4,377	\$4,591	\$4,816	\$5,052
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,307	\$5,567	\$5,840	\$6,126	\$6,426	\$6,741	\$7,071	\$7,418
Asst. (HS)	25.9	\$3,715	\$3,897	\$4,088	\$4,288	\$4,498	\$4,719	\$4,950	\$5,192
<b>SOCCER</b>									
Head	37	\$5,307	\$5,567	\$5,840	\$6,126	\$6,426	\$6,741	\$7,071	\$7,418
Asst.	25.9	\$3,715	\$3,897	\$4,088	\$4,288	\$4,498	\$4,719	\$4,950	\$5,192

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==> \$43,463

Effective date ==> 7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,163	\$5,416	\$5,682	\$5,960	\$6,252	\$6,559	\$6,880	\$7,217
Asst.	25.2	\$3,614	\$3,792	\$3,977	\$4,172	\$4,377	\$4,591	\$4,816	\$5,052
Frosh	21.6	\$3,098	\$3,250	\$3,409	\$3,576	\$3,751	\$3,935	\$4,128	\$4,330
MS	17.28	\$2,478	\$2,600	\$2,727	\$2,861	\$3,001	\$3,148	\$3,302	\$3,464
<b>SWIMMING</b>									
Head (HS)	33	\$4,733	\$4,965	\$5,208	\$5,464	\$5,731	\$6,012	\$6,307	\$6,616
Asst. (HS)	23.1	\$3,313	\$3,476	\$3,646	\$3,825	\$4,012	\$4,208	\$4,415	\$4,631
Head (MS)	15.84	\$2,272	\$2,383	\$2,500	\$2,623	\$2,751	\$2,886	\$3,027	\$3,176
<b>TENNIS</b>									
Head	24	\$3,442	\$3,611	\$3,788	\$3,974	\$4,168	\$4,372	\$4,587	\$4,811
Asst.	16.8	\$2,410	\$2,528	\$2,652	\$2,781	\$2,918	\$3,061	\$3,211	\$3,368
<b>TRACK</b>									
Head	43	\$6,167	\$6,470	\$6,787	\$7,119	\$7,468	\$7,834	\$8,218	\$8,621
Asst.	30.1	\$4,317	\$4,529	\$4,751	\$4,983	\$5,228	\$5,484	\$5,753	\$6,034
MS (Head)	20.64	\$2,960	\$3,105	\$3,258	\$3,417	\$3,585	\$3,760	\$3,945	\$4,138
MS (Asst.)	19.35	\$2,775	\$2,911	\$3,054	\$3,204	\$3,361	\$3,525	\$3,698	\$3,879
<b>VOLLEYBALL</b>									
Head	38	\$5,450	\$5,717	\$5,998	\$6,291	\$6,600	\$6,923	\$7,262	\$7,618
Asst.	26.6	\$3,815	\$4,002	\$4,198	\$4,404	\$4,620	\$4,846	\$5,084	\$5,333
Frosh	22.8	\$3,270	\$3,430	\$3,599	\$3,775	\$3,960	\$4,154	\$4,357	\$4,571
MS	18.24	\$2,616	\$2,744	\$2,879	\$3,020	\$3,168	\$3,323	\$3,486	\$3,657

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==> \$43,463

Effective date ==> 7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>WRESTLING</b>									
Head	43	\$6,167	\$6,470	\$6,787	\$7,119	\$7,468	\$7,834	\$8,218	\$8,621
Asst.	30.1	\$4,317	\$4,529	\$4,751	\$4,983	\$5,228	\$5,484	\$5,753	\$6,034
Frosh	25.8	\$3,700	\$3,882	\$4,072	\$4,272	\$4,481	\$4,700	\$4,931	\$5,172
MS (Head)	20.64	\$2,960	\$3,105	\$3,258	\$3,417	\$3,585	\$3,760	\$3,945	\$4,138
MS (Asst.)	19.35	\$2,775	\$2,911	\$3,054	\$3,204	\$3,361	\$3,525	\$3,698	\$3,879

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==> \$43,463

Effective date ==> 7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.									
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,295	\$2,407	\$2,525	\$2,649	\$2,779	\$2,915	\$3,058	\$3,208
Academic Challenge - Troy	7	\$1,004	\$1,053	\$1,105	\$1,159	\$1,216	\$1,275	\$1,338	\$1,403
A.F.S. Club Advisor		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
Announcement Crew - Troy	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Candidates Forum	7	\$1,004	\$1,053	\$1,105	\$1,159	\$1,216	\$1,275	\$1,338	\$1,403
Chess Club - Troy	7	\$1,004	\$1,053	\$1,105	\$1,159	\$1,216	\$1,275	\$1,338	\$1,403
Comm. Service	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
Competition Cheer	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Drama - HS	29	\$4,159	\$4,363	\$4,577	\$4,801	\$5,037	\$5,283	\$5,542	\$5,814
Drama - MS		\$1,521	\$1,595	\$1,673	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130
Diversity Awareness	7	\$1,004	\$1,053	\$1,105	\$1,159	\$1,216	\$1,275	\$1,338	\$1,403
Environmental club	6	\$861	\$903	\$947	\$993	\$1,042	\$1,093	\$1,147	\$1,203
eSports	21	\$3,012	\$3,160	\$3,314	\$3,477	\$3,647	\$3,826	\$4,013	\$4,210
FBLA	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Foreign Lang. - French Club	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Foreign Lang. - Spanish Club	10	\$1,434	\$1,505	\$1,578	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005
Key Club	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
Kids In Community Service (K-8)	9	\$1,291	\$1,354	\$1,420	\$1,490	\$1,563	\$1,640	\$1,720	\$1,804
Math Team - MS	10	\$1,434	\$1,505	\$1,578	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005
Math Team - HS	12	\$1,721	\$1,805	\$1,894	\$1,987	\$2,084	\$2,186	\$2,293	\$2,406
Model UN	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
Model UN (Asst)	7.7	\$1,104	\$1,159	\$1,215	\$1,275	\$1,337	\$1,403	\$1,472	\$1,544
NHS	15	\$2,151	\$2,257	\$2,367	\$2,483	\$2,605	\$2,733	\$2,867	\$3,007
NEHS (Nat'l English Hon. Soc.)	15	\$2,151	\$2,257	\$2,367	\$2,483	\$2,605	\$2,733	\$2,867	\$3,007
NFHS (Nat'l French Hon. Soc.)	6	\$861	\$903	\$947	\$993	\$1,042	\$1,093	\$1,147	\$1,203
PALS	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
PEP	12	\$1,721	\$1,805	\$1,894	\$1,987	\$2,084	\$2,186	\$2,293	\$2,406
Power of the Pen	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Healthy Kids (K-6)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Renaissance	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
Robotics	21	\$3,012	\$3,160	\$3,314	\$3,477	\$3,647	\$3,826	\$4,013	\$4,210
S.A.D.D.	9	\$1,291	\$1,354	\$1,420	\$1,490	\$1,563	\$1,640	\$1,720	\$1,804
Science Olympiad	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Science Olympiad (2nd position)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Ski Club - HS	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==> \$43,463

Effective date ==> 7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Ski Club - MS	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
Spelling Bee - Learwood	4	\$574	\$602	\$631	\$662	\$695	\$729	\$764	\$802
Student Council - HS	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
Student Council - MS	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
Student Council - ES	9	\$1,291	\$1,354	\$1,420	\$1,490	\$1,563	\$1,640	\$1,720	\$1,804
Varsity Club	6	\$861	\$903	\$947	\$993	\$1,042	\$1,093	\$1,147	\$1,203
VICA (OWE CLUB)		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,308	\$2,421	\$2,540	\$2,665	\$2,796	\$2,933	\$3,077	\$3,228
PAR CONSULTANT		\$2,308	\$2,421	\$2,540	\$2,665	\$2,796	\$2,933	\$3,077	\$3,228
CURR. COORDINATOR		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
DEPT. CHAIR (HS)		\$1,695	\$1,778	\$1,865	\$1,956	\$2,051	\$2,151	\$2,256	\$2,364
DIST. CALENDAR		\$3,234	\$3,390	\$3,555	\$3,729	\$3,912	\$4,103	\$4,303	\$4,516
Ed. Options Prog. Coord.		\$4,103	\$4,304	\$4,515	\$4,736	\$4,968	\$5,212	\$5,467	\$5,735
GRADE CHAIR (ES)		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
8TH GRADE TRIP*	18	\$2,582	\$2,708	\$2,841	\$2,980	\$3,126	\$3,279	\$3,440	\$3,609
ADVISOR GRADE 9	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
ADVISOR GRADE 10	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
ADVISOR GRADE 11	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
ADVISOR GRADE 12	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
NEWSPAPER (HS)	17	\$2,438	\$2,558	\$2,683	\$2,815	\$2,952	\$3,097	\$3,249	\$3,408
OUTDOOR ED. SUPV.		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
PUBLICATIONS (MS)		\$1,521	\$1,595	\$1,673	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130
SAFETY PTRL (ES)	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
TEAM LEADER (MS)		\$1,695	\$1,778	\$1,865	\$1,956	\$2,051	\$2,151	\$2,256	\$2,364
BLDG. INSTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,608	\$2,735	\$2,870	\$3,010	\$3,158	\$3,312	\$3,475	\$3,645
Building IT Technology Support		\$1,304	\$1,549	\$1,624	\$1,704	\$1,787	\$1,875	\$1,965	\$2,062
TV PRODUCTIONS (HS)	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
TV PRODUCTIONS (MS)	14	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551	\$2,676	\$2,807
YEARBOOK (HS)	24	\$4,346	\$4,559	\$4,783	\$5,017	\$5,263	\$5,521	\$5,791	\$6,075
<b>INTRAMURALS</b>									
FALL (HS)		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
FALL (MS)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
FALL (Troy)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
WINTER (HS)		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
WINTER (MS)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
WINTER (Troy)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
SPRING (HS)		\$1,130	\$1,187	\$1,243	\$1,304	\$1,369	\$1,434	\$1,504	\$1,578
SPRING (MS)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
SPRING (Troy)	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604

**MUSIC**

**BAND**

# Avon Lake City Schools Supplemental Salary Schedule

Base Salary ==>

\$43,463

Effective date ==>

7/1/2024

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Marching Band		\$7,450	\$7,815	\$8,197	\$8,597	\$9,019	\$9,462	\$9,927	\$10,414
March. Band Asst.		\$3,234	\$3,390	\$3,555	\$3,729	\$3,912	\$4,103	\$4,303	\$4,516
Instrumental (MS)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Instrumental (Troy)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Jazz Ensemble (MS)	11	\$1,578	\$1,655	\$1,736	\$1,821	\$1,910	\$2,004	\$2,102	\$2,205
Recorder Ensemble	8	\$1,147	\$1,204	\$1,263	\$1,325	\$1,389	\$1,457	\$1,529	\$1,604
Concert Band (HS)		\$5,446	\$5,711	\$5,989	\$6,285	\$6,593	\$6,915	\$7,254	\$7,610
Pep Band		\$1,521	\$1,595	\$1,673	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130
Majorettes (HS)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Guard Advisor (HS)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Percussion (HS)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Orchestra Director (HS)		\$1,739	\$1,824	\$1,913	\$2,007	\$2,105	\$2,208	\$2,317	\$2,430
<b>VOCAL</b>									
ElemChoir		\$1,476	\$1,549	\$1,624	\$1,704	\$1,787	\$1,875	\$1,965	\$2,062
Merples		\$1,521	\$1,595	\$1,673	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130
Vocal (HS)		\$5,446	\$5,711	\$5,989	\$6,285	\$6,593	\$6,915	\$7,254	\$7,610
Vocal (MS)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808
Vocal (Troy)		\$2,008	\$2,108	\$2,212	\$2,321	\$2,434	\$2,551	\$2,677	\$2,808

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

# Salary Schedules

**07/01/2025**

**to**

**06/30/2026**

Please refer to Article 28, Salary

2025-2026

Schedule A – First contingency is met November 2024

Schedule B – First contingency is not met November 2024

# Avon Lake City Schools Teacher's Salary Schedule A

Base Salary \$44,767  
PD Rate \$33.58  
Spot Sub \$38.01

Effective date 7/1/2025

Years	Tutors (Hrly Rate)									
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII	
0	\$25.47	\$44,767	\$46,558	\$48,349	\$50,587	\$51,706	\$52,825	\$53,945	\$55,064	
1	\$26.17	\$46,782	\$48,707	\$50,677	\$53,184	\$54,303	\$55,422	\$56,541	\$57,660	
2	\$26.88	\$48,796	\$50,856	\$53,004	\$55,780	\$56,899	\$58,018	\$59,138	\$60,257	
3	\$27.58	\$50,811	\$53,004	\$55,332	\$58,377	\$59,496	\$60,615	\$61,734	\$62,853	
4	\$28.29	\$52,825	\$55,153	\$57,660	\$60,973	\$62,092	\$63,211	\$64,331	\$65,450	
5	\$28.99	\$54,840	\$57,302	\$59,988	\$63,570	\$64,689	\$65,808	\$66,927	\$68,046	
6	\$29.70	\$56,854	\$59,451	\$62,316	\$66,166	\$67,285	\$68,404	\$69,524	\$70,643	
7	\$30.40	\$58,869	\$61,600	\$64,644	\$68,807	\$69,926	\$71,046	\$72,165	\$73,284	
8	\$31.11	\$60,883	\$63,749	\$66,972	\$71,449	\$72,568	\$73,687	\$74,806	\$75,925	
9	\$31.81	\$62,898	\$65,897	\$69,300	\$74,090	\$75,209	\$76,328	\$77,447	\$78,567	
10	\$32.52	\$64,913	\$68,046	\$71,628	\$76,731	\$77,850	\$78,969	\$80,089	\$81,208	
11	\$33.22	\$66,927	\$70,195	\$73,956	\$79,372	\$80,492	\$81,611	\$82,730	\$83,849	
12	\$33.93	\$68,942	\$72,344	\$76,283	\$82,014	\$83,133	\$84,252	\$85,371	\$86,490	
13	\$34.63	\$70,956	\$74,493	\$78,611	\$84,655	\$85,774	\$86,893	\$88,012	\$89,132	
14	\$35.34	\$72,971	\$76,642	\$80,939	\$87,296	\$88,415	\$89,535	\$90,654	\$91,773	
15	\$36.04	\$74,761	\$78,432	\$82,730	\$89,087	\$90,206	\$91,325	\$92,444	\$93,564	
16	\$36.22	\$75,209	\$78,880	\$83,178	\$89,535	\$90,654	\$91,773	\$92,892	\$94,011	
17	\$36.40	\$75,657	\$79,328	\$83,625	\$89,982	\$91,101	\$92,221	\$93,340	\$94,459	
18	\$36.69	\$76,104	\$79,775	\$84,073	\$90,430	\$91,549	\$92,668	\$93,787	\$94,907	
19	\$36.75	\$76,552	\$80,223	\$84,521	\$90,878	\$91,997	\$93,116	\$94,235	\$95,354	
20	\$36.93	\$77,000	\$80,671	\$84,968	\$91,325	\$92,444	\$93,564	\$94,683	\$95,802	
21	\$37.10	\$77,447	\$81,118	\$85,416	\$91,773	\$92,892	\$94,011	\$95,130	\$96,250	
22	\$37.28	\$77,895	\$81,566	\$85,864	\$92,221	\$93,340	\$94,459	\$95,578	\$96,697	
23	\$37.45	\$78,343	\$82,014	\$86,311	\$92,668	\$93,787	\$94,907	\$96,026	\$97,145	
24	\$37.63	\$78,790	\$82,461	\$86,759	\$93,116	\$94,235	\$95,354	\$96,473	\$97,593	
25	\$37.81	\$79,238	\$82,909	\$87,207	\$93,564	\$94,683	\$95,802	\$96,921	\$98,040	
26	\$37.98	\$79,686	\$83,357	\$87,654	\$94,011	\$95,130	\$96,250	\$97,369	\$98,488	
27	\$38.16	\$80,133	\$83,804	\$88,102	\$94,459	\$95,578	\$96,697	\$97,816	\$98,936	
28	\$38.34	\$80,357	\$84,028	\$88,326	\$94,683	\$95,802	\$96,921	\$98,040	\$99,159	
29	\$38.51	\$80,581	\$84,252	\$88,550	\$94,907	\$96,026	\$97,145	\$98,264	\$99,383	
30	\$38.69	\$80,805	\$84,476	\$88,773	\$95,130	\$96,250	\$97,369	\$98,488	\$99,607	
31	\$38.86	\$81,029	\$84,700	\$88,997	\$95,354	\$96,473	\$97,593	\$98,712	\$99,831	

