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MASTER CONTRACT AGREEMENT

between the

NORTHWEST ASSOCIATION OF EDUCATORS
an affiliate of the
SOUTHWESTERN OHIO EDUCATION ASSOCIATION,
OHIO EDUCATION ASSOCIATION
and the
NATIONAL EDUCATION ASSOCIATION

and the

NORTHWEST LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
HAMILTON COUNTY, OHIO

EFFECTIVE:
JULY 1, 2024 through JUNE 30, 2027

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ARTICLE 1:
RECOGNITION

1.01 ASSOCIATION RECOGNITION

The Northwest Board of Education, hereinafter referred to as the "BOARD" recognizes the Northwest Association of Educators, an affiliate with the Ohio Education Association and the National Education Association, hereinafter referred to as the "ASSOCIATION," as the sole and exclusive bargaining agent for the bargaining unit as described below having the right to represent exclusively the members of the bargaining unit and the right to unchallenged and exclusive representation during the term of this Contract.

1.02 BOARD RECOGNITION

1.0201 The Association recognizes that the Board has the sole responsibility for the management and control of the Northwest Local School District and that the Board is specifically vested by law with the authority and responsibility of making the rules and regulations by which the School District will be governed. The Association agrees that, unless such authority is specifically limited by a specific provision of the agreement, the Board has and retains all of its rights and authority to manage and control the School District which the Board of Education possesses under Ohio law and the following:

a. Determine matters of inherent managerial policy as provided in the Ohio Revised Code which include, but are not limited to, areas of discretion of policy such as function and programs of the Board, standards of school activities, its overall budget, utilization of technology, and the school district organizational structure;

b. Direct, supervise, evaluate or hire employees;

c. Maintain and improve the efficiency and effectiveness of Board operations;

d. Determine the overall methods, process, means or personnel by which the school district operations are to be conducted;

e. Discipline, non-renew, demote, terminate for just cause, layoff, recall, transfer, assign, schedule, promote or retain employees; the superintendent may suspend a bargaining unit member without pay for just cause.

f. Determine the adequacy of the work force;

g. Determine the overall mission of the school district;

h. Effectively manage the work force in all aspects;

i. Take action to carry out the mission of the school district;

j. Make the rules and regulations by which the students and employees of the Board will be governed.

1.0202 The parties agree, notwithstanding any provision of R.C. 4117.08, that the Board of Education may exercise any right or authority retained by it, pursuant to 1.0201 of the contract and by Ohio law, which is not specifically limited by the terms of this agreement, without bargaining with the Association with respect to the exercise of such right or authority, except that the board shall bargain with respect to the effect of such exercise of authority may have on wages and working conditions.

1.03 BARGAINING UNIT DEFINITION

The bargaining unit covered by this Contract is defined as all certified employees who are under contract with this Board, excluding all LD tutors paid on an hourly basis, substitute teachers, community education teachers and the Superintendent, all assistant superintendents, administrative assistants, principals, assistant principals, supervisors, directors and all others for whom certification in supervision or administration is required as a condition of employment, teacher aides, and all other non-certificated employees of the Board and administrative personnel as defined in Chapter 4117 of the ORC.

ARTICLE 2:
NEGOTIATIONS PROCEDURE

2.01 DEFINITIONS

2.0101 "DAY" - In the negotiations procedure section of this Contract, the word "day" shall mean calendar day.

2.0102 "GOOD FAITH" - Good faith is defined as the obligation of the parties to meet for the purpose of effecting a free exchange of facts, opinions, proposals, and counterproposals in a sincere effort to reach mutual understanding and agreement on all matters submitted for bargaining in accordance with the reopener provisions of this Contract. All parties are obliged to deal openly and fairly with each other. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons and offer counterproposals. Such obligation shall not require either party to change its proposal on any matter being negotiated.

2.0103 "PARTY" - Party when used shall mean the Association and/or the Board.

2.0104 The terms "certificate," "certified," "certificated," or "certification" as used herein shall be considered to include the terms "license," "licensed," or "licensure."

2.02 PROCEDURES

The parties agree that Chapter 4117 of the Ohio Revised Code shall govern the procedures of bargaining between the Board and the Association. The parties pledge themselves to bargain in good faith.

2.03 INITIATING NEGOTIATIONS

2.0301 All requests for the initiation of negotiations shall be made in writing. Requests initiated by the Association shall be directed to the Superintendent; requests initiated by the Board shall be directed to the Association President. The written request for negotiations shall include:

A. Date of letter;

B. Statement of purpose for session;

C. Name, address and phone number of the person to contact representing the requesting party to arrange a mutually satisfactory time for the initial negotiations session.