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,776	\$6,059	\$6,355	\$6,667	\$6,994	\$7,336	\$7,696	\$8,073
<b>MS Athletic Supr.</b>									
Fall		\$1,362	\$1,429	\$1,499	\$1,573	\$1,650	\$1,731	\$1,816	\$1,906
Winter		\$1,521	\$1,595	\$1,674	\$1,756	\$1,842	\$1,933	\$2,028	\$2,127
Spring		\$594	\$623	\$654	\$686	\$720	\$755	\$792	\$831
<b>BASEBALL</b>									
Head	36	\$5,318	\$5,579	\$5,852	\$6,139	\$6,440	\$6,755	\$7,086	\$7,434
Asst.	25.2	\$3,723	\$3,905	\$4,097	\$4,297	\$4,508	\$4,729	\$4,961	\$5,204
Frosh	21.6	\$3,191	\$3,347	\$3,511	\$3,683	\$3,864	\$4,053	\$4,252	\$4,460
<b>BASKETBALL</b>									
Head	53	\$7,830	\$8,213	\$8,616	\$9,038	\$9,481	\$9,946	\$10,433	\$10,944
Asst.	37.1	\$5,481	\$5,749	\$6,031	\$6,327	\$6,637	\$6,962	\$7,303	\$7,661
Frosh	31.8	\$4,698	\$4,928	\$5,170	\$5,423	\$5,689	\$5,967	\$6,260	\$6,566
MS	25.44	\$3,758	\$3,942	\$4,136	\$4,338	\$4,551	\$4,774	\$5,008	\$5,253
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,546	\$3,719	\$3,902	\$4,093	\$4,293	\$4,504	\$4,724	\$4,956
Bowling - Boys Assistant Coach	16.8	\$2,482	\$2,604	\$2,731	\$2,865	\$3,005	\$3,153	\$3,307	\$3,469
Bowling - Girls Head Coach	24	\$3,546	\$3,719	\$3,902	\$4,093	\$4,293	\$4,504	\$4,724	\$4,956
Bowling - Girls Assistant Coach	16.8	\$2,482	\$2,604	\$2,731	\$2,865	\$3,005	\$3,153	\$3,307	\$3,469
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,250	\$3,409	\$3,576	\$3,752	\$3,935	\$4,128	\$4,331	\$4,543
Asst.(Fall)	15.4	\$2,275	\$2,387	\$2,503	\$2,626	\$2,755	\$2,890	\$3,031	\$3,180
MS (Fall)	10.56	\$1,560	\$1,636	\$1,717	\$1,801	\$1,889	\$1,982	\$2,079	\$2,181
Head (Winter)	22	\$3,250	\$3,409	\$3,576	\$3,752	\$3,935	\$4,128	\$4,331	\$4,543
Asst. (Winter)	15.4	\$2,275	\$2,387	\$2,503	\$2,626	\$2,755	\$2,890	\$3,031	\$3,180
MS (Winter)	10.56	\$1,560	\$1,636	\$1,717	\$1,801	\$1,889	\$1,982	\$2,079	\$2,181
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$8,043	\$8,439	\$8,854	\$9,289	\$9,746	\$10,226	\$10,729	\$11,257

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$6,870	\$7,206	\$7,559	\$7,930	\$8,318	\$8,726	\$9,153	\$9,602
HS	31	\$4,580	\$4,804	\$5,039	\$5,286	\$5,545	\$5,817	\$6,102	\$6,401
Asst.	21.7	\$3,206	\$3,363	\$3,528	\$3,701	\$3,882	\$4,072	\$4,272	\$4,481
MS	14.88	\$2,198	\$2,306	\$2,419	\$2,537	\$2,662	\$2,792	\$2,929	\$3,073
MS Asst.	13.95	\$2,061	\$2,162	\$2,268	\$2,379	\$2,495	\$2,618	\$2,746	\$2,881
<b>FOOTBALL</b>									
Head	59	\$8,716	\$9,143	\$9,591	\$10,061	\$10,554	\$11,071	\$11,614	\$12,183
Asst.	41.3	\$6,101	\$6,400	\$6,714	\$7,043	\$7,388	\$7,750	\$8,130	\$8,528
Frosh	35.4	\$5,230	\$5,486	\$5,755	\$6,037	\$6,333	\$6,643	\$6,968	\$7,310
Asst. Frosh	32.45	\$4,794	\$5,029	\$5,275	\$5,534	\$5,805	\$6,089	\$6,388	\$6,701
MS (Head)	28.32	\$4,184	\$4,389	\$4,604	\$4,829	\$5,066	\$5,314	\$5,575	\$5,848
MS (Asst.)	26.55	\$3,922	\$4,114	\$4,316	\$4,528	\$4,749	\$4,982	\$5,226	\$5,482
<b>GOLF</b>									
Head (HS)	26	\$3,841	\$4,029	\$4,227	\$4,434	\$4,651	\$4,879	\$5,118	\$5,369
J.V. (HS)	18.2	\$2,689	\$2,820	\$2,959	\$3,104	\$3,256	\$3,415	\$3,583	\$3,758
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,807	\$2,944	\$3,089	\$3,240	\$3,399	\$3,565	\$3,740	\$3,923
<b>HOCKEY</b>									
Head (HS)	36	\$5,318	\$5,579	\$5,852	\$6,139	\$6,440	\$6,755	\$7,086	\$7,434
Asst. (HS)	25.2	\$3,723	\$3,905	\$4,097	\$4,297	\$4,508	\$4,729	\$4,961	\$5,204
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,466	\$5,734	\$6,015	\$6,310	\$6,619	\$6,943	\$7,283	\$7,640
Asst. (HS)	25.9	\$3,826	\$4,014	\$4,210	\$4,417	\$4,633	\$4,860	\$5,098	\$5,348
<b>SOCCER</b>									
Head	37	\$5,466	\$5,734	\$6,015	\$6,310	\$6,619	\$6,943	\$7,283	\$7,640
Asst.	25.9	\$3,826	\$4,014	\$4,210	\$4,417	\$4,633	\$4,860	\$5,098	\$5,348

## Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,318	\$5,579	\$5,852	\$6,139	\$6,440	\$6,755	\$7,086	\$7,434
Asst.	25.2	\$3,723	\$3,905	\$4,097	\$4,297	\$4,508	\$4,729	\$4,961	\$5,204
Frosh	21.6	\$3,191	\$3,347	\$3,511	\$3,683	\$3,864	\$4,053	\$4,252	\$4,460
MS	17.28	\$2,553	\$2,678	\$2,809	\$2,947	\$3,091	\$3,243	\$3,402	\$3,568
<b>SWIMMING</b>									
Head (HS)	33	\$4,875	\$5,114	\$5,365	\$5,627	\$5,903	\$6,192	\$6,496	\$6,814
Asst. (HS)	23.1	\$3,413	\$3,580	\$3,755	\$3,939	\$4,132	\$4,335	\$4,547	\$4,770
Head (MS)	15.84	\$2,340	\$2,455	\$2,575	\$2,701	\$2,834	\$2,972	\$3,118	\$3,271
<b>TENNIS</b>									
Head	24	\$3,546	\$3,719	\$3,902	\$4,093	\$4,293	\$4,504	\$4,724	\$4,956
Asst.	16.8	\$2,482	\$2,604	\$2,731	\$2,865	\$3,005	\$3,153	\$3,307	\$3,469
<b>TRACK</b>									
Head	43	\$6,352	\$6,664	\$6,990	\$7,333	\$7,692	\$8,069	\$8,464	\$8,879
Asst.	30.1	\$4,447	\$4,665	\$4,893	\$5,133	\$5,384	\$5,648	\$5,925	\$6,215
MS (Head)	20.64	\$3,049	\$3,199	\$3,355	\$3,520	\$3,692	\$3,873	\$4,063	\$4,262
MS (Asst.)	19.35	\$2,859	\$2,999	\$3,146	\$3,300	\$3,461	\$3,631	\$3,809	\$3,996
<b>VOLLEYBALL</b>									
Head	38	\$5,614	\$5,889	\$6,177	\$6,480	\$6,798	\$7,131	\$7,480	\$7,847
Asst.	26.6	\$3,930	\$4,122	\$4,324	\$4,536	\$4,758	\$4,992	\$5,236	\$5,493
Frosh	22.8	\$3,368	\$3,533	\$3,706	\$3,888	\$4,079	\$4,278	\$4,488	\$4,708
MS	18.24	\$2,695	\$2,827	\$2,965	\$3,110	\$3,263	\$3,423	\$3,590	\$3,766

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>WRESTLING</b>									
Head	43	\$6,352	\$6,664	\$6,990	\$7,333	\$7,692	\$8,069	\$8,464	\$8,879
Asst.	30.1	\$4,447	\$4,665	\$4,893	\$5,133	\$5,384	\$5,648	\$5,925	\$6,215
Frosh	25.8	\$3,811	\$3,998	\$4,194	\$4,400	\$4,615	\$4,841	\$5,079	\$5,327
MS (Head)	20.64	\$3,049	\$3,199	\$3,355	\$3,520	\$3,692	\$3,873	\$4,063	\$4,262
MS (Asst.)	19.35	\$2,859	\$2,999	\$3,146	\$3,300	\$3,461	\$3,631	\$3,809	\$3,996

As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,364	\$2,480	\$2,601	\$2,728	\$2,862	\$3,002	\$3,150	\$3,304
Academic Challenge - Troy	7	\$1,034	\$1,085	\$1,138	\$1,194	\$1,252	\$1,314	\$1,378	\$1,445
A.F.S. Club Advisor		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
Announcement Crew - Troy	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Candidates Forum	7	\$1,034	\$1,085	\$1,138	\$1,194	\$1,252	\$1,314	\$1,378	\$1,445
Chess Club - Troy	7	\$1,034	\$1,085	\$1,138	\$1,194	\$1,252	\$1,314	\$1,378	\$1,445
Comm. Service	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Competition Cheer	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Drama - HS	29	\$4,284	\$4,494	\$4,714	\$4,945	\$5,188	\$5,442	\$5,709	\$5,988
Drama - MS		\$1,567	\$1,643	\$1,724	\$1,809	\$1,898	\$1,992	\$2,091	\$2,194
Diversity Awareness	7	\$1,034	\$1,085	\$1,138	\$1,194	\$1,252	\$1,314	\$1,378	\$1,445
Environmental club	6	\$886	\$930	\$975	\$1,023	\$1,073	\$1,126	\$1,181	\$1,239
eSports	21	\$3,102	\$3,254	\$3,414	\$3,581	\$3,757	\$3,941	\$4,134	\$4,336
FBLA	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Foreign Lang. - French Club	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Foreign Lang. - Spanish Club	10	\$1,477	\$1,550	\$1,626	\$1,705	\$1,789	\$1,877	\$1,968	\$2,065
Key Club	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
Kids In Community Service (K-8)	9	\$1,330	\$1,395	\$1,463	\$1,535	\$1,610	\$1,689	\$1,772	\$1,858
Math Team - MS	10	\$1,477	\$1,550	\$1,626	\$1,705	\$1,789	\$1,877	\$1,968	\$2,065
Math Team - HS	12	\$1,773	\$1,860	\$1,951	\$2,046	\$2,147	\$2,252	\$2,362	\$2,478
Model UN	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Model UN (Asst)	7.7	\$1,138	\$1,193	\$1,252	\$1,313	\$1,377	\$1,445	\$1,516	\$1,590
NHS	15	\$2,216	\$2,325	\$2,438	\$2,558	\$2,683	\$2,815	\$2,953	\$3,097
NEHS (Nat'l English Hon. Soc.)	15	\$2,216	\$2,325	\$2,438	\$2,558	\$2,683	\$2,815	\$2,953	\$3,097
NFHS (Nat'l French Hon. Soc.)	6	\$886	\$930	\$975	\$1,023	\$1,073	\$1,126	\$1,181	\$1,239
PALS	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
PEP	12	\$1,773	\$1,860	\$1,951	\$2,046	\$2,147	\$2,252	\$2,362	\$2,478
Power of the Pen	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Healthy Kids (K-6)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Renaissance	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Robotics	21	\$3,102	\$3,254	\$3,414	\$3,581	\$3,757	\$3,941	\$4,134	\$4,336
S.A.D.D.	9	\$1,330	\$1,395	\$1,463	\$1,535	\$1,610	\$1,689	\$1,772	\$1,858
Science Olympiad	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Science Olympiad (2nd position)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Ski Club - HS	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Ski Club - MS	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Spelling Bee - Learwood	4	\$591	\$620	\$650	\$682	\$716	\$751	\$787	\$826

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$44,767

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Student Council - HS	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
Student Council - MS	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
Student Council - ES	9	\$1,330	\$1,395	\$1,463	\$1,535	\$1,610	\$1,689	\$1,772	\$1,858
Varsity Club	6	\$886	\$930	\$975	\$1,023	\$1,073	\$1,126	\$1,181	\$1,239
VICA (OWE CLUB)		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,377	\$2,494	\$2,616	\$2,745	\$2,880	\$3,021	\$3,169	\$3,325
PAR CONSULTANT		\$2,377	\$2,494	\$2,616	\$2,745	\$2,880	\$3,021	\$3,169	\$3,325
CURR. COORDINATOR		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
DEPT. CHAIR (HS)		\$1,746	\$1,831	\$1,921	\$2,015	\$2,113	\$2,216	\$2,323	\$2,435
DIST. CALENDAR		\$3,331	\$3,492	\$3,662	\$3,841	\$4,029	\$4,226	\$4,432	\$4,651
Ed. Options Prog. Coord.		\$4,226	\$4,433	\$4,650	\$4,878	\$5,117	\$5,368	\$5,631	\$5,907
GRADE CHAIR (ES)		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
8TH GRADE TRIP*	18	\$2,659	\$2,789	\$2,926	\$3,070	\$3,220	\$3,378	\$3,543	\$3,717
ADVISOR GRADE 9	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
ADVISOR GRADE 10	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
ADVISOR GRADE 11	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
ADVISOR GRADE 12	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
NEWSPAPER (HS)	17	\$2,511	\$2,635	\$2,764	\$2,899	\$3,041	\$3,190	\$3,346	\$3,510
OUTDOOR ED. SUPV.		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
PUBLICATIONS (MS)		\$1,567	\$1,643	\$1,724	\$1,809	\$1,898	\$1,992	\$2,091	\$2,194
SAFETY PTRL (ES)	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
TEAM LEADER (MS)		\$1,746	\$1,831	\$1,921	\$2,015	\$2,113	\$2,216	\$2,323	\$2,435
BLDG. ISTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,686	\$2,818	\$2,956	\$3,100	\$3,252	\$3,412	\$3,579	\$3,754
Building IT Technology Support		\$1,343	\$1,595	\$1,673	\$1,755	\$1,840	\$1,931	\$2,024	\$2,124
TV PRODUCTIONS (HS)	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
TV PRODUCTIONS (MS)	14	\$2,068	\$2,170	\$2,276	\$2,387	\$2,504	\$2,627	\$2,756	\$2,891
YEARBOOK (HS)	24	\$4,477	\$4,696	\$4,926	\$5,168	\$5,421	\$5,686	\$5,965	\$6,257
<b>INTRAMURALS</b>									
FALL (HS)		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
FALL (MS)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
FALL (Troy)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
WINTER (HS)		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
WINTER (MS)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
WINTER (Troy)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
SPRING (HS)		\$1,164	\$1,222	\$1,280	\$1,343	\$1,410	\$1,477	\$1,549	\$1,625
SPRING (MS)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
SPRING (Troy)	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
<b>MUSIC</b>									
<b>BAND</b>									
Marching Band		\$7,673	\$8,049	\$8,443	\$8,855	\$9,289	\$9,746	\$10,225	\$10,726
March. Band Asst.		\$3,331	\$3,492	\$3,662	\$3,841	\$4,029	\$4,226	\$4,432	\$4,651

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==>

\$44,767

Effective date ==>

7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Instrumental (MS)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Instrumental (Troy)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Jazz Ensemble (MS)	11	\$1,625	\$1,705	\$1,788	\$1,876	\$1,968	\$2,064	\$2,165	\$2,271
Recorder Ensemble	8	\$1,182	\$1,240	\$1,301	\$1,364	\$1,431	\$1,501	\$1,575	\$1,652
Concert Band (HS)		\$5,609	\$5,882	\$6,169	\$6,473	\$6,791	\$7,122	\$7,472	\$7,839
Pep Band		\$1,567	\$1,643	\$1,724	\$1,809	\$1,898	\$1,992	\$2,091	\$2,194
Majorettes (HS)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Guard Advisor (HS)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Percussion (HS)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Orchestra Director (HS)		\$1,791	\$1,878	\$1,970	\$2,067	\$2,168	\$2,275	\$2,386	\$2,503
<b>VOCAL</b>									
ElemChoir		\$1,520	\$1,595	\$1,673	\$1,755	\$1,840	\$1,931	\$2,024	\$2,124
Merples		\$1,567	\$1,643	\$1,724	\$1,809	\$1,898	\$1,992	\$2,091	\$2,194
Vocal (HS)		\$5,609	\$5,882	\$6,169	\$6,473	\$6,791	\$7,122	\$7,472	\$7,839
Vocal (MS)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892
Vocal (Troy)		\$2,068	\$2,171	\$2,279	\$2,391	\$2,507	\$2,628	\$2,758	\$2,892

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

# Avon Lake City Schools Teacher's Salary Schedule B

**Base Salary** \$44,333  
**PD Rate** \$33.25  
**Spot Sub** \$37.64

**Effective date** 7/1/2025

Years	Tutors (Hrly Rate)								
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII
0	\$25.22	\$44,333	\$46,106	\$47,879	\$50,096	\$51,204	\$52,313	\$53,421	\$54,529
1	\$25.92	\$46,328	\$48,234	\$50,185	\$52,667	\$53,775	\$54,884	\$55,992	\$57,100
2	\$26.62	\$48,323	\$50,362	\$52,490	\$55,238	\$56,347	\$57,455	\$58,563	\$59,672
3	\$27.32	\$50,318	\$52,490	\$54,795	\$57,810	\$58,918	\$60,026	\$61,135	\$62,243
4	\$28.01	\$52,313	\$54,618	\$57,100	\$60,381	\$61,489	\$62,598	\$63,706	\$64,814
5	\$28.71	\$54,307	\$56,746	\$59,406	\$62,952	\$64,061	\$65,169	\$66,277	\$67,386
6	\$29.41	\$56,302	\$58,874	\$61,711	\$65,524	\$66,632	\$67,740	\$68,849	\$69,957
7	\$30.11	\$58,297	\$61,002	\$64,016	\$68,139	\$69,248	\$70,356	\$71,464	\$72,573
8	\$30.81	\$60,292	\$63,130	\$66,322	\$70,755	\$71,863	\$72,972	\$74,080	\$75,188
9	\$31.50	\$62,287	\$65,258	\$68,627	\$73,371	\$74,479	\$75,587	\$76,695	\$77,804
10	\$32.20	\$64,282	\$67,386	\$70,932	\$75,986	\$77,094	\$78,203	\$79,311	\$80,419
11	\$32.90	\$66,277	\$69,514	\$73,238	\$78,602	\$79,710	\$80,818	\$81,927	\$83,035
12	\$33.60	\$68,272	\$71,642	\$75,543	\$81,217	\$82,326	\$83,434	\$84,542	\$85,651
13	\$34.30	\$70,267	\$73,769	\$77,848	\$83,833	\$84,941	\$86,050	\$87,158	\$88,266
14	\$35.00	\$72,262	\$75,897	\$80,153	\$86,449	\$87,557	\$88,665	\$89,774	\$90,882
15	\$35.69	\$74,035	\$77,671	\$81,927	\$88,222	\$89,330	\$90,439	\$91,547	\$92,655
16	\$35.87	\$74,479	\$78,114	\$82,370	\$88,665	\$89,774	\$90,882	\$91,990	\$93,099
17	\$36.04	\$74,922	\$78,557	\$82,813	\$89,109	\$90,217	\$91,325	\$92,434	\$93,542
18	\$36.33	\$75,365	\$79,001	\$83,257	\$89,552	\$90,660	\$91,769	\$92,877	\$93,985
19	\$36.39	\$75,809	\$79,444	\$83,700	\$89,995	\$91,104	\$92,212	\$93,320	\$94,429
20	\$36.57	\$76,252	\$79,887	\$84,143	\$90,439	\$91,547	\$92,655	\$93,764	\$94,872
21	\$36.74	\$76,695	\$80,331	\$84,587	\$90,882	\$91,990	\$93,099	\$94,207	\$95,315
22	\$36.92	\$77,139	\$80,774	\$85,030	\$91,325	\$92,434	\$93,542	\$94,650	\$95,758
23	\$37.09	\$77,582	\$81,217	\$85,473	\$91,769	\$92,877	\$93,985	\$95,093	\$96,202
24	\$37.27	\$78,025	\$81,661	\$85,917	\$92,212	\$93,320	\$94,429	\$95,537	\$96,645
25	\$37.44	\$78,469	\$82,104	\$86,360	\$92,655	\$93,764	\$94,872	\$95,980	\$97,088
26	\$37.61	\$78,912	\$82,547	\$86,803	\$93,099	\$94,207	\$95,315	\$96,423	\$97,532
27	\$37.79	\$79,355	\$82,991	\$87,247	\$93,542	\$94,650	\$95,758	\$96,867	\$97,975
28	\$37.96	\$79,577	\$83,212	\$87,468	\$93,764	\$94,872	\$95,980	\$97,088	\$98,197
29	\$38.14	\$79,799	\$83,434	\$87,690	\$93,985	\$95,093	\$96,202	\$97,310	\$98,418
30	\$38.31	\$80,020	\$83,656	\$87,912	\$94,207	\$95,315	\$96,423	\$97,532	\$98,640
31	\$38.49	\$80,242	\$83,877	\$88,133	\$94,429	\$95,537	\$96,645	\$97,753	\$98,862

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
 Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$44,333

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,720	\$6,000	\$6,294	\$6,602	\$6,926	\$7,265	\$7,621	\$7,994
<b>MS Athletic Supr.</b>									
Fall		\$1,349	\$1,415	\$1,485	\$1,558	\$1,634	\$1,714	\$1,799	\$1,887
Winter		\$1,506	\$1,580	\$1,658	\$1,739	\$1,824	\$1,914	\$2,008	\$2,107
Spring		\$588	\$617	\$647	\$679	\$713	\$748	\$784	\$823
<b>BASEBALL</b>									
Head	36	\$5,267	\$5,525	\$5,796	\$6,079	\$6,377	\$6,690	\$7,018	\$7,362
Asst.	25.2	\$3,687	\$3,867	\$4,057	\$4,256	\$4,464	\$4,683	\$4,912	\$5,153
Frosh	21.6	\$3,160	\$3,315	\$3,477	\$3,648	\$3,826	\$4,014	\$4,211	\$4,417
<b>BASKETBALL</b>									
Head	53	\$7,754	\$8,134	\$8,532	\$8,950	\$9,389	\$9,849	\$10,332	\$10,838
Asst.	37.1	\$5,428	\$5,694	\$5,973	\$6,265	\$6,572	\$6,894	\$7,232	\$7,586
Frosh	31.8	\$4,652	\$4,880	\$5,119	\$5,370	\$5,633	\$5,909	\$6,199	\$6,503
MS	25.44	\$3,722	\$3,904	\$4,095	\$4,296	\$4,507	\$4,728	\$4,959	\$5,202
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,511	\$3,683	\$3,864	\$4,053	\$4,252	\$4,460	\$4,678	\$4,908
Bowling - Boys Assistant Coach	16.8	\$2,458	\$2,578	\$2,705	\$2,837	\$2,976	\$3,122	\$3,275	\$3,435
Bowling - Girls Head Coach	24	\$3,511	\$3,683	\$3,864	\$4,053	\$4,252	\$4,460	\$4,678	\$4,908
Bowling - Girls Assistant Coach	16.8	\$2,458	\$2,578	\$2,705	\$2,837	\$2,976	\$3,122	\$3,275	\$3,435
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,219	\$3,376	\$3,542	\$3,715	\$3,897	\$4,088	\$4,289	\$4,499
Asst.(Fall)	15.4	\$2,253	\$2,363	\$2,479	\$2,601	\$2,728	\$2,862	\$3,002	\$3,149
MS (Fall)	10.56	\$1,545	\$1,621	\$1,700	\$1,783	\$1,871	\$1,962	\$2,059	\$2,159
Head (Winter)	22	\$3,219	\$3,376	\$3,542	\$3,715	\$3,897	\$4,088	\$4,289	\$4,499
Asst. (Winter)	15.4	\$2,253	\$2,363	\$2,479	\$2,601	\$2,728	\$2,862	\$3,002	\$3,149
MS (Winter)	10.56	\$1,545	\$1,621	\$1,700	\$1,783	\$1,871	\$1,962	\$2,059	\$2,159
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$7,965	\$8,357	\$8,768	\$9,199	\$9,652	\$10,127	\$10,625	\$11,148

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$44,333

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$6,803	\$7,136	\$7,486	\$7,853	\$8,237	\$8,641	\$9,064	\$9,509
HS	31	\$4,535	\$4,757	\$4,991	\$5,235	\$5,492	\$5,761	\$6,043	\$6,339
Asst.	21.7	\$3,175	\$3,330	\$3,493	\$3,665	\$3,844	\$4,033	\$4,230	\$4,437
MS	14.88	\$2,177	\$2,284	\$2,395	\$2,513	\$2,636	\$2,765	\$2,901	\$3,043
MS Asst.	13.95	\$2,041	\$2,141	\$2,246	\$2,356	\$2,471	\$2,592	\$2,719	\$2,853
<b>FOOTBALL</b>									
Head	59	\$8,632	\$9,055	\$9,498	\$9,964	\$10,452	\$10,964	\$11,501	\$12,065
Asst.	41.3	\$6,042	\$6,338	\$6,649	\$6,975	\$7,316	\$7,675	\$8,051	\$8,445
Frosh	35.4	\$5,179	\$5,433	\$5,699	\$5,978	\$6,271	\$6,578	\$6,901	\$7,239
Asst. Frosh	32.45	\$4,747	\$4,980	\$5,224	\$5,480	\$5,748	\$6,030	\$6,326	\$6,636
MS (Head)	28.32	\$4,143	\$4,346	\$4,559	\$4,783	\$5,017	\$5,263	\$5,521	\$5,791
MS (Asst.)	26.55	\$3,884	\$4,075	\$4,274	\$4,484	\$4,703	\$4,934	\$5,176	\$5,429
<b>GOLF</b>									
Head (HS)	26	\$3,804	\$3,990	\$4,186	\$4,391	\$4,606	\$4,832	\$5,068	\$5,317
J.V. (HS)	18.2	\$2,663	\$2,793	\$2,930	\$3,074	\$3,224	\$3,382	\$3,548	\$3,722
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,780	\$2,916	\$3,059	\$3,209	\$3,366	\$3,531	\$3,704	\$3,885
<b>HOCKEY</b>									
Head (HS)	36	\$5,267	\$5,525	\$5,796	\$6,079	\$6,377	\$6,690	\$7,018	\$7,362
Asst. (HS)	25.2	\$3,687	\$3,867	\$4,057	\$4,256	\$4,464	\$4,683	\$4,912	\$5,153
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,413	\$5,678	\$5,956	\$6,248	\$6,555	\$6,876	\$7,213	\$7,566
Asst. (HS)	25.9	\$3,789	\$3,975	\$4,170	\$4,374	\$4,588	\$4,813	\$5,049	\$5,296
<b>SOCCER</b>									
Head	37	\$5,413	\$5,678	\$5,956	\$6,248	\$6,555	\$6,876	\$7,213	\$7,566
Asst.	25.9	\$3,789	\$3,975	\$4,170	\$4,374	\$4,588	\$4,813	\$5,049	\$5,296

## Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==>

\$44,333

Effective date ==>

7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,267	\$5,525	\$5,796	\$6,079	\$6,377	\$6,690	\$7,018	\$7,362
Asst.	25.2	\$3,687	\$3,867	\$4,057	\$4,256	\$4,464	\$4,683	\$4,912	\$5,153
Frosh	21.6	\$3,160	\$3,315	\$3,477	\$3,648	\$3,826	\$4,014	\$4,211	\$4,417
MS	17.28	\$2,528	\$2,652	\$2,782	\$2,918	\$3,061	\$3,211	\$3,368	\$3,534
<b>SWIMMING</b>									
Head (HS)	33	\$4,828	\$5,064	\$5,313	\$5,573	\$5,846	\$6,132	\$6,433	\$6,748
Asst. (HS)	23.1	\$3,379	\$3,545	\$3,719	\$3,901	\$4,092	\$4,293	\$4,503	\$4,724
Head (MS)	15.84	\$2,317	\$2,431	\$2,550	\$2,675	\$2,806	\$2,944	\$3,088	\$3,239
<b>TENNIS</b>									
Head	24	\$3,511	\$3,683	\$3,864	\$4,053	\$4,252	\$4,460	\$4,678	\$4,908
Asst.	16.8	\$2,458	\$2,578	\$2,705	\$2,837	\$2,976	\$3,122	\$3,275	\$3,435
<b>TRACK</b>									
Head	43	\$6,291	\$6,599	\$6,922	\$7,262	\$7,617	\$7,991	\$8,382	\$8,793
Asst.	30.1	\$4,404	\$4,619	\$4,846	\$5,083	\$5,332	\$5,593	\$5,868	\$6,155
MS (Head)	20.64	\$3,020	\$3,168	\$3,323	\$3,486	\$3,656	\$3,836	\$4,023	\$4,221
MS (Asst.)	19.35	\$2,831	\$2,970	\$3,115	\$3,268	\$3,428	\$3,596	\$3,772	\$3,957
<b>VOLLEYBALL</b>									
Head	38	\$5,559	\$5,832	\$6,117	\$6,417	\$6,732	\$7,062	\$7,408	\$7,771
Asst.	26.6	\$3,892	\$4,082	\$4,282	\$4,492	\$4,712	\$4,943	\$5,185	\$5,439
Frosh	22.8	\$3,336	\$3,499	\$3,670	\$3,850	\$4,039	\$4,237	\$4,445	\$4,662
MS	18.24	\$2,668	\$2,799	\$2,936	\$3,080	\$3,231	\$3,390	\$3,556	\$3,730

## Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$44,333

Effective date ==> 7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>WRESTLING</b>									
Head	43	\$6,291	\$6,599	\$6,922	\$7,262	\$7,617	\$7,991	\$8,382	\$8,793
Asst.	30.1	\$4,404	\$4,619	\$4,846	\$5,083	\$5,332	\$5,593	\$5,868	\$6,155
Frosh	25.8	\$3,774	\$3,959	\$4,153	\$4,357	\$4,570	\$4,794	\$5,029	\$5,276
MS (Head)	20.64	\$3,020	\$3,168	\$3,323	\$3,486	\$3,656	\$3,836	\$4,023	\$4,221
MS (Asst.)	19.35	\$2,831	\$2,970	\$3,115	\$3,268	\$3,428	\$3,596	\$3,772	\$3,957

As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==>

\$44,333

Effective date ==>

7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,341	\$2,455	\$2,576	\$2,702	\$2,834	\$2,973	\$3,119	\$3,272
Academic Challenge - Troy	7	\$1,024	\$1,074	\$1,127	\$1,182	\$1,240	\$1,301	\$1,365	\$1,431
A.F.S. Club Advisor		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
Announcement Crew - Troy	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Candidates Forum	7	\$1,024	\$1,074	\$1,127	\$1,182	\$1,240	\$1,301	\$1,365	\$1,431
Chess Club - Troy	7	\$1,024	\$1,074	\$1,127	\$1,182	\$1,240	\$1,301	\$1,365	\$1,431
Comm. Service	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Competition Cheer	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Drama - HS	29	\$4,243	\$4,451	\$4,669	\$4,897	\$5,137	\$5,389	\$5,653	\$5,930
Drama - MS		\$1,552	\$1,627	\$1,707	\$1,791	\$1,880	\$1,973	\$2,070	\$2,172
Diversity Awareness	7	\$1,024	\$1,074	\$1,127	\$1,182	\$1,240	\$1,301	\$1,365	\$1,431
Environmental club	6	\$878	\$921	\$966	\$1,013	\$1,063	\$1,115	\$1,170	\$1,227
eSports	21	\$3,072	\$3,223	\$3,381	\$3,546	\$3,720	\$3,902	\$4,094	\$4,294
FBLA	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Foreign Lang. - French Club	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Foreign Lang. - Spanish Club	10	\$1,463	\$1,535	\$1,610	\$1,689	\$1,771	\$1,858	\$1,949	\$2,045
Key Club	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
Kids In Community Service (K-8)	9	\$1,317	\$1,381	\$1,449	\$1,520	\$1,594	\$1,672	\$1,754	\$1,840
Math Team - MS	10	\$1,463	\$1,535	\$1,610	\$1,689	\$1,771	\$1,858	\$1,949	\$2,045
Math Team - HS	12	\$1,756	\$1,842	\$1,932	\$2,026	\$2,126	\$2,230	\$2,339	\$2,454
Model UN	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Model UN (Asst)	7.7	\$1,126	\$1,182	\$1,240	\$1,300	\$1,364	\$1,431	\$1,501	\$1,575
NHS	15	\$2,194	\$2,302	\$2,415	\$2,533	\$2,657	\$2,787	\$2,924	\$3,067
NEHS (Nat'l English Hon. Soc.)	15	\$2,194	\$2,302	\$2,415	\$2,533	\$2,657	\$2,787	\$2,924	\$3,067
NFHS (Nat'l French Hon. Soc.)	6	\$878	\$921	\$966	\$1,013	\$1,063	\$1,115	\$1,170	\$1,227
PALS	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
PEP	12	\$1,756	\$1,842	\$1,932	\$2,026	\$2,126	\$2,230	\$2,339	\$2,454
Power of the Pen	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Healthy Kids (K-6)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Renaissance	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Robotics	21	\$3,072	\$3,223	\$3,381	\$3,546	\$3,720	\$3,902	\$4,094	\$4,294
S.A.D.D.	9	\$1,317	\$1,381	\$1,449	\$1,520	\$1,594	\$1,672	\$1,754	\$1,840
Science Olympiad	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Science Olympiad (2nd position)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Ski Club - HS	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Ski Club - MS	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Spelling Bee - Learwood	4	\$585	\$614	\$644	\$675	\$709	\$743	\$780	\$818