2.0302 A written reply shall be sent by the receiving party within five (5) calendar days to the official representative as set forth in subsection (C) above of the requesting party. This letter shall include:

A. Date of letter;

B. Recognition of request for a negotiations session;

C. Time, place and date of three (3) possible dates for the initial negotiations session.

2.0303 All negotiations shall be in accordance with Section 2.11, "REOPENER PROVISIONS", herein.

2.04 NEGOTIATIONS SESSIONS

2.0401 The parties shall meet at a time and place as established under this Article for the first negotiation session.

2.0402 A time, place and date for the next session shall be established before concluding the first and each successive negotiation session.

2.0403 Specific proposals shall be exchanged by the parties at the first session unless otherwise mutually agreed. Both parties shall present and explain their proposals. No new items for negotiation may be presented by either party after the second session unless the parties mutually agree to do so.

2.05 NEGOTIATIONS TEAMS

2.0501 Each team shall be made up of not more than five (5) people of the party's choice. Each team shall designate a chairperson.

2.0502 Each team may have no more than three (3) people to act as observers. The observers shall not participate in the negotiation discussions unless mutually agreed.

2.0503 Provided notice is given to the other party at least one (1) day prior to the session, formal presentations may be made by consultants upon specific items under discussion.

2.06 INFORMATION

The designated representatives of the Board and the Association agree to make available to each other upon written request within ten (10) days from before we initiate negotiation sessions all available public information.

2.07 CAUCUSES

Either group shall have the right to recess for independent caucus at any time. Each caucus shall be limited to one (1) hour unless otherwise mutually agreed.

2.08 ITEM AGREEMENT

As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialing shall not be considered binding or as a final agreement by the parties, and it is expressly understood by the parties that the tentative agreement reached on any items may be withdrawn by either party at any time during the negotiations process.

2.09 AGREEMENT

2.0901 When an agreement is reached by the teams, the agreement shall be reduced to writing and signed by the chairperson of each negotiating team. Each team will favorably recommend to its members the acceptance of the tentative agreement. The tentative agreement shall be submitted to the Association for possible ratification and the results of the ratification vote by the Association's membership shall be communicated to the Board in writing by the President of the Association.

2.0902 Upon receipt of notification that the Association has ratified that agreement, the Board shall meet within fourteen (14) days to consider the approval or non-approval of the tentative agreement.

2.0903 Only if the agreement is ratified and approved by both the Association and the Board shall it become part of the official minutes of the Board and part of this contract.

2.0904 No provision of the resulting agreement shall discriminate against any staff member because of membership or non-membership in the Association.

2.10 IMPASSE

2.1001 If an agreement has not been reached after forty-five (45) days from the first meeting between the bargaining teams, either party may declare impasse and call for the services of the Federal Mediation and Conciliation Service (FMCS) to assist in negotiations. If a party calls for FMCS involvement, the other party shall join in a joint request.

2.1002 The mediation period shall be forty-five (45) calendar days from the first meeting with the mediator. After the forty-five (45) day period has expired and if an agreement has not been reached, then the Impasse Procedures of this Contract shall be deemed to have been completed and an impasse shall exist. At that time the Board shall have the right to implement its final offer if it so chooses and the Association shall have the right to strike under the provisions of ORC Chapter 4117 if it so chooses.

2.1003 In the event all of the impasse procedures set forth in this Contract have been fully completed and no agreement has been reached between the parties and the effective date of the Contract provisions at issue has

expired, and/or the entire contract has expired and the Association has given the statutory notice to strike required by ORC Chapter 4117, then, in that event only, the Association may exercise its statutory right to strike on those issues which are negotiable in accordance with the provisions of this Contract. The Board agrees that this provision of the Master Contract provides the Association the contractual right to strike on the issues that are negotiable under the reopener provisions of this Contract.

2.11 REOPENER

2.1101 If either party wishes to amend this negotiated Contract during its term, such party shall notify the other party in writing of the specific detailed changes it wants.

A. The party receiving this request shall notify the other party of its decision to negotiate or not within fifteen (15) calendar days of such receipt.

B. If the other party agrees to reopen negotiations on the requested change(s), negotiations shall commence within fifteen (15) calendar days following the mutual agreement to reopen unless a later date is mutually agreeable.