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==>

\$44,333

Effective date ==>

7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Student Council - HS	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
Student Council - MS	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
Student Council - ES	9	\$1,317	\$1,381	\$1,449	\$1,520	\$1,594	\$1,672	\$1,754	\$1,840
Varsity Club	6	\$878	\$921	\$966	\$1,013	\$1,063	\$1,115	\$1,170	\$1,227
VICA (OWE CLUB)		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,354	\$2,470	\$2,591	\$2,718	\$2,852	\$2,992	\$3,139	\$3,293
PAR CONSULTANT		\$2,354	\$2,470	\$2,591	\$2,718	\$2,852	\$2,992	\$3,139	\$3,293
CURR. COORDINATOR		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
DEPT. CHAIR (HS)		\$1,729	\$1,813	\$1,902	\$1,995	\$2,093	\$2,194	\$2,301	\$2,412
DIST. CALENDAR		\$3,298	\$3,458	\$3,626	\$3,804	\$3,990	\$4,185	\$4,389	\$4,606
Ed. Options Prog. Coord.		\$4,185	\$4,390	\$4,605	\$4,831	\$5,068	\$5,316	\$5,576	\$5,850
GRADE CHAIR (ES)		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
8TH GRADE TRIP*	18	\$2,633	\$2,762	\$2,898	\$3,040	\$3,189	\$3,345	\$3,509	\$3,681
ADVISOR GRADE 9	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
ADVISOR GRADE 10	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
ADVISOR GRADE 11	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
ADVISOR GRADE 12	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
NEWSPAPER (HS)	17	\$2,487	\$2,609	\$2,737	\$2,871	\$3,012	\$3,159	\$3,314	\$3,476
OUTDOOR ED. SUPV.		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
PUBLICATIONS (MS)		\$1,552	\$1,627	\$1,707	\$1,791	\$1,880	\$1,973	\$2,070	\$2,172
SAFETY PTRL (ES)	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
TEAM LEADER (MS)		\$1,729	\$1,813	\$1,902	\$1,995	\$2,093	\$2,194	\$2,301	\$2,412
BLDG. ISTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,660	\$2,790	\$2,927	\$3,070	\$3,221	\$3,379	\$3,544	\$3,718
Building IT Technology Support		\$1,330	\$1,580	\$1,656	\$1,738	\$1,823	\$1,912	\$2,005	\$2,104
TV PRODUCTIONS (HS)	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
TV PRODUCTIONS (MS)	14	\$2,048	\$2,149	\$2,254	\$2,364	\$2,480	\$2,602	\$2,729	\$2,863
YEARBOOK (HS)	24	\$4,433	\$4,650	\$4,878	\$5,117	\$5,368	\$5,631	\$5,907	\$6,197
<b>INTRAMURALS</b>									
FALL (HS)		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
FALL (MS)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
FALL (Troy)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
WINTER (HS)		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
WINTER (MS)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
WINTER (Troy)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
SPRING (HS)		\$1,153	\$1,210	\$1,268	\$1,330	\$1,396	\$1,463	\$1,534	\$1,609
SPRING (MS)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
SPRING (Troy)	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
<b>MUSIC</b>									
<b>BAND</b>									
Marching Band		\$7,599	\$7,971	\$8,361	\$8,769	\$9,199	\$9,651	\$10,126	\$10,622
March. Band Asst.		\$3,298	\$3,458	\$3,626	\$3,804	\$3,990	\$4,185	\$4,389	\$4,606

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==>

\$44,333

Effective date ==>

7/1/2025

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Instrumental (MS)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Instrumental (Troy)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Jazz Ensemble (MS)	11	\$1,609	\$1,688	\$1,771	\$1,858	\$1,949	\$2,044	\$2,144	\$2,249
Recorder Ensemble	8	\$1,170	\$1,228	\$1,288	\$1,351	\$1,417	\$1,487	\$1,559	\$1,636
Concert Band (HS)		\$5,555	\$5,825	\$6,109	\$6,410	\$6,725	\$7,053	\$7,399	\$7,763
Pep Band		\$1,552	\$1,627	\$1,707	\$1,791	\$1,880	\$1,973	\$2,070	\$2,172
Majorettes (HS)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Guard Advisor (HS)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Percussion (HS)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Orchestra Director (HS)		\$1,773	\$1,860	\$1,951	\$2,047	\$2,147	\$2,252	\$2,363	\$2,479
<b>VOCAL</b>									
ElemChoir		\$1,506	\$1,580	\$1,656	\$1,738	\$1,823	\$1,912	\$2,005	\$2,104
Merples		\$1,552	\$1,627	\$1,707	\$1,791	\$1,880	\$1,973	\$2,070	\$2,172
Vocal (HS)		\$5,555	\$5,825	\$6,109	\$6,410	\$6,725	\$7,053	\$7,399	\$7,763
Vocal (MS)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864
Vocal (Troy)		\$2,048	\$2,150	\$2,257	\$2,367	\$2,483	\$2,602	\$2,731	\$2,864

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

# Salary Schedules

**07/01/2026**

**to**

**06/30/2027**

Please refer to Article 28, Salary

2026-2027

Schedule A – First contingency is met November 2024

Schedule B – First contingency is not met November 2024, but the second contingency is met prior to the start of the 2025-2026 school year

Schedule C – No contingencies are met

# Avon Lake City Schools Teacher's Salary Schedule A

Base Salary \$46,110  
 PD Rate \$34.58  
 Spot Sub \$39.15

Effective date 7/1/2026

Years	Tutors (Hrly Rate)								
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII
0	\$26.23	\$46,110	\$47,955	\$49,799	\$52,105	\$53,257	\$54,410	\$55,563	\$56,716
1	\$26.96	\$48,185	\$50,168	\$52,197	\$54,779	\$55,932	\$57,085	\$58,237	\$59,390
2	\$27.68	\$50,260	\$52,381	\$54,595	\$57,453	\$58,606	\$59,759	\$60,912	\$62,064
3	\$28.41	\$52,335	\$54,595	\$56,992	\$60,128	\$61,281	\$62,433	\$63,586	\$64,739
4	\$29.14	\$54,410	\$56,808	\$59,390	\$62,802	\$63,955	\$65,108	\$66,260	\$67,413
5	\$29.86	\$56,485	\$59,021	\$61,788	\$65,477	\$66,629	\$67,782	\$68,935	\$70,088
6	\$30.59	\$58,560	\$61,234	\$64,186	\$68,151	\$69,304	\$70,457	\$71,609	\$72,762
7	\$31.32	\$60,635	\$63,448	\$66,583	\$70,872	\$72,024	\$73,177	\$74,330	\$75,483
8	\$32.04	\$62,710	\$65,661	\$68,981	\$73,592	\$74,745	\$75,898	\$77,050	\$78,203
9	\$32.77	\$64,785	\$67,874	\$71,379	\$76,313	\$77,465	\$78,618	\$79,771	\$80,924
10	\$33.49	\$66,860	\$70,088	\$73,776	\$79,033	\$80,186	\$81,339	\$82,491	\$83,644
11	\$34.22	\$68,935	\$72,301	\$76,174	\$81,754	\$82,906	\$84,059	\$85,212	\$86,365
12	\$34.95	\$71,010	\$74,514	\$78,572	\$84,474	\$85,627	\$86,780	\$87,932	\$89,085
13	\$35.67	\$73,085	\$76,728	\$80,970	\$87,195	\$88,347	\$89,500	\$90,653	\$91,806
14	\$36.40	\$75,160	\$78,941	\$83,367	\$89,915	\$91,068	\$92,221	\$93,373	\$94,526
15	\$37.13	\$77,004	\$80,785	\$85,212	\$91,759	\$92,912	\$94,065	\$95,218	\$96,370
16	\$37.31	\$77,465	\$81,246	\$85,673	\$92,221	\$93,373	\$94,526	\$95,679	\$96,832
17	\$37.49	\$77,926	\$81,707	\$86,134	\$92,682	\$93,834	\$94,987	\$96,140	\$97,293
18	\$37.79	\$78,387	\$82,169	\$86,595	\$93,143	\$94,296	\$95,448	\$96,601	\$97,754
19	\$37.85	\$78,849	\$82,630	\$87,056	\$93,604	\$94,757	\$95,909	\$97,062	\$98,215
20	\$38.03	\$79,310	\$83,091	\$87,517	\$94,065	\$95,218	\$96,370	\$97,523	\$98,676
21	\$38.21	\$79,771	\$83,552	\$87,978	\$94,526	\$95,679	\$96,832	\$97,984	\$99,137
22	\$38.40	\$80,232	\$84,013	\$88,440	\$94,987	\$96,140	\$97,293	\$98,445	\$99,598
23	\$38.58	\$80,693	\$84,474	\$88,901	\$95,448	\$96,601	\$97,754	\$98,907	\$100,059
24	\$38.76	\$81,154	\$84,935	\$89,362	\$95,909	\$97,062	\$98,215	\$99,368	\$100,520
25	\$38.94	\$81,615	\$85,396	\$89,823	\$96,370	\$97,523	\$98,676	\$99,829	\$100,982
26	\$39.12	\$82,076	\$85,857	\$90,284	\$96,832	\$97,984	\$99,137	\$100,290	\$101,443
27	\$39.30	\$82,537	\$86,318	\$90,745	\$97,293	\$98,445	\$99,598	\$100,751	\$101,904
28	\$39.49	\$82,768	\$86,549	\$90,976	\$97,523	\$98,676	\$99,829	\$100,982	\$102,134
29	\$39.67	\$82,999	\$86,780	\$91,206	\$97,754	\$98,907	\$100,059	\$101,212	\$102,365
30	\$39.85	\$83,229	\$87,010	\$91,437	\$97,984	\$99,137	\$100,290	\$101,443	\$102,595
31	\$40.03	\$83,460	\$87,241	\$91,667	\$98,215	\$99,368	\$100,520	\$101,673	\$102,826

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
 Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,949	\$6,240	\$6,546	\$6,867	\$7,203	\$7,556	\$7,927	\$8,315
<b>MS Athletic Supr.</b>									
Fall		\$1,403	\$1,472	\$1,544	\$1,620	\$1,700	\$1,783	\$1,871	\$1,963
Winter		\$1,566	\$1,643	\$1,724	\$1,809	\$1,897	\$1,991	\$2,088	\$2,191
Spring		\$612	\$642	\$673	\$707	\$741	\$778	\$816	\$856
<b>BASEBALL</b>									
Head	36	\$5,478	\$5,746	\$6,028	\$6,323	\$6,633	\$6,958	\$7,299	\$7,657
Asst.	25.2	\$3,835	\$4,022	\$4,220	\$4,426	\$4,643	\$4,871	\$5,109	\$5,360
Frosh	21.6	\$3,287	\$3,448	\$3,617	\$3,794	\$3,980	\$4,175	\$4,379	\$4,594
<b>BASKETBALL</b>									
Head	53	\$8,065	\$8,460	\$8,874	\$9,309	\$9,765	\$10,244	\$10,746	\$11,272
Asst.	37.1	\$5,645	\$5,922	\$6,212	\$6,516	\$6,836	\$7,171	\$7,522	\$7,891
Frosh	31.8	\$4,839	\$5,076	\$5,325	\$5,586	\$5,859	\$6,146	\$6,448	\$6,763
MS	25.44	\$3,871	\$4,061	\$4,260	\$4,468	\$4,687	\$4,917	\$5,158	\$5,411
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,652	\$3,831	\$4,019	\$4,216	\$4,422	\$4,639	\$4,866	\$5,104
Bowling - Boys Assistant Coach	16.8	\$2,556	\$2,682	\$2,813	\$2,951	\$3,095	\$3,247	\$3,406	\$3,573
Bowling - Girls Head Coach	24	\$3,652	\$3,831	\$4,019	\$4,216	\$4,422	\$4,639	\$4,866	\$5,104
Bowling - Girls Assistant Coach	16.8	\$2,556	\$2,682	\$2,813	\$2,951	\$3,095	\$3,247	\$3,406	\$3,573
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,348	\$3,512	\$3,684	\$3,864	\$4,054	\$4,252	\$4,461	\$4,679
Asst.(Fall)	15.4	\$2,343	\$2,458	\$2,579	\$2,705	\$2,837	\$2,977	\$3,122	\$3,275
MS (Fall)	10.56	\$1,607	\$1,686	\$1,768	\$1,855	\$1,946	\$2,041	\$2,141	\$2,246
Head (Winter)	22	\$3,348	\$3,512	\$3,684	\$3,864	\$4,054	\$4,252	\$4,461	\$4,679
Asst. (Winter)	15.4	\$2,343	\$2,458	\$2,579	\$2,705	\$2,837	\$2,977	\$3,122	\$3,275
MS (Winter)	10.56	\$1,607	\$1,686	\$1,768	\$1,855	\$1,946	\$2,041	\$2,141	\$2,246
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$8,284	\$8,692	\$9,119	\$9,568	\$10,039	\$10,533	\$11,051	\$11,595

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$7,076	\$7,422	\$7,786	\$8,168	\$8,568	\$8,988	\$9,428	\$9,890
HS	31	\$4,717	\$4,948	\$5,191	\$5,445	\$5,712	\$5,992	\$6,285	\$6,593
Asst.	21.7	\$3,302	\$3,464	\$3,633	\$3,812	\$3,998	\$4,194	\$4,400	\$4,615
MS	14.88	\$2,264	\$2,375	\$2,492	\$2,614	\$2,742	\$2,876	\$3,017	\$3,165
MS Asst.	13.95	\$2,123	\$2,227	\$2,336	\$2,450	\$2,570	\$2,696	\$2,828	\$2,967
<b>FOOTBALL</b>									
Head	59	\$8,978	\$9,418	\$9,879	\$10,363	\$10,871	\$11,404	\$11,962	\$12,549
Asst.	41.3	\$6,284	\$6,592	\$6,915	\$7,254	\$7,610	\$7,983	\$8,374	\$8,784
Frosh	35.4	\$5,387	\$5,651	\$5,927	\$6,218	\$6,523	\$6,842	\$7,177	\$7,529
Asst. Frosh	32.45	\$4,938	\$5,180	\$5,433	\$5,700	\$5,979	\$6,272	\$6,579	\$6,902
MS (Head)	28.32	\$4,309	\$4,520	\$4,742	\$4,974	\$5,218	\$5,474	\$5,742	\$6,023
MS (Asst.)	26.55	\$4,040	\$4,238	\$4,446	\$4,663	\$4,892	\$5,132	\$5,383	\$5,647
<b>GOLF</b>									
Head (HS)	26	\$3,956	\$4,150	\$4,353	\$4,567	\$4,791	\$5,025	\$5,272	\$5,530
J.V. (HS)	18.2	\$2,769	\$2,905	\$3,047	\$3,197	\$3,353	\$3,518	\$3,690	\$3,871
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,891	\$3,033	\$3,181	\$3,337	\$3,501	\$3,672	\$3,852	\$4,041
<b>HOCKEY</b>									
Head (HS)	36	\$5,478	\$5,746	\$6,028	\$6,323	\$6,633	\$6,958	\$7,299	\$7,657
Asst. (HS)	25.2	\$3,835	\$4,022	\$4,220	\$4,426	\$4,643	\$4,871	\$5,109	\$5,360
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,630	\$5,906	\$6,195	\$6,499	\$6,817	\$7,151	\$7,502	\$7,869
Asst. (HS)	25.9	\$3,941	\$4,134	\$4,337	\$4,549	\$4,772	\$5,006	\$5,251	\$5,509
<b>SOCCER</b>									
Head	37	\$5,630	\$5,906	\$6,195	\$6,499	\$6,817	\$7,151	\$7,502	\$7,869
Asst.	25.9	\$3,941	\$4,134	\$4,337	\$4,549	\$4,772	\$5,006	\$5,251	\$5,509

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,478	\$5,746	\$6,028	\$6,323	\$6,633	\$6,958	\$7,299	\$7,657
Asst.	25.2	\$3,835	\$4,022	\$4,220	\$4,426	\$4,643	\$4,871	\$5,109	\$5,360
Frosh	21.6	\$3,287	\$3,448	\$3,617	\$3,794	\$3,980	\$4,175	\$4,379	\$4,594
MS	17.28	\$2,629	\$2,758	\$2,893	\$3,035	\$3,184	\$3,340	\$3,504	\$3,675
<b>SWIMMING</b>									
Head (HS)	33	\$5,021	\$5,267	\$5,526	\$5,796	\$6,080	\$6,378	\$6,691	\$7,019
Asst. (HS)	23.1	\$3,515	\$3,687	\$3,868	\$4,057	\$4,256	\$4,465	\$4,684	\$4,913
Head (MS)	15.84	\$2,410	\$2,528	\$2,652	\$2,782	\$2,919	\$3,062	\$3,212	\$3,369
<b>TENNIS</b>									
Head	24	\$3,652	\$3,831	\$4,019	\$4,216	\$4,422	\$4,639	\$4,866	\$5,104
Asst.	16.8	\$2,556	\$2,682	\$2,813	\$2,951	\$3,095	\$3,247	\$3,406	\$3,573
<b>TRACK</b>									
Head	43	\$6,543	\$6,864	\$7,200	\$7,553	\$7,923	\$8,311	\$8,718	\$9,146
Asst.	30.1	\$4,580	\$4,805	\$5,040	\$5,287	\$5,546	\$5,818	\$6,103	\$6,402
MS (Head)	20.64	\$3,141	\$3,295	\$3,456	\$3,625	\$3,803	\$3,989	\$4,185	\$4,390
MS (Asst.)	19.35	\$2,944	\$3,089	\$3,240	\$3,399	\$3,565	\$3,740	\$3,923	\$4,115
<b>VOLLEYBALL</b>									
Head	38	\$5,782	\$6,066	\$6,363	\$6,675	\$7,002	\$7,345	\$7,705	\$8,082
Asst.	26.6	\$4,048	\$4,246	\$4,454	\$4,672	\$4,901	\$5,141	\$5,393	\$5,657
Frosh	22.8	\$3,469	\$3,639	\$3,818	\$4,005	\$4,201	\$4,407	\$4,623	\$4,849
MS	18.24	\$2,775	\$2,911	\$3,054	\$3,204	\$3,361	\$3,525	\$3,698	\$3,879

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII
		Year 1	Year 2	Year 3	Year 5	Year 7	Year 9	Year 11	Year 13
<b>WRESTLING</b>									
Head	43	\$6,543	\$6,864	\$7,200	\$7,553	\$7,923	\$8,311	\$8,718	\$9,146
Asst.	30.1	\$4,580	\$4,805	\$5,040	\$5,287	\$5,546	\$5,818	\$6,103	\$6,402
Frosh	25.8	\$3,926	\$4,118	\$4,320	\$4,532	\$4,754	\$4,987	\$5,231	\$5,487
MS (Head)	20.64	\$3,141	\$3,295	\$3,456	\$3,625	\$3,803	\$3,989	\$4,185	\$4,390
MS (Asst.)	19.35	\$2,944	\$3,089	\$3,240	\$3,399	\$3,565	\$3,740	\$3,923	\$4,115

As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,435	\$2,554	\$2,679	\$2,810	\$2,948	\$3,092	\$3,244	\$3,403
Academic Challenge - Troy	7	\$1,065	\$1,117	\$1,172	\$1,230	\$1,290	\$1,353	\$1,419	\$1,489
A.F.S. Club Advisor		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
Announcement Crew - Troy	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Candidates Forum	7	\$1,065	\$1,117	\$1,172	\$1,230	\$1,290	\$1,353	\$1,419	\$1,489
Chess Club - Troy	7	\$1,065	\$1,117	\$1,172	\$1,230	\$1,290	\$1,353	\$1,419	\$1,489
Comm. Service	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Competition Cheer	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Drama - HS	29	\$4,413	\$4,629	\$4,856	\$5,094	\$5,343	\$5,605	\$5,880	\$6,168
Drama - MS		\$1,614	\$1,692	\$1,775	\$1,863	\$1,955	\$2,052	\$2,153	\$2,259
Diversity Awareness	7	\$1,065	\$1,117	\$1,172	\$1,230	\$1,290	\$1,353	\$1,419	\$1,489
Environmental club	6	\$913	\$958	\$1,005	\$1,054	\$1,106	\$1,160	\$1,217	\$1,276
eSports	21	\$3,195	\$3,352	\$3,516	\$3,689	\$3,869	\$4,059	\$4,258	\$4,466
FBLA	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Foreign Lang. - French Club	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Foreign Lang. - Spanish Club	10	\$1,522	\$1,596	\$1,674	\$1,756	\$1,843	\$1,933	\$2,028	\$2,127
Key Club	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
Kids In Community Service (K-8)	9	\$1,369	\$1,437	\$1,507	\$1,581	\$1,658	\$1,740	\$1,825	\$1,914
Math Team - MS	10	\$1,522	\$1,596	\$1,674	\$1,756	\$1,843	\$1,933	\$2,028	\$2,127
Math Team - HS	12	\$1,826	\$1,915	\$2,009	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552
Model UN	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Model UN (Asst)	7.7	\$1,172	\$1,229	\$1,289	\$1,352	\$1,419	\$1,488	\$1,561	\$1,638
NHS	15	\$2,282	\$2,394	\$2,512	\$2,635	\$2,764	\$2,899	\$3,041	\$3,190
NEHS (Nat'l English Hon. Soc.)	15	\$2,282	\$2,394	\$2,512	\$2,635	\$2,764	\$2,899	\$3,041	\$3,190
NFHS (Nat'l French Hon. Soc.)	6	\$913	\$958	\$1,005	\$1,054	\$1,106	\$1,160	\$1,217	\$1,276
PALS	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
PEP	12	\$1,826	\$1,915	\$2,009	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552
Power of the Pen	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Healthy Kids (K-6)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Renaissance	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Robotics	21	\$3,195	\$3,352	\$3,516	\$3,689	\$3,869	\$4,059	\$4,258	\$4,466
S.A.D.D.	9	\$1,369	\$1,437	\$1,507	\$1,581	\$1,658	\$1,740	\$1,825	\$1,914
Science Olympiad	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Science Olympiad (2nd position)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Ski Club - HS	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Ski Club - MS	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Spelling Bee - Learwood	4	\$609	\$638	\$670	\$703	\$737	\$773	\$811	\$851
Student Council - HS	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
Student Council - MS	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
Student Council - ES	9	\$1,369	\$1,437	\$1,507	\$1,581	\$1,658	\$1,740	\$1,825	\$1,914
Varsity Club	6	\$913	\$958	\$1,005	\$1,054	\$1,106	\$1,160	\$1,217	\$1,276
VICA (OWE CLUB)		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==>

\$46,110

Effective date ==>

7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,448	\$2,569	\$2,695	\$2,827	\$2,966	\$3,112	\$3,265	\$3,425
PAR CONSULTANT		\$2,448	\$2,569	\$2,695	\$2,827	\$2,966	\$3,112	\$3,265	\$3,425
CURR. COORDINATOR		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
DEPT. CHAIR (HS)		\$1,798	\$1,886	\$1,978	\$2,075	\$2,176	\$2,282	\$2,393	\$2,508
DIST. CALENDAR		\$3,431	\$3,597	\$3,772	\$3,956	\$4,150	\$4,353	\$4,565	\$4,791
Ed. Options Prog. Coord.		\$4,353	\$4,566	\$4,790	\$5,025	\$5,271	\$5,529	\$5,800	\$6,084
GRADE CHAIR (ES)		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
8TH GRADE TRIP*	18	\$2,739	\$2,873	\$3,014	\$3,162	\$3,317	\$3,479	\$3,650	\$3,828
ADVISOR GRADE 9	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
ADVISOR GRADE 10	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
ADVISOR GRADE 11	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
ADVISOR GRADE 12	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
NEWSPAPER (HS)	17	\$2,587	\$2,714	\$2,847	\$2,986	\$3,132	\$3,286	\$3,447	\$3,616
OUTDOOR ED. SUPV.		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
PUBLICATIONS (MS)		\$1,614	\$1,692	\$1,775	\$1,863	\$1,955	\$2,052	\$2,153	\$2,259
SAFETY PTRL (ES)	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
TEAM LEADER (MS)		\$1,798	\$1,886	\$1,978	\$2,075	\$2,176	\$2,282	\$2,393	\$2,508
BLDG. INSTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,766	\$2,902	\$3,044	\$3,193	\$3,350	\$3,514	\$3,686	\$3,867
Building IT Technology Support		\$1,383	\$1,643	\$1,723	\$1,808	\$1,896	\$1,989	\$2,085	\$2,188
TV PRODUCTIONS (HS)	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
TV PRODUCTIONS (MS)	14	\$2,130	\$2,235	\$2,344	\$2,459	\$2,580	\$2,706	\$2,839	\$2,978
YEARBOOK (HS)	24	\$4,611	\$4,837	\$5,074	\$5,323	\$5,583	\$5,857	\$6,144	\$6,445
<b>INTRAMURALS</b>									
FALL (HS)		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
FALL (MS)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
FALL (Troy)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
WINTER (HS)		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
WINTER (MS)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
WINTER (Troy)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
SPRING (HS)		\$1,199	\$1,259	\$1,319	\$1,383	\$1,452	\$1,522	\$1,595	\$1,674
SPRING (MS)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
SPRING (Troy)	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
<b>MUSIC</b>									
<b>BAND</b>									
Marching Band		\$7,903	\$8,291	\$8,696	\$9,121	\$9,568	\$10,038	\$10,532	\$11,048
March. Band Asst.		\$3,431	\$3,597	\$3,772	\$3,956	\$4,150	\$4,353	\$4,565	\$4,791
Instrumental (MS)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Instrumental (Troy)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Jazz Ensemble (MS)	11	\$1,674	\$1,756	\$1,842	\$1,932	\$2,027	\$2,126	\$2,230	\$2,340
Recorder Ensemble	8	\$1,217	\$1,277	\$1,340	\$1,405	\$1,474	\$1,546	\$1,622	\$1,701
Concert Band (HS)		\$5,778	\$6,059	\$6,354	\$6,668	\$6,995	\$7,336	\$7,696	\$8,074
Pep Band		\$1,614	\$1,692	\$1,775	\$1,863	\$1,955	\$2,052	\$2,153	\$2,259

# Avon Lake City Schools Supplemental Salary Schedule A

Base Salary ==> \$46,110

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Majorettes (HS)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Guard Advisor (HS)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Percussion (HS)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Orchestra Director (HS)		\$1,844	\$1,935	\$2,030	\$2,129	\$2,233	\$2,343	\$2,458	\$2,578
<b>VOCAL</b>									
ElemChoir		\$1,566	\$1,643	\$1,723	\$1,808	\$1,896	\$1,989	\$2,085	\$2,188
Merples		\$1,614	\$1,692	\$1,775	\$1,863	\$1,955	\$2,052	\$2,153	\$2,259
Vocal (HS)		\$5,778	\$6,059	\$6,354	\$6,668	\$6,995	\$7,336	\$7,696	\$8,074
Vocal (MS)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979
Vocal (Troy)		\$2,130	\$2,236	\$2,347	\$2,462	\$2,582	\$2,707	\$2,840	\$2,979

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

# Avon Lake City Schools Teacher's Salary Schedule B

Base Salary \$45,618  
PD Rate \$34.21  
Spot Sub \$38.73

Effective date 7/1/2026

Years	Tutors (Hrly Rate)								
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII
0	\$25.95	\$45,618	\$47,443	\$49,268	\$51,549	\$52,689	\$53,830	\$54,970	\$56,110
1	\$26.67	\$47,671	\$49,633	\$51,640	\$54,195	\$55,335	\$56,475	\$57,616	\$58,756
2	\$27.39	\$49,724	\$51,822	\$54,012	\$56,840	\$57,981	\$59,121	\$60,262	\$61,402
3	\$28.11	\$51,777	\$54,012	\$56,384	\$59,486	\$60,627	\$61,767	\$62,908	\$64,048
4	\$28.83	\$53,830	\$56,202	\$58,756	\$62,132	\$63,273	\$64,413	\$65,553	\$66,694
5	\$29.54	\$55,882	\$58,391	\$61,128	\$64,778	\$65,918	\$67,059	\$68,199	\$69,340
6	\$30.26	\$57,935	\$60,581	\$63,501	\$67,424	\$68,564	\$69,705	\$70,845	\$71,986
7	\$30.98	\$59,988	\$62,771	\$65,873	\$70,115	\$71,256	\$72,396	\$73,537	\$74,677
8	\$31.70	\$62,041	\$64,960	\$68,245	\$72,807	\$73,947	\$75,088	\$76,228	\$77,369
9	\$32.42	\$64,094	\$67,150	\$70,617	\$75,498	\$76,639	\$77,779	\$78,920	\$80,060
10	\$33.14	\$66,147	\$69,340	\$72,989	\$78,190	\$79,330	\$80,471	\$81,611	\$82,752
11	\$33.86	\$68,199	\$71,529	\$75,361	\$80,881	\$82,022	\$83,162	\$84,303	\$85,443
12	\$34.57	\$70,252	\$73,719	\$77,734	\$83,573	\$84,713	\$85,854	\$86,994	\$88,135
13	\$35.29	\$72,305	\$75,909	\$80,106	\$86,264	\$87,405	\$88,545	\$89,686	\$90,826
14	\$36.01	\$74,358	\$78,098	\$82,478	\$88,956	\$90,096	\$91,237	\$92,377	\$93,517
15	\$36.73	\$76,413	\$79,923	\$84,303	\$90,780	\$91,921	\$93,061	\$94,202	\$95,342
16	\$36.91	\$76,639	\$80,379	\$84,759	\$91,237	\$92,377	\$93,517	\$94,658	\$95,798
17	\$37.09	\$77,095	\$80,836	\$85,215	\$91,693	\$92,833	\$93,974	\$95,114	\$96,255
18	\$37.39	\$77,551	\$81,292	\$85,671	\$92,149	\$93,289	\$94,430	\$95,570	\$96,711
19	\$37.45	\$78,007	\$81,748	\$86,127	\$92,605	\$93,746	\$94,886	\$96,026	\$97,167
20	\$37.63	\$78,463	\$82,204	\$86,583	\$93,061	\$94,202	\$95,342	\$96,483	\$97,623
21	\$37.81	\$78,920	\$82,660	\$87,040	\$93,517	\$94,658	\$95,798	\$96,939	\$98,079
22	\$37.99	\$79,376	\$83,117	\$87,496	\$93,974	\$95,114	\$96,255	\$97,395	\$98,535
23	\$38.17	\$79,832	\$83,573	\$87,952	\$94,430	\$95,570	\$96,711	\$97,851	\$98,992
24	\$38.35	\$80,288	\$84,029	\$88,408	\$94,886	\$96,026	\$97,167	\$98,307	\$99,448
25	\$38.53	\$80,744	\$84,485	\$88,864	\$95,342	\$96,483	\$97,623	\$98,764	\$99,904
26	\$38.70	\$81,201	\$84,941	\$89,321	\$95,798	\$96,939	\$98,079	\$99,220	\$100,360
27	\$38.88	\$81,657	\$85,397	\$89,777	\$96,255	\$97,395	\$98,535	\$99,676	\$100,816
28	\$39.06	\$81,885	\$85,626	\$90,005	\$96,483	\$97,623	\$98,764	\$99,904	\$101,044
29	\$39.24	\$82,113	\$85,854	\$90,233	\$96,711	\$97,851	\$98,992	\$100,132	\$101,273
30	\$39.42	\$82,341	\$86,082	\$90,461	\$96,939	\$98,079	\$99,220	\$100,360	\$101,501
31	\$39.60	\$82,569	\$86,310	\$90,689	\$97,167	\$98,307	\$99,448	\$100,588	\$101,729