C. Negotiations shall follow the procedures outlined in this negotiated Contract.

ARTICLE 3:
ASSOCIATION RIGHTS

The Association shall be granted the following sole and exclusive organizational rights as the agent of the bargaining unit. No other organization which does and/or may desire status as the agent of the bargaining unit shall be granted these organizational rights.

3.01 PAYROLL DEDUCTION

3.0101 The Association shall be granted the right to payroll deduction for each Association member of his/her Association dues as authorized by that member, without cost to the Association and/or the member. The Association shall determine, through its constitution, the amount to be deducted for each Association member, and shall so notify the Board Treasurer or his/her designee.

3.0102 For those Association members who have authorized dues deduction by October 10, the Board Treasurer or his/her designee shall begin equal deductions with the October 25 payday and continue said deductions with each paycheck up to and including the last paycheck in June.

3.0103 For those Association members who authorize payroll deduction of dues after October 10, the Board Treasurer shall begin equal deductions with the first pay date following his/her receipt of such authorization and continue said deductions with each paycheck up to and including the last paycheck in June.

3.0104 Each member shall be required to notify in writing the Board Treasurer and the Association Treasurer or their designees that he/she wishes payroll deduction of Association dues to cease, the Board Treasurer or his/her designee shall deduct from said member's next paycheck the amount due to the Association as determined by the Association Treasurer. This amount shall be proportional to the amount of time which has elapsed from the first member workday of that school year until the date that the member's written request is received by the Board Treasurer.

3.0105 All the dues of the Association and its affiliates which are deducted from each member's paychecks shall be forwarded by the Board Treasurer or his/her designee to the Association Treasurer in a single check after each payroll period within five (5) working days after pay day.

3.0106 A member who requests and is granted an unpaid leave of absence shall have the balance of Association dues for the duration of the unpaid leave deducted from the first paycheck after the employee returns to work.

3.0107 The Association shall indemnify, defend and hold the Board, its members and employees harmless against any costs, damages, claims or other legal or administrative action, including attorney fees, that is caused by or

arises out of the Board and/or its employees taking action consistent with the terms of this Article.

3.02 COLLECTION OF MONIES

The Association shall be granted the right to have Association representatives collect, before the official start of the workday, after the time the students have been dismissed and during duty-free lunch, Association membership dues and other monies to be used by the Association.

3.03 EQUAL REPRESENTATION

The Association shall be granted the right to represent all members equally and without discrimination, regardless of their Association membership or non-membership.

3.04 DIRECTORIES

3.0401 The Association shall be granted the right to receive an electronic directory containing names, addresses, phone numbers, and school assignments of all members, no later than October 1 of each school year.

3.0402 Any member shall have the right to have his/her address and phone number removed from the directories presented to the Association.

3.0403 If the Association requests the names, addresses, phone numbers, and school assignments of the newly-employed, the Board shall supply said information.

3.05 NOTIFICATION OF MEETINGS

3.0501 The Association shall be granted the right of notification to the Association President or his/her designee of all Board meeting(s) as set at the January organizational meeting sent prior to the first regularly scheduled Board meeting. The Association President will be notified in advance of any special or emergency meetings in conjunction with any Board members.

3.0502 The Association shall be listed on all regular Board meeting agendas and shall have the right to make a general address at each regular Board meeting and any other meeting in which public participation is part of the agenda.

3.06 COPIES OF PUBLIC INFORMATION

3.0601 The Association shall be granted the right to receive a copy of all agendas and minutes of all Board meetings. In addition, the Association

President or his/her designee shall be informed at the same time the Board members are informed of any agenda changes made after the above materials have been distributed to the Board members.

3.0602 The Association shall be granted the right to receive upon Association request, a copy of all public records without charge.

3.07 NEW TEACHER ORIENTATION MEETING

The Association shall be granted the right to distribute Association materials prior to the commencement of the New Teacher Orientation meeting and to have the President of the Association introduced at this meeting.

3.08 CONDUCT OF ASSOCIATION BUSINESS

The Association shall be granted the right to conduct Association business before the start of the member workday, after the dismissal of the students and during duty-free lunch, provided it does not conflict with or interfere with regularly scheduled assignments.

3.09 ACCESS TO BUILDINGS

The Association shall be granted the right of access to each school in a classroom, office, faculty workroom, or faculty lounge which is both available and suitable for meetings as mutually agreeable by the Association representative and the building principal or his/her designee.

3.10 BUILDING AND EQUIPMENT USAGE

The Association shall be granted the right to use school equipment designated for the teachers, provided that such use does not conflict with District business. All consumable materials used with the equipment shall be provided by the Association.