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==>

\$45,618

Effective date ==>

7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,885	\$6,174	\$6,476	\$6,794	\$7,127	\$7,476	\$7,842	\$8,226
<b>MS Athletic Supr.</b>									
Fall		\$1,388	\$1,456	\$1,528	\$1,603	\$1,682	\$1,764	\$1,851	\$1,942
Winter		\$1,550	\$1,626	\$1,706	\$1,789	\$1,877	\$1,969	\$2,066	\$2,168
Spring		\$605	\$635	\$666	\$699	\$733	\$769	\$807	\$847
<b>BASEBALL</b>									
Head	36	\$5,419	\$5,685	\$5,964	\$6,256	\$6,562	\$6,884	\$7,221	\$7,575
Asst.	25.2	\$3,794	\$3,980	\$4,174	\$4,379	\$4,594	\$4,819	\$5,055	\$5,303
Frosh	21.6	\$3,252	\$3,411	\$3,578	\$3,753	\$3,937	\$4,130	\$4,333	\$4,545
<b>BASKETBALL</b>									
Head	53	\$7,979	\$8,370	\$8,780	\$9,210	\$9,661	\$10,135	\$10,631	\$11,152
Asst.	37.1	\$5,585	\$5,859	\$6,146	\$6,447	\$6,763	\$7,094	\$7,442	\$7,806
Frosh	31.8	\$4,787	\$5,022	\$5,268	\$5,526	\$5,797	\$6,081	\$6,379	\$6,691
MS	25.44	\$3,830	\$4,017	\$4,214	\$4,421	\$4,637	\$4,865	\$5,103	\$5,353
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,613	\$3,790	\$3,976	\$4,171	\$4,375	\$4,589	\$4,814	\$5,050
Bowling - Boys Assistant Coach	16.8	\$2,529	\$2,653	\$2,783	\$2,919	\$3,062	\$3,212	\$3,370	\$3,535
Bowling - Girls Head Coach	24	\$3,613	\$3,790	\$3,976	\$4,171	\$4,375	\$4,589	\$4,814	\$5,050
Bowling - Girls Assistant Coach	16.8	\$2,529	\$2,653	\$2,783	\$2,919	\$3,062	\$3,212	\$3,370	\$3,535
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,312	\$3,474	\$3,644	\$3,823	\$4,010	\$4,207	\$4,413	\$4,629
Asst.(Fall)	15.4	\$2,318	\$2,432	\$2,551	\$2,676	\$2,807	\$2,945	\$3,089	\$3,240
MS (Fall)	10.56	\$1,590	\$1,668	\$1,749	\$1,835	\$1,925	\$2,019	\$2,118	\$2,222
Head (Winter)	22	\$3,312	\$3,474	\$3,644	\$3,823	\$4,010	\$4,207	\$4,413	\$4,629
Asst. (Winter)	15.4	\$2,318	\$2,432	\$2,551	\$2,676	\$2,807	\$2,945	\$3,089	\$3,240
MS (Winter)	10.56	\$1,590	\$1,668	\$1,749	\$1,835	\$1,925	\$2,019	\$2,118	\$2,222
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$8,196	\$8,599	\$9,022	\$9,466	\$9,932	\$10,420	\$10,933	\$11,471

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$7,000	\$7,343	\$7,703	\$8,080	\$8,476	\$8,892	\$9,327	\$9,784
HS	31	\$4,667	\$4,895	\$5,135	\$5,387	\$5,651	\$5,928	\$6,218	\$6,523
Asst.	21.7	\$3,267	\$3,427	\$3,595	\$3,771	\$3,956	\$4,149	\$4,353	\$4,566
MS	14.88	\$2,240	\$2,350	\$2,465	\$2,586	\$2,712	\$2,845	\$2,985	\$3,131
MS Asst.	13.95	\$2,100	\$2,203	\$2,311	\$2,424	\$2,543	\$2,668	\$2,798	\$2,935
<b>FOOTBALL</b>									
Head	59	\$8,882	\$9,317	\$9,774	\$10,253	\$10,755	\$11,282	\$11,835	\$12,415
Asst.	41.3	\$6,217	\$6,522	\$6,842	\$7,177	\$7,528	\$7,897	\$8,284	\$8,690
Frosh	35.4	\$5,329	\$5,590	\$5,864	\$6,152	\$6,453	\$6,769	\$7,101	\$7,449
Asst. Frosh	32.45	\$4,885	\$5,124	\$5,375	\$5,639	\$5,915	\$6,205	\$6,509	\$6,828
MS (Head)	28.32	\$4,263	\$4,472	\$4,691	\$4,921	\$5,162	\$5,415	\$5,681	\$5,959
MS (Asst.)	26.55	\$3,997	\$4,193	\$4,398	\$4,614	\$4,840	\$5,077	\$5,326	\$5,587
<b>GOLF</b>									
Head (HS)	26	\$3,914	\$4,106	\$4,307	\$4,518	\$4,739	\$4,972	\$5,215	\$5,471
J.V. (HS)	18.2	\$2,740	\$2,874	\$3,015	\$3,163	\$3,318	\$3,480	\$3,651	\$3,830
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,860	\$3,000	\$3,147	\$3,302	\$3,463	\$3,633	\$3,811	\$3,998
<b>HOCKEY</b>									
Head (HS)	36	\$5,419	\$5,685	\$5,964	\$6,256	\$6,562	\$6,884	\$7,221	\$7,575
Asst. (HS)	25.2	\$3,794	\$3,980	\$4,174	\$4,379	\$4,594	\$4,819	\$5,055	\$5,303
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,570	\$5,843	\$6,129	\$6,430	\$6,745	\$7,075	\$7,422	\$7,785
Asst. (HS)	25.9	\$3,899	\$4,090	\$4,290	\$4,501	\$4,721	\$4,953	\$5,195	\$5,450
<b>SOCCER</b>									
Head	37	\$5,570	\$5,843	\$6,129	\$6,430	\$6,745	\$7,075	\$7,422	\$7,785
Asst.	25.9	\$3,899	\$4,090	\$4,290	\$4,501	\$4,721	\$4,953	\$5,195	\$5,450

## Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,419	\$5,685	\$5,964	\$6,256	\$6,562	\$6,884	\$7,221	\$7,575
Asst.	25.2	\$3,794	\$3,980	\$4,174	\$4,379	\$4,594	\$4,819	\$5,055	\$5,303
Frosh	21.6	\$3,252	\$3,411	\$3,578	\$3,753	\$3,937	\$4,130	\$4,333	\$4,545
MS	17.28	\$2,601	\$2,729	\$2,863	\$3,003	\$3,150	\$3,304	\$3,466	\$3,636
<b>SWIMMING</b>									
Head (HS)	33	\$4,968	\$5,211	\$5,467	\$5,734	\$6,015	\$6,310	\$6,619	\$6,944
Asst. (HS)	23.1	\$3,477	\$3,648	\$3,827	\$4,014	\$4,211	\$4,417	\$4,634	\$4,861
Head (MS)	15.84	\$2,385	\$2,501	\$2,624	\$2,753	\$2,887	\$3,029	\$3,177	\$3,333
<b>TENNIS</b>									
Head	24	\$3,613	\$3,790	\$3,976	\$4,171	\$4,375	\$4,589	\$4,814	\$5,050
Asst.	16.8	\$2,529	\$2,653	\$2,783	\$2,919	\$3,062	\$3,212	\$3,370	\$3,535
<b>TRACK</b>									
Head	43	\$6,473	\$6,790	\$7,123	\$7,472	\$7,838	\$8,222	\$8,625	\$9,048
Asst.	30.1	\$4,531	\$4,753	\$4,986	\$5,231	\$5,487	\$5,756	\$6,038	\$6,334
MS (Head)	20.64	\$3,107	\$3,259	\$3,419	\$3,587	\$3,762	\$3,947	\$4,140	\$4,343
MS (Asst.)	19.35	\$2,913	\$3,056	\$3,205	\$3,362	\$3,527	\$3,700	\$3,881	\$4,072
<b>VOLLEYBALL</b>									
Head	38	\$5,721	\$6,001	\$6,295	\$6,603	\$6,927	\$7,266	\$7,622	\$7,996
Asst.	26.6	\$4,004	\$4,201	\$4,406	\$4,622	\$4,849	\$5,086	\$5,336	\$5,597
Frosh	22.8	\$3,432	\$3,601	\$3,777	\$3,962	\$4,156	\$4,360	\$4,573	\$4,798
MS	18.24	\$2,746	\$2,880	\$3,022	\$3,170	\$3,325	\$3,488	\$3,659	\$3,838

## Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII
		Year 1	Year 2	Year 3	Year 5	Year 7	Year 9	Year 11	Year 13
<b>WRESTLING</b>									
Head	43	\$6,473	\$6,790	\$7,123	\$7,472	\$7,838	\$8,222	\$8,625	\$9,048
Asst.	30.1	\$4,531	\$4,753	\$4,986	\$5,231	\$5,487	\$5,756	\$6,038	\$6,334
Frosh	25.8	\$3,884	\$4,074	\$4,274	\$4,483	\$4,703	\$4,933	\$5,175	\$5,429
MS (Head)	20.64	\$3,107	\$3,259	\$3,419	\$3,587	\$3,762	\$3,947	\$4,140	\$4,343
MS (Asst.)	19.35	\$2,913	\$3,056	\$3,205	\$3,362	\$3,527	\$3,700	\$3,881	\$4,072

As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,409	\$2,527	\$2,650	\$2,780	\$2,917	\$3,059	\$3,209	\$3,367
Academic Challenge - Troy	7	\$1,054	\$1,105	\$1,160	\$1,216	\$1,276	\$1,339	\$1,404	\$1,473
A.F.S. Club Advisor		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
Announcement Crew - Troy	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Candidates Forum	7	\$1,054	\$1,105	\$1,160	\$1,216	\$1,276	\$1,339	\$1,404	\$1,473
Chess Club - Troy	7	\$1,054	\$1,105	\$1,160	\$1,216	\$1,276	\$1,339	\$1,404	\$1,473
Comm. Service	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Competition Cheer	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Drama - HS	29	\$4,366	\$4,580	\$4,804	\$5,039	\$5,286	\$5,545	\$5,817	\$6,102
Drama - MS		\$1,597	\$1,674	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130	\$2,235
Diversity Awareness	7	\$1,054	\$1,105	\$1,160	\$1,216	\$1,276	\$1,339	\$1,404	\$1,473
Environmental club	6	\$903	\$948	\$994	\$1,043	\$1,094	\$1,147	\$1,204	\$1,263
eSports	21	\$3,161	\$3,316	\$3,479	\$3,649	\$3,828	\$4,016	\$4,212	\$4,419
FBLA	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Foreign Lang. - French Club	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Foreign Lang. - Spanish Club	10	\$1,505	\$1,579	\$1,657	\$1,738	\$1,823	\$1,912	\$2,006	\$2,104
Key Club	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
Kids In Community Service (K-8)	9	\$1,355	\$1,421	\$1,491	\$1,564	\$1,641	\$1,721	\$1,805	\$1,894
Math Team - MS	10	\$1,505	\$1,579	\$1,657	\$1,738	\$1,823	\$1,912	\$2,006	\$2,104
Math Team - HS	12	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,295	\$2,407	\$2,525
Model UN	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Model UN (Asst)	7.7	\$1,159	\$1,216	\$1,276	\$1,338	\$1,404	\$1,472	\$1,545	\$1,620
NHS	15	\$2,258	\$2,369	\$2,485	\$2,607	\$2,734	\$2,868	\$3,009	\$3,156
NEHS (Nat'l English Hon. Soc.)	15	\$2,258	\$2,369	\$2,485	\$2,607	\$2,734	\$2,868	\$3,009	\$3,156
NFHS (Nat'l French Hon. Soc.)	6	\$903	\$948	\$994	\$1,043	\$1,094	\$1,147	\$1,204	\$1,263
PALS	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
PEP	12	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,295	\$2,407	\$2,525
Power of the Pen	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Healthy Kids (K-6)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Renaissance	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Robotics	21	\$3,161	\$3,316	\$3,479	\$3,649	\$3,828	\$4,016	\$4,212	\$4,419
S.A.D.D.	9	\$1,355	\$1,421	\$1,491	\$1,564	\$1,641	\$1,721	\$1,805	\$1,894
Science Olympiad	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Science Olympiad (2nd position)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Ski Club - HS	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Ski Club - MS	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Spelling Bee - Learwood	4	\$602	\$632	\$663	\$695	\$729	\$765	\$802	\$842
Student Council - HS	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
Student Council - MS	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
Student Council - ES	9	\$1,355	\$1,421	\$1,491	\$1,564	\$1,641	\$1,721	\$1,805	\$1,894
Varsity Club	6	\$903	\$948	\$994	\$1,043	\$1,094	\$1,147	\$1,204	\$1,263
VICA (OWE CLUB)		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,422	\$2,541	\$2,666	\$2,797	\$2,934	\$3,078	\$3,230	\$3,388
PAR CONSULTANT		\$2,422	\$2,541	\$2,666	\$2,797	\$2,934	\$3,078	\$3,230	\$3,388
CURR. COORDINATOR		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
DEPT. CHAIR (HS)		\$1,779	\$1,866	\$1,957	\$2,053	\$2,153	\$2,258	\$2,368	\$2,482
DIST. CALENDAR		\$3,394	\$3,558	\$3,732	\$3,914	\$4,106	\$4,306	\$4,516	\$4,740
Ed. Options Prog. Coord.		\$4,306	\$4,517	\$4,739	\$4,971	\$5,215	\$5,470	\$5,738	\$6,019
GRADE CHAIR (ES)		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
8TH GRADE TRIP*	18	\$2,710	\$2,843	\$2,982	\$3,128	\$3,281	\$3,442	\$3,611	\$3,788
ADVISOR GRADE 9	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
ADVISOR GRADE 10	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
ADVISOR GRADE 11	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
ADVISOR GRADE 12	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
NEWSPAPER (HS)	17	\$2,559	\$2,685	\$2,816	\$2,954	\$3,099	\$3,251	\$3,410	\$3,577
OUTDOOR ED. SUPV.		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
PUBLICATIONS (MS)		\$1,597	\$1,674	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130	\$2,235
SAFETY PTRL (ES)	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
TEAM LEADER (MS)		\$1,779	\$1,866	\$1,957	\$2,053	\$2,153	\$2,258	\$2,368	\$2,482
BLDG. INSTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,737	\$2,871	\$3,012	\$3,159	\$3,314	\$3,477	\$3,647	\$3,826
Building IT Technology Support		\$1,368	\$1,625	\$1,704	\$1,788	\$1,875	\$1,968	\$2,063	\$2,165
TV PRODUCTIONS (HS)	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
TV PRODUCTIONS (MS)	14	\$2,108	\$2,211	\$2,319	\$2,433	\$2,552	\$2,677	\$2,808	\$2,946
YEARBOOK (HS)	24	\$4,562	\$4,785	\$5,020	\$5,266	\$5,524	\$5,795	\$6,078	\$6,376
<b>INTRAMURALS</b>									
FALL (HS)		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
FALL (MS)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
FALL (Troy)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
WINTER (HS)		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
WINTER (MS)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
WINTER (Troy)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
SPRING (HS)		\$1,186	\$1,245	\$1,305	\$1,369	\$1,437	\$1,505	\$1,578	\$1,656
SPRING (MS)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
SPRING (Troy)	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
<b>MUSIC</b>									
<b>BAND</b>									
Marching Band		\$7,819	\$8,202	\$8,604	\$9,023	\$9,466	\$9,931	\$10,419	\$10,930
March. Band Asst.		\$3,394	\$3,558	\$3,732	\$3,914	\$4,106	\$4,306	\$4,516	\$4,740
Instrumental (MS)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Instrumental (Troy)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Jazz Ensemble (MS)	11	\$1,656	\$1,737	\$1,822	\$1,911	\$2,005	\$2,103	\$2,206	\$2,315
Recorder Ensemble	8	\$1,204	\$1,263	\$1,325	\$1,390	\$1,458	\$1,530	\$1,605	\$1,683
Concert Band (HS)		\$5,716	\$5,994	\$6,286	\$6,596	\$6,920	\$7,258	\$7,614	\$7,988
Pep Band		\$1,597	\$1,674	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130	\$2,235

# Avon Lake City Schools Supplemental Salary Schedule B

Base Salary ==> \$45,618

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Majorettes (HS)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Guard Advisor (HS)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Percussion (HS)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Orchestra Director (HS)		\$1,825	\$1,914	\$2,008	\$2,106	\$2,210	\$2,318	\$2,431	\$2,551
<b>VOCAL</b>									
ElemChoir		\$1,549	\$1,625	\$1,704	\$1,788	\$1,875	\$1,968	\$2,063	\$2,165
Merples		\$1,597	\$1,674	\$1,756	\$1,843	\$1,934	\$2,030	\$2,130	\$2,235
Vocal (HS)		\$5,716	\$5,994	\$6,286	\$6,596	\$6,920	\$7,258	\$7,614	\$7,988
Vocal (MS)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947
Vocal (Troy)		\$2,108	\$2,212	\$2,322	\$2,436	\$2,555	\$2,678	\$2,810	\$2,947

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

# Avon Lake City Schools Teacher's Salary Schedule C

Base Salary \$45,219  
PD Rate \$33.91  
Spot Sub \$38.39

Effective date 7/1/2026

Years	Tutors (Hrly Rate)									
	I	B. A. II	B.A. + 10 III	B.A. + 20 III - A	M. A. IV	M.A. + 10 V	M. A. + 20 V - A	M. A. +30 VI	M. A. + 45 VII	
0	\$25.72	\$45,219	\$47,028	\$48,837	\$51,098	\$52,228	\$53,359	\$54,489	\$55,620	
1	\$26.44	\$47,254	\$49,199	\$51,188	\$53,721	\$54,851	\$55,981	\$57,112	\$58,242	
2	\$27.15	\$49,289	\$51,369	\$53,540	\$56,343	\$57,474	\$58,604	\$59,735	\$60,865	
3	\$27.86	\$51,324	\$53,540	\$55,891	\$58,966	\$60,096	\$61,227	\$62,357	\$63,488	
4	\$28.57	\$53,359	\$55,710	\$58,242	\$61,589	\$62,719	\$63,850	\$64,980	\$66,111	
5	\$29.29	\$55,394	\$57,881	\$60,594	\$64,211	\$65,342	\$66,472	\$67,603	\$68,733	
6	\$30.00	\$57,428	\$60,051	\$62,945	\$66,834	\$67,965	\$69,095	\$70,226	\$71,356	
7	\$30.71	\$59,463	\$62,222	\$65,297	\$69,502	\$70,633	\$71,763	\$72,893	\$74,024	
8	\$31.42	\$61,498	\$64,392	\$67,648	\$72,170	\$73,300	\$74,431	\$75,561	\$76,692	
9	\$32.13	\$63,533	\$66,563	\$69,999	\$74,838	\$75,968	\$77,099	\$78,229	\$79,360	
10	\$32.85	\$65,568	\$68,733	\$72,351	\$77,506	\$78,636	\$79,767	\$80,897	\$82,028	
11	\$33.56	\$67,603	\$70,904	\$74,702	\$80,174	\$81,304	\$82,435	\$83,565	\$84,696	
12	\$34.27	\$69,638	\$73,074	\$77,054	\$82,842	\$83,972	\$85,103	\$86,233	\$87,364	
13	\$34.98	\$71,673	\$75,245	\$79,405	\$85,510	\$86,640	\$87,771	\$88,901	\$90,032	
14	\$35.70	\$73,707	\$77,415	\$81,756	\$88,178	\$89,308	\$90,439	\$91,569	\$92,700	
15	\$36.41	\$75,516	\$79,224	\$83,565	\$89,986	\$91,117	\$92,247	\$93,378	\$94,508	
16	\$36.59	\$75,968	\$79,676	\$84,017	\$90,439	\$91,569	\$92,700	\$93,830	\$94,960	
17	\$36.76	\$76,421	\$80,129	\$84,470	\$90,891	\$92,021	\$93,152	\$94,282	\$95,413	
18	\$37.06	\$76,873	\$80,581	\$84,922	\$91,343	\$92,473	\$93,604	\$94,734	\$95,865	
19	\$37.12	\$77,325	\$81,033	\$85,374	\$91,795	\$92,926	\$94,056	\$95,187	\$96,317	
20	\$37.30	\$77,777	\$81,485	\$85,826	\$92,247	\$93,378	\$94,508	\$95,639	\$96,769	
21	\$37.48	\$78,229	\$81,937	\$86,278	\$92,700	\$93,830	\$94,960	\$96,091	\$97,221	
22	\$37.65	\$78,682	\$82,390	\$86,731	\$93,152	\$94,282	\$95,413	\$96,543	\$97,674	
23	\$37.83	\$79,134	\$82,842	\$87,183	\$93,604	\$94,734	\$95,865	\$96,995	\$98,126	
24	\$38.01	\$79,586	\$83,294	\$87,635	\$94,056	\$95,187	\$96,317	\$97,448	\$98,578	
25	\$38.19	\$80,038	\$83,746	\$88,087	\$94,508	\$95,639	\$96,769	\$97,900	\$99,030	
26	\$38.37	\$80,490	\$84,198	\$88,539	\$94,960	\$96,091	\$97,221	\$98,352	\$99,482	
27	\$38.54	\$80,943	\$84,650	\$88,992	\$95,413	\$96,543	\$97,674	\$98,804	\$99,935	
28	\$38.72	\$81,169	\$84,877	\$89,218	\$95,639	\$96,769	\$97,900	\$99,030	\$100,161	
29	\$38.90	\$81,395	\$85,103	\$89,444	\$95,865	\$96,995	\$98,126	\$99,256	\$100,387	
30	\$39.08	\$81,621	\$85,329	\$89,670	\$96,091	\$97,221	\$98,352	\$99,482	\$100,613	
31	\$39.26	\$81,847	\$85,555	\$89,896	\$96,317	\$97,448	\$98,578	\$99,709	\$100,839	

2024-25 Effective 7/1/2024: Base salary increase 3.9% and step advancement.  
Effective 7/1/2024: PD rate set to .00075 times the base.

Contingency Condition 1: if 5 year forecast of Nov. 2024, including levy results, projects a cash balance (line 7.02) of at least \$12M

Contingency Condition 2: if 5 year forecast of Nov. 2025, including any 2025 levy results, projects a cash balance (line 7.02) of at least \$12M

2025-26 Effective 7/1/2025: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 (above) is met, then base salary increase of 3% and step advancement (Salary 2025-26 A)

If Contingency Condition #1 (above) is NOT met, then base salary increase of 2% and step advancement (Salary 2025-26 B)

2026-27 Effective 7/1/2026: Step advancement and base salary increase, amount depending on projected cash balance of district

If Contingency Condition #1 is met, then base salary increase of 3% and step advancement (Salary 2026-27 A)

If Contingency Condition #1 is NOT met, but Condition #2 IS met, then base salary increase of 2.9% and step advancement (Salary 2026-27 B)

If both Contingency Conditions (#1 and #2) are NOT met, then base salary increase of 2% and step advancement (Salary 2026-27 C)

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==> \$45,219

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>ATHLETICS</b>									
<b>ATH. SUPERVISOR</b>									
HS		\$5,834	\$6,120	\$6,420	\$6,734	\$7,064	\$7,410	\$7,773	\$8,154
<b>MS Athletic Supr.</b>									
Fall		\$1,376	\$1,444	\$1,514	\$1,589	\$1,667	\$1,749	\$1,835	\$1,925
Winter		\$1,536	\$1,612	\$1,691	\$1,774	\$1,861	\$1,952	\$2,048	\$2,149
Spring		\$600	\$630	\$660	\$693	\$727	\$763	\$800	\$839
<b>BASEBALL</b>									
Head	36	\$5,372	\$5,635	\$5,911	\$6,201	\$6,505	\$6,824	\$7,158	\$7,509
Asst.	25.2	\$3,760	\$3,945	\$4,138	\$4,341	\$4,553	\$4,777	\$5,011	\$5,256
Frosh	21.6	\$3,223	\$3,381	\$3,547	\$3,721	\$3,903	\$4,094	\$4,295	\$4,505
<b>BASKETBALL</b>									
Head	53	\$7,909	\$8,296	\$8,703	\$9,129	\$9,577	\$10,046	\$10,538	\$11,055
Asst.	37.1	\$5,536	\$5,807	\$6,092	\$6,391	\$6,704	\$7,032	\$7,377	\$7,738
Frosh	31.8	\$4,745	\$4,978	\$5,222	\$5,478	\$5,746	\$6,028	\$6,323	\$6,633
MS	25.44	\$3,796	\$3,982	\$4,177	\$4,382	\$4,597	\$4,822	\$5,058	\$5,306
<b>BOWLING</b>									
Bowling - Boys Head Coach	24	\$3,581	\$3,757	\$3,941	\$4,134	\$4,337	\$4,549	\$4,772	\$5,006
Bowling - Boys Assistant Coach	16.8	\$2,507	\$2,630	\$2,759	\$2,894	\$3,036	\$3,184	\$3,340	\$3,504
Bowling - Girls Head Coach	24	\$3,581	\$3,757	\$3,941	\$4,134	\$4,337	\$4,549	\$4,772	\$5,006
Bowling - Girls Assistant Coach	16.8	\$2,507	\$2,630	\$2,759	\$2,894	\$3,036	\$3,184	\$3,340	\$3,504
<b>CHEERLEADING</b>									
Head (Fall)	22	\$3,283	\$3,444	\$3,613	\$3,790	\$3,975	\$4,170	\$4,374	\$4,589
Asst.(Fall)	15.4	\$2,298	\$2,411	\$2,529	\$2,653	\$2,783	\$2,919	\$3,062	\$3,212
MS (Fall)	10.56	\$1,576	\$1,653	\$1,734	\$1,819	\$1,908	\$2,002	\$2,100	\$2,203
Head (Winter)	22	\$3,283	\$3,444	\$3,613	\$3,790	\$3,975	\$4,170	\$4,374	\$4,589
Asst. (Winter)	15.4	\$2,298	\$2,411	\$2,529	\$2,653	\$2,783	\$2,919	\$3,062	\$3,212
MS (Winter)	10.56	\$1,576	\$1,653	\$1,734	\$1,819	\$1,908	\$2,002	\$2,100	\$2,203
Note - Competition Cheer is a club activity, and so its supervisor supplemental is listed with clubs									
<b>CONDITIONING</b>									
Coordinator (HS)		\$8,124	\$8,524	\$8,943	\$9,383	\$9,845	\$10,329	\$10,837	\$11,371

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==> \$45,219

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CROSS COUNTRY</b>									
Head - Boys & Girls		\$6,939	\$7,279	\$7,636	\$8,010	\$8,402	\$8,814	\$9,246	\$9,699
HS	31	\$4,626	\$4,853	\$5,090	\$5,340	\$5,601	\$5,876	\$6,164	\$6,466
Asst.	21.7	\$3,238	\$3,397	\$3,563	\$3,738	\$3,921	\$4,113	\$4,315	\$4,526
MS	14.88	\$2,220	\$2,329	\$2,443	\$2,563	\$2,689	\$2,820	\$2,959	\$3,104
MS Asst.	13.95	\$2,082	\$2,184	\$2,291	\$2,403	\$2,521	\$2,644	\$2,774	\$2,910
<b>FOOTBALL</b>									
Head	59	\$8,804	\$9,236	\$9,688	\$10,163	\$10,661	\$11,183	\$11,731	\$12,306
Asst.	41.3	\$6,163	\$6,465	\$6,782	\$7,114	\$7,463	\$7,828	\$8,212	\$8,614
Frosh	35.4	\$5,283	\$5,541	\$5,813	\$6,098	\$6,397	\$6,710	\$7,039	\$7,384
Asst. Frosh	32.45	\$4,842	\$5,080	\$5,328	\$5,590	\$5,863	\$6,151	\$6,452	\$6,768
MS (Head)	28.32	\$4,226	\$4,433	\$4,650	\$4,878	\$5,117	\$5,368	\$5,631	\$5,907
MS (Asst.)	26.55	\$3,962	\$4,156	\$4,360	\$4,573	\$4,797	\$5,032	\$5,279	\$5,538
<b>GOLF</b>									
Head (HS)	26	\$3,880	\$4,070	\$4,269	\$4,479	\$4,698	\$4,928	\$5,170	\$5,423
J.V. (HS)	18.2	\$2,716	\$2,849	\$2,989	\$3,135	\$3,289	\$3,450	\$3,619	\$3,796
<b>GYMNASTICS</b>									
Head (HS)	19	\$2,835	\$2,974	\$3,120	\$3,273	\$3,433	\$3,601	\$3,778	\$3,963
<b>HOCKEY</b>									
Head (HS)	36	\$5,372	\$5,635	\$5,911	\$6,201	\$6,505	\$6,824	\$7,158	\$7,509
Asst. (HS)	25.2	\$3,760	\$3,945	\$4,138	\$4,341	\$4,553	\$4,777	\$5,011	\$5,256
<b>LACROSSE (HS)</b>									
Head (HS)	37	\$5,521	\$5,792	\$6,076	\$6,373	\$6,686	\$7,013	\$7,357	\$7,717
Asst. (HS)	25.9	\$3,865	\$4,054	\$4,253	\$4,461	\$4,680	\$4,909	\$5,150	\$5,402
<b>SOCCER</b>									
Head	37	\$5,521	\$5,792	\$6,076	\$6,373	\$6,686	\$7,013	\$7,357	\$7,717
Asst.	25.9	\$3,865	\$4,054	\$4,253	\$4,461	\$4,680	\$4,909	\$5,150	\$5,402

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==> \$45,219

Effective date ==> 7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>SOFTBALL</b>									
Head	36	\$5,372	\$5,635	\$5,911	\$6,201	\$6,505	\$6,824	\$7,158	\$7,509
Asst.	25.2	\$3,760	\$3,945	\$4,138	\$4,341	\$4,553	\$4,777	\$5,011	\$5,256
Frosh	21.6	\$3,223	\$3,381	\$3,547	\$3,721	\$3,903	\$4,094	\$4,295	\$4,505
MS	17.28	\$2,579	\$2,705	\$2,837	\$2,977	\$3,122	\$3,275	\$3,436	\$3,604
<b>SWIMMING</b>									
Head (HS)	33	\$4,924	\$5,166	\$5,419	\$5,684	\$5,963	\$6,255	\$6,562	\$6,883
Asst. (HS)	23.1	\$3,447	\$3,616	\$3,793	\$3,979	\$4,174	\$4,379	\$4,593	\$4,818
Head (MS)	15.84	\$2,364	\$2,480	\$2,601	\$2,728	\$2,862	\$3,002	\$3,150	\$3,304
<b>TENNIS</b>									
Head	24	\$3,581	\$3,757	\$3,941	\$4,134	\$4,337	\$4,549	\$4,772	\$5,006
Asst.	16.8	\$2,507	\$2,630	\$2,759	\$2,894	\$3,036	\$3,184	\$3,340	\$3,504
<b>TRACK</b>									
Head	43	\$6,417	\$6,731	\$7,061	\$7,407	\$7,770	\$8,150	\$8,550	\$8,969
Asst.	30.1	\$4,492	\$4,712	\$4,943	\$5,185	\$5,439	\$5,705	\$5,985	\$6,278
MS (Head)	20.64	\$3,080	\$3,231	\$3,389	\$3,555	\$3,729	\$3,912	\$4,104	\$4,305
MS (Asst.)	19.35	\$2,887	\$3,029	\$3,177	\$3,333	\$3,496	\$3,668	\$3,847	\$4,036
<b>VOLLEYBALL</b>									
Head	38	\$5,670	\$5,948	\$6,240	\$6,546	\$6,866	\$7,203	\$7,556	\$7,926
Asst.	26.6	\$3,969	\$4,164	\$4,368	\$4,582	\$4,806	\$5,042	\$5,289	\$5,548
Frosh	22.8	\$3,402	\$3,569	\$3,744	\$3,927	\$4,120	\$4,322	\$4,533	\$4,756
MS	18.24	\$2,722	\$2,855	\$2,995	\$3,142	\$3,296	\$3,457	\$3,627	\$3,804

## Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==> \$45,219

Effective date ==> 7/1/2026

Position	Points	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII
		Year 1	Year 2	Year 3	Year 5	Year 7	Year 9	Year 11	Year 13
<b>WRESTLING</b>									
Head	43	\$6,417	\$6,731	\$7,061	\$7,407	\$7,770	\$8,150	\$8,550	\$8,969
Asst.	30.1	\$4,492	\$4,712	\$4,943	\$5,185	\$5,439	\$5,705	\$5,985	\$6,278
Frosh	25.8	\$3,850	\$4,039	\$4,237	\$4,444	\$4,662	\$4,890	\$5,130	\$5,381
MS (Head)	20.64	\$3,080	\$3,231	\$3,389	\$3,555	\$3,729	\$3,912	\$4,104	\$4,305
MS (Asst.)	19.35	\$2,887	\$3,029	\$3,177	\$3,333	\$3,496	\$3,668	\$3,847	\$4,036

As of Sept 2022, Any head coach who oversees the boys and girls programs will be paid at 1 1/2 times the regular contract rate.