3.11 BULLETIN BOARDS

The Association shall be granted the right to the use of bulletin boards in faculty lounges, faculty lunchrooms and faculty workrooms.

3.12 MAIL SYSTEM

The Association shall be granted the right to use school mailboxes, the interschool mailing system, and the electronic mail system without cost to the Association. The principal at each school where a general Association communication is distributed shall be provided a copy of that Association communication at the same time that the communication is distributed to the members.

3.13 ANNOUNCEMENTS

The Association shall be granted the right to make announcements at all building, grade-level, department and faculty meetings; the right to have announcements of Association meetings made on public address systems after student dismissal during the member workday. Announcements of Association meetings may be included in written faculty bulletins at the discretion of the principal. If an Association building meeting is conducted after a principal's faculty meeting, there shall be a period of time when members are given the option to leave.

3.14 LEAVE

3.1401 The Association shall be granted the right of the President of the Association or his/her designee to receive upon his/her written request to the Personnel Administrator twenty-five (25) days leave without loss of pay each school year to attend to Association business. Additional days, not to exceed four (4) days leave each school year, shall be granted for such purposes at no loss in pay provided the Association reimburses the Board for the cost of substitutes.

3.1402 When the Association is a participant in a grievance hearing, court hearing, or impasse hearing, three (3) members or fewer as requested in writing by the Association President or his/her designee, shall be granted released time without loss of pay to attend each session of each hearing when the hearings are conducted during the member workday.

3.1403 All requests for said leave shall be made, in writing, to the Personnel Administrator by the Association President or his/her designee.

3.1404 Each elected delegate or alternate to the bi-annual OEA conventions shall be granted two (2) days without loss of pay for actual attendance at these conventions each school year to a collective maximum of twenty (20) days. The Association President or his/her designee shall send written notification of the members attending the OEA conventions to the Personnel Administrator.

3.15 EVALUATION

3.1601 Prior to making any change or modification in the current evaluation policy, the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and request the Association's input with regard to the modification under consideration. The Association shall have two (2) weeks to respond to the Board. The Board shall not take action to modify the evaluation policy until the Association's input has been received or the time for providing same has expired.

3.1602 If a teacher up for contract renewal is absent and unavailable to be observed and/or evaluated in accordance with the timelines required by

the evaluation procedure, the Board may proceed with a non-renewal of the limited contract of the teacher even if all of the timelines have not been complied with as long as the failure to comply was during the time the teacher was on leave and unavailable to be observed and/or evaluated, and a reasonable attempt has been made to meet the evaluation timelines. The above provision shall supersede and replace the Ohio Revised Code to the extent it is in conflict with the statutes.

3.1603 If a court should refuse to hear a non-renewal appeal because of the inclusion of Section 3.1602 in the contract, the teacher may file a grievance within 15 days of the receipt of the court decision not to hear the appeal. If a grievance is filed within the 15 day period, the grievance will be processed as Step 4 of Article 4 of the contract.

The issue before the arbitrator shall be limited to whether the Board evaluated the teacher in accordance with the procedural requirements of the Ohio Revised Code and Section 3.1602 of the contract. The arbitrator will deny the grievance if the procedural requirements have been met by the Board, and shall sustain the grievance and direct a remedy in the same manner and to the same extent a court is empowered to act pursuant to 3319.11 if the Board failed to comply with the Ohio Revised Code and/or Section 3.1602 of the contract.

ARTICLE 4:
GRIEVANCE PROCEDURE

4.01 GRIEVANCE POLICY

The Northwest Local School District Board of Education recognizes that in the interest of effective personnel management a procedure is necessary whereby the members of the bargaining unit can be assured of prompt, impartial and fair hearings on their grievances. Such procedures shall be available to all members and no reprisals, of any kind, shall be taken against any member(s) initiating or participating in the grievance procedure.

4.02 DEFINITIONS

4.0201 Definition of Grievance - A grievance is a complaint involving the alleged violation, misinterpretation or misapplication of the Contract entered into between the Board and the Association affecting members of the bargaining unit. There shall be two (2) types of grievances:

A. Individual Grievance - This grievance shall involve an individual person and shall be signed by the party affected.

B. Association Grievance - This shall be a grievance which affects the majority of the bargaining unit or is an alleged violation of the Contract as respects rights and/or privileges granted to the Association.