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==>

\$45,219

Effective date ==>

7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>CLUBS</b>									
Academic Challenge - HS	16	\$2,388	\$2,505	\$2,627	\$2,756	\$2,891	\$3,033	\$3,181	\$3,337
Academic Challenge - Troy	7	\$1,045	\$1,096	\$1,149	\$1,206	\$1,265	\$1,327	\$1,392	\$1,460
A.F.S. Club Advisor		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
Announcement Crew - Troy	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Candidates Forum	7	\$1,045	\$1,096	\$1,149	\$1,206	\$1,265	\$1,327	\$1,392	\$1,460
Chess Club - Troy	7	\$1,045	\$1,096	\$1,149	\$1,206	\$1,265	\$1,327	\$1,392	\$1,460
Comm. Service	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Competition Cheer	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Drama - HS	29	\$4,327	\$4,540	\$4,762	\$4,995	\$5,240	\$5,497	\$5,766	\$6,049
Drama - MS		\$1,583	\$1,660	\$1,741	\$1,827	\$1,917	\$2,012	\$2,112	\$2,216
Diversity Awareness	7	\$1,045	\$1,096	\$1,149	\$1,206	\$1,265	\$1,327	\$1,392	\$1,460
Environmental club	6	\$895	\$939	\$985	\$1,034	\$1,084	\$1,137	\$1,193	\$1,251
eSports	21	\$3,134	\$3,287	\$3,448	\$3,617	\$3,795	\$3,980	\$4,176	\$4,380
FBLA	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Foreign Lang. - French Club	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Foreign Lang. - Spanish Club	10	\$1,492	\$1,565	\$1,642	\$1,723	\$1,807	\$1,895	\$1,988	\$2,086
Key Club	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
Kids In Community Service (K-8)	9	\$1,343	\$1,409	\$1,478	\$1,550	\$1,626	\$1,706	\$1,790	\$1,877
Math Team - MS	10	\$1,492	\$1,565	\$1,642	\$1,723	\$1,807	\$1,895	\$1,988	\$2,086
Math Team - HS	12	\$1,791	\$1,878	\$1,970	\$2,067	\$2,168	\$2,275	\$2,386	\$2,503
Model UN	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Model UN (Asst)	7.7	\$1,149	\$1,205	\$1,264	\$1,326	\$1,391	\$1,460	\$1,531	\$1,606
NHS	15	\$2,238	\$2,348	\$2,463	\$2,584	\$2,710	\$2,843	\$2,983	\$3,129
NEHS (Nat'l English Hon. Soc.)	15	\$2,238	\$2,348	\$2,463	\$2,584	\$2,710	\$2,843	\$2,983	\$3,129
NFHS (Nat'l French Hon. Soc.)	6	\$895	\$939	\$985	\$1,034	\$1,084	\$1,137	\$1,193	\$1,251
PALS	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
PEP	12	\$1,791	\$1,878	\$1,970	\$2,067	\$2,168	\$2,275	\$2,386	\$2,503
Power of the Pen	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Healthy Kids (K-6)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Renaissance	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Robotics	21	\$3,134	\$3,287	\$3,448	\$3,617	\$3,795	\$3,980	\$4,176	\$4,380
S.A.D.D.	9	\$1,343	\$1,409	\$1,478	\$1,550	\$1,626	\$1,706	\$1,790	\$1,877
Science Olympiad	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Science Olympiad (2nd position)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Ski Club - HS	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Ski Club - MS	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Spelling Bee - Learwood	4	\$597	\$626	\$657	\$689	\$723	\$758	\$795	\$834
Student Council - HS	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
Student Council - MS	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
Student Council - ES	9	\$1,343	\$1,409	\$1,478	\$1,550	\$1,626	\$1,706	\$1,790	\$1,877
Varsity Club	6	\$895	\$939	\$985	\$1,034	\$1,084	\$1,137	\$1,193	\$1,251
VICA (OWE CLUB)		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==>

\$45,219

Effective date ==>

7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
<b>Co-Curricular</b>									
MENTOR TEACHER		\$2,401	\$2,519	\$2,643	\$2,773	\$2,909	\$3,052	\$3,201	\$3,359
PAR CONSULTANT		\$2,401	\$2,519	\$2,643	\$2,773	\$2,909	\$3,052	\$3,201	\$3,359
CURR. COORDINATOR		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
DEPT. CHAIR (HS)		\$1,764	\$1,849	\$1,940	\$2,035	\$2,134	\$2,238	\$2,347	\$2,460
DIST. CALENDAR		\$3,364	\$3,527	\$3,699	\$3,880	\$4,070	\$4,269	\$4,477	\$4,698
Ed. Options Prog. Coord.		\$4,269	\$4,478	\$4,697	\$4,927	\$5,169	\$5,422	\$5,688	\$5,967
GRADE CHAIR (ES)		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
8TH GRADE TRIP*	18	\$2,686	\$2,818	\$2,956	\$3,101	\$3,252	\$3,412	\$3,579	\$3,754
ADVISOR GRADE 9	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
ADVISOR GRADE 10	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
ADVISOR GRADE 11	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
ADVISOR GRADE 12	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
NEWSPAPER (HS)	17	\$2,537	\$2,661	\$2,791	\$2,928	\$3,072	\$3,222	\$3,380	\$3,546
OUTDOOR ED. SUPV.		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
PUBLICATIONS (MS)		\$1,583	\$1,660	\$1,741	\$1,827	\$1,917	\$2,012	\$2,112	\$2,216
SAFETY PTRL (ES)	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
TEAM LEADER (MS)		\$1,764	\$1,849	\$1,940	\$2,035	\$2,134	\$2,238	\$2,347	\$2,460
BLDG. INSTRUCTIONAL SUPPORT (new name as of 16-17)		\$2,713	\$2,846	\$2,985	\$3,132	\$3,285	\$3,446	\$3,615	\$3,792
Building IT Technology Support		\$1,357	\$1,611	\$1,689	\$1,773	\$1,859	\$1,950	\$2,045	\$2,146
TV PRODUCTIONS (HS)	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
TV PRODUCTIONS (MS)	14	\$2,089	\$2,191	\$2,299	\$2,412	\$2,530	\$2,654	\$2,784	\$2,920
YEARBOOK (HS)	24	\$4,522	\$4,744	\$4,976	\$5,220	\$5,476	\$5,744	\$6,025	\$6,321
<b>INTRAMURALS</b>									
FALL (HS)		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
FALL (MS)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
FALL (Troy)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
WINTER (HS)		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
WINTER (MS)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
WINTER (Troy)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
SPRING (HS)		\$1,176	\$1,234	\$1,293	\$1,357	\$1,424	\$1,492	\$1,565	\$1,641
SPRING (MS)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
SPRING (Troy)	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
<b>MUSIC</b>									
<b>BAND</b>									
Marching Band		\$7,751	\$8,130	\$8,528	\$8,944	\$9,383	\$9,844	\$10,328	\$10,835
March. Band Asst.		\$3,364	\$3,527	\$3,699	\$3,880	\$4,070	\$4,269	\$4,477	\$4,698
Instrumental (MS)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Instrumental (Troy)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Jazz Ensemble (MS)	11	\$1,641	\$1,722	\$1,806	\$1,895	\$1,988	\$2,085	\$2,187	\$2,294
Recorder Ensemble	8	\$1,194	\$1,252	\$1,314	\$1,378	\$1,446	\$1,516	\$1,591	\$1,669
Concert Band (HS)		\$5,666	\$5,942	\$6,231	\$6,539	\$6,860	\$7,194	\$7,547	\$7,918
Pep Band		\$1,583	\$1,660	\$1,741	\$1,827	\$1,917	\$2,012	\$2,112	\$2,216

# Avon Lake City Schools Supplemental Salary Schedule C

Base Salary ==>

\$45,219

Effective date ==>

7/1/2026

Position	Points	Level I Year 1	Level II Year 2	Level III Year 3	Level IV Year 5	Level V Year 7	Level VI Year 9	Level VII Year 11	Level VIII Year 13
Majorettes (HS)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Guard Advisor (HS)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Percussion (HS)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Orchestra Director (HS)		\$1,809	\$1,897	\$1,990	\$2,088	\$2,190	\$2,298	\$2,410	\$2,528
<b>VOCAL</b>									
ElemChoir		\$1,536	\$1,611	\$1,689	\$1,773	\$1,859	\$1,950	\$2,045	\$2,146
Merples		\$1,583	\$1,660	\$1,741	\$1,827	\$1,917	\$2,012	\$2,112	\$2,216
Vocal (HS)		\$5,666	\$5,942	\$6,231	\$6,539	\$6,860	\$7,194	\$7,547	\$7,918
Vocal (MS)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921
Vocal (Troy)		\$2,089	\$2,193	\$2,302	\$2,415	\$2,532	\$2,654	\$2,786	\$2,921

## Extended Service

Counselor (HS)	15 days at per diem rate
Counselor (MS)	8 days at per diem rate
OWE/OWA Coord.	10 days at per diem rate
Dean of Students	10 days at per diem rate
Psychologists	10 days at per diem rate

**ALEA/ALBOE Consensus Statement**

4/2/09

In the course of Interest Based Bargaining between the Avon Lake Education Association and the Avon Lake Board of Education, the following issue was discussed.

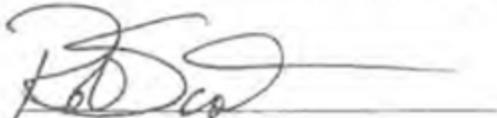
**Classroom Temperature:**

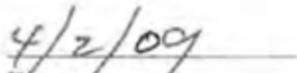
How can we best manage the temperature in each classroom to optimize the learning environment for students?

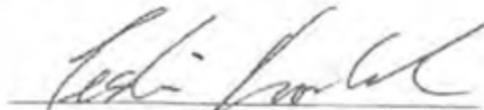
It was agreed that:

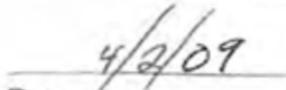
- The Board of Education will hire a third party, an independent company, to evaluate the HVAC systems in each building and address the issue of heating, cooling, and the velocity of blowing air from each building system. The report and recommendations will be reviewed by both members of ALEA and the Board of Education to discuss what action can further take place.
- A formal procedure will be implemented to document classroom temperature issues. Documentation will include individual room issues, assessment, corrective action, and follow-up communication. Documentation might state that there is too much heat, it is too cold, or too much air is blowing on the students.
- An assessment of each room in question will be taken by an administrator, an ALEA representative, and someone to fix the environmental problem. When a temperature change is needed, immediate corrective action will include an adjustment of the temperature in the room or zone, done in increments until the environment is conducive to learning. Formal documentation will also include follow-up communication with the teacher at a later date.
- A report on the documented problems will be presented to the Board of Education two times over the school year, October and February, as an on-going evaluation of the schools' environmental systems.
- The temperature will be set the same on "teacher workdays" as it would ordinarily be set on "student days".

The above statements are hereby agreed upon by the ALEA and the ALBOE.

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
ALEA President

  
\_\_\_\_\_  
Date

## Memorandum of Understanding

### Order of Reduction / Comparable Evaluations

This Memorandum of Understanding between the Avon Lake City School District Board of Education ("Board") and the Avon Lake Education Association ("Association") is intended, upon execution, to set forth as an agreement defining Comparable Valuations and their use in the Order of Reduction in compliance with ORC 3319.17 and 3319.111.

In the event of a Reduction in Force, within each area of certification/licensure, the following will determine procedure:

1. Teachers holding limited contracts shall be suspended in accordance with their seniority. The least senior teacher in the area of certification/licensure by comparable evaluation group shall be suspended first starting with the lowest comparable evaluation group as described herein.
2. Continuing teacher contracts shall be suspended only after all limited contracts in the area of certification/licensure. The least senior teacher in the area of certification/licensure by comparable evaluation group will be suspended first starting with the lowest comparable evaluation group as described herein.

In determining "comparable evaluations" for the purposes of reduction in force, there shall be four (4) categories:

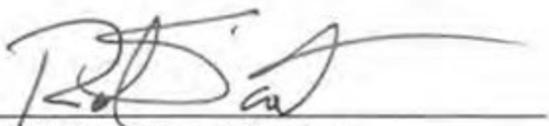
1. Ineffective
2. Developing for three (3) or more consecutive years
3. Developing for fewer than three (3) consecutive years
4. Skilled and Accomplished

Bargaining unit members shall be "comparable" to each other only if they are in the same category. The evaluation ratings specified in this section refer to the final summative evaluation ratings assigned to a teacher. If, for whatever reason, the employee does not possess a final summative rating for the year in which the reduction in force will occur, the employees' last rating will be utilized for the purposes of considering whether employees are "comparable." In the event the teacher does not have any prior rating, at the discretion of the District, the most recent evidence (e.g., observations, formal walkthroughs and items uploaded to OhioES) will be considered to assign a rating to the individual.

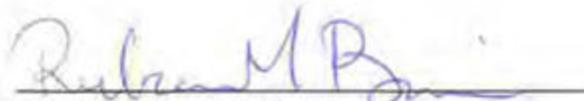
A reduction in force shall begin with the lowest comparable evaluation group within each area of certification/licensure affected by the reduction in force in the following order for bargaining unit members who are on a Continuing Contract in the event that there are no bargaining unit

members on Limited Contracts in the certification/licensure area of the reduction or that the number of bargaining unit members on Limited Contract has been exhausted.

1. Ineffective
2. Developing for three (3) or more consecutive years
3. Developing for fewer than three (3) consecutive years
4. Skilled and Accomplished



Robert Scott, Superintendent  
Avon Lake City Schools



Rebecca Bain, President  
Avon Lake Education Association

05/16/2023

Date

05/16/2023

Date

GRIEVANCE PROCEDURE FORM  
TO BE SENT TO THE APPROPRIATE ADMINISTRATOR AT EACH LEVEL

Aggrieved Person, Persons, and/or Association \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

School \_\_\_\_\_ Principal \_\_\_\_\_

Date Grievance Occurred \_\_\_\_\_ Date of Formal Filing \_\_\_\_\_

Person or Persons to Whom Grievance is Directed \_\_\_\_\_

Initiated at Level \_\_\_\_\_

Statement of Grievance: \_\_\_\_\_

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What part of the Master Contract is allegedly violated? \_\_\_\_\_

Set forth the language and provision allegedly violated \_\_\_\_\_

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Action Requested: \_\_\_\_\_

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Have you discussed this with your immediate supervisor? \_\_\_\_\_ Yes \_\_\_\_\_ No

ALEA Representative \_\_\_\_\_ Grievant \_\_\_\_\_

Note: A copy of this form and all responses and appeals will be sent to the Association President by the responsible administrator.

**Avon Lake City Schools  
175 Avon Belden Road  
Avon Lake, Ohio 44012**



*Sick Leave Bank Donation Form*

I, \_\_\_\_\_ choose to donate \_\_\_\_\_ days of my accumulated sick leave to the Sick Leave Bank. I understand that the days contributed to the bank are no longer available for my use.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Building \_\_\_\_\_

**Please return to the Superintendent's Office  
by November 30.**

**Avon Lake City Schools**  
**175 Avon Belden Road**  
**Avon Lake, Ohio 44012**



*Application to Use Sick Leave Bank*

I, \_\_\_\_\_ wish to apply for \_\_\_\_ day(s) of sick leave from the Avon Lake City Schools Sick Leave Bank.

I have reviewed the criteria found in Article 6 – Section H of the Master Contract between the ALEA and the Avon Lake Board of Education.

I will need days from the Sick Leave Bank because \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I understand that all of my accumulated sick leave must be exhausted before I can receive days from the Sick Leave Bank. I additionally understand that any sick leave that accumulates during my absence will be deducted before days from the Sick Leave Bank will be used.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

This form must be forwarded to the ALEA President who will meet with the Superintendent to forward the application to the HCC Subcommittee.

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Number of Sick Leave Bank days approved \_\_\_\_\_

\_\_\_\_\_  
ALEA President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

AVON LAKE CITY SCHOOLS  
Alternative Activity Summer Professional Development Worksheet

Name \_\_\_\_\_ Building \_\_\_\_\_ Date \_\_\_\_\_

Description of alternative professional development opportunity:

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Date of professional development: \_\_\_\_\_ Hours proposed: \_\_\_\_\_

Approved: \_\_\_\_\_

Denied: \_\_\_\_\_

Reason if denied:

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\_\_\_\_\_  
Superintendent/designee

Once this individual staff development opportunity is completed, please describe the event below and comment how it added to your professional growth. Include verification that you participated in the event. Turn in the completed worksheet with verification to your building administrator prior to the first teacher work day of the new school year. Time earned for staff development will be verified by the building administrator.

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Hours earned: \_\_\_\_\_ Participant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Superintendent/designee approval: \_\_\_\_\_ Date: \_\_\_\_\_

# Avon Lake City Schools Supplemental Proposal Form

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Proposed supplemental name: \_\_\_\_\_

School year supplemental will start: \_\_\_\_\_

Name(s) of applicants: \_\_\_\_\_

School building supplement would be based: \_\_\_\_\_

Number of times this proposal has been submitted: \_\_\_ 1<sup>st</sup> \_\_\_ 2<sup>nd</sup> \_\_\_ 3<sup>rd</sup>

How many years has this activity been around before this supplemental proposal? \_\_\_\_\_

Description of activity:

Activity goals and objectives (In measurable terms):

Target group:

Activity calendar and sequence of events:

Proposed salary rationale (i.e. time beyond contractual day with students):

\_\_\_\_\_  
*Signature of Applicants*

\_\_\_\_\_  
*Date*

**Additional input from principal is not only necessary, but helpful:**

\_\_\_\_\_  
*Signature of Building Principal*

\_\_\_\_\_  
*Date*