4.0202 Definition of Day - "Day" shall mean calendar day.

4.0203 Definition of Supervisor - "Supervisor" means any individual who has authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees; to responsibly direct them; to adjust their grievances; or to effectively recommend such action if the exercise of that authority is not of a merely routine or clerical nature but requires the use of independent judgment; provided, however, employees of the District who are department chairpersons or consulting teachers shall not be deemed supervisors.

4.03 GENERAL PROVISIONS

4.0301 Time limits provided herein shall be adhered to strictly as maximums to ensure rapid resolution of the grievances. Time limits may be extended only by mutual agreement, in writing, of the parties.

4.0302 Both parties agree that the grievance(s) shall be handled confidentially to the extent that such effort to maintain confidentiality does not violate the laws of the State of Ohio pertaining to the keeping of public records.

4.0303 Witnesses, affidavits, documentations, or other evidence may be presented at Step Two and any succeeding step.

4.0304 The Association must be informed of all grievances filed.

4.04 STEPS

4.0401 Step One

A. An employee or employees having a grievance shall have the right to file a written grievance with the employee's(s') immediate supervisor. If such grievance is not filed within twenty (20) days after the occurrence of the act or condition which is the basis of said grievance, said grievance shall be waived.

B. The written grievance shall be on the form attached as Appendix C and shall contain a statement of the alleged facts upon which the grievance is based and a reference to the specific provision(s) of the Contract allegedly violated, misinterpreted or misapplied. A copy of such grievance shall be filed with the immediate supervisor.

C. A hearing before the supervisor at this step shall be scheduled at a time mutually agreeable to the grievant(s) and his/her/their supervisor.
   (1) The grievant(s) shall have the right to be represented by a representative of the Association.
   (2) The supervisor may likewise have a representative of his/her choice at said hearing.
   (3) The grievant(s) can bring all documentation and will have the right to call and present witnesses on his/her/their behalf.

D. The supervisor shall take action on the written grievance within fourteen (14) days after the receipt of said grievance or, if a hearing is requested, within fourteen (14) days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing by the supervisor and sent to the grievant(s) and to the Association.

4.0402 Step Two

A. If the action taken by the supervisor does not resolve the grievance to the satisfaction of the grievant(s), the grievant(s) may appeal in writing to the Superintendent or his/her designee. Failure to file such appeal within fourteen (14) days from the receipt of the written decision of the supervisor's action on said grievance shall be deemed a waiver of the right to appeal.

B. Upon request, a hearing shall be conducted by the Superintendent or his/her designee within fourteen (14) days after the receipt of the request or at a mutually agreed date.

(1) The grievant(s) shall be advised in writing of the time, place and date of such hearing and shall have the right to be represented at such hearing by a representative of the Association.
(2) The supervisor may be represented by a person of his/her choice.

C. The Superintendent or his/her designee shall take action on the appeal of the grievance within fourteen (14) days after the conclusion of said hearing or within fourteen (14) days of the receipt of the grievance if no hearing is required. The action taken and the reasons for the action shall be reduced to writing and copies sent to the grievant(s), the Association and the supervisor, or, if an Association grievance, copies to the Association and the Board.

D. All Association grievances as previously defined herein shall be initiated at Step Two of the grievance procedure.

4.0403 Step Three

A. If the action taken by the Superintendent or his/her designee does not resolve the grievance to the satisfaction of the grievant(s), the grievant(s) may appeal in writing to the Board. Failure to file such appeal within fourteen (14) days of receipt of the written decision of the Superintendent or his/her designee's action on said grievance at Step Two shall be deemed a waiver of the right to appeal. If the Board does not wish to hear the grievance, it may notify the Association of that fact and the Association may proceed directly to Step Four of the grievance procedure.

B. The notice of appeal shall be filed with the Board Treasurer. A copy shall be sent to the Superintendent or his/her designee, and a copy shall be sent to the Board President.

C. The Board Treasurer shall place the matter on the agenda for the next regular meeting of the Board in an executive session.
(1) If the grievant(s) so desires, he/she/they/it may have the matter placed on the agenda for the next Board meeting to be held in executive session.
(2) Each grievant involved shall have the right to be represented at such meeting by counsel and/or an Association representative of his/her/their/its choice.

D. The Board shall act upon such appeal not later than its next regular meeting. Copies of the written decision of the Board shall be sent to the grievant(s), Association, Superintendent or his/her designee and the supervisor.

4.0404 Step Four

A. If the action taken by the Board does not resolve the grievance or the Board elects not to hear the grievance, then grievances involving the misapplication, misinterpretation or violation of the

Contract may be appealed by the Association in writing to Step Four, binding arbitration. Failure to file such notice of appeal with the Board Treasurer within fourteen (14) days of the Association's receipt of the decision of the Board shall be deemed a waiver of the right to appeal.

B. The parties shall select an arbitrator through the American Arbitration Association, according to its procedures.

The Superintendent and the representative of the employee shall jointly prepare a request to the American Arbitration Association for a list of nine (9) names from which an arbitrator shall be selected by the parties in accordance with the rules and regulations of the American Arbitration Association to hear the grievance.

C. The arbitrator shall conduct a hearing and receive such evidence and testimony as he/she deems proper.
   (1) Such hearing shall be held at the earliest time mutually convenient to the Association, the Board, and the arbitrator.
   (2) In the case of disagreement concerning the time of the hearing, the arbitrator shall have the authority to determine the date and location of the hearing.

D. After a full hearing on the matter, the arbitrator shall render his/her decision as soon as possible. The arbitrator shall have no authority to add to, subtract from, or otherwise modify the terms of this Agreement. The report shall be transmitted simultaneously to the Association and the Board.

E. The decision and recommendations of the arbitrator shall be binding upon the Board, the grievant(s) or the Association.

F. The parties shall split the expenses of the arbitrator and court reporter.

4.05 WITHDRAWAL

A grievance may be withdrawn at any level without prejudice and without any record of the withdrawal in the personnel file of the employee.

4.06 PUBLIC INFORMATION

The Board shall furnish the grievant(s) and/or the Association with all available public information as he/she/they/it may request for the processing of his/her/their/its grievance.

4.07 CONFIDENTIAL FILE

All documents, communications, and records dealing with the processing of each grievance shall be filed in a confidential file separately from the personnel file(s) of the participant(s).

4.08 HEARING LEAVE

Should a hearing scheduled at any step of this procedure require the grievant(s) and/or witness(es) to be released from his/her/their regular assignment, he/she/they shall be released without loss of pay. Such appearance(s) shall not be charged against any other leave in this contract.

4.09 REPRESENTATION

Any member may be represented by the Association representative of their choice in any grievance meeting initiated pursuant to this Contract.

ARTICLE 5:
INDIVIDUAL RIGHTS

5.01 CONTRACTS

5.0101 All continuing, limited and supplemental contracts shall be issued in accordance with law and shall not be contrary to the provisions of the contract between the Association and the Board.

5.0102 However, any employee who wishes to be considered for a continuing contract must notify the Director of Human Resources by November 1 that he/she will become eligible for a continuing contract at the end of the school year and wishes to be evaluated for the purpose of the awarding of a continuing contract. If a teacher does not provide this notice and subsequently requests or becomes eligible for continuing contract consideration, that teacher will not be eligible to receive a continuing contract until he/she has been evaluated for continuing contract purposes for one (1) full year.

5.02 DISCIPLINE OF TEACHER

5.0201 The administration may take disciplinary action against any member for just cause. When disciplining a member of the bargaining unit, normally the administration shall utilize the following steps:

Step I – Verbal reprimand that is reduced to writing and placed in the Administrator's anecdotal file.
Step II – Written reprimand to the member
Step III – One day suspension without pay
Step IV – Three to five-day suspension without pay
Step V – Termination

However, if the infraction or conduct of the employee for which he or she is being disciplined is of a severe nature, the above progression may be interrupted and an appropriate disciplinary measure may be administered.

5.0202 Written reprimands are not subject to the grievance procedure. Suspensions without pay are subject to the grievance procedure. Terminations are not subject to the grievance procedure but shall be implemented pursuant to 3319.16 and 3319.161 Ohio Revised Code.

5.0203 If any of the above steps are being considered, a conference shall be scheduled between the member and the administration to discuss the alleged infraction and the member's response to it. The member shall be provided a minimum of twenty-four (24) hours written notice of the conference. The notice shall include the reasons/circumstances for which the member may be disciplined.

5.0204 The member shall have the right to an Association Representative of his/her choice at any conference in which the member is present and in which discipline of the member is to be discussed.

5.0205 Only the Superintendent, the Assistant Superintendent, or the Director of Human Resources may suspend a teacher without pay for just cause, and only the Superintendent can recommend initiating termination proceedings under Ohio Revised Code 3319.16 and 3319.161. If the Superintendent considers either termination or suspension of a member, the Superintendent or his/her designee shall conduct the conference specified in Section 5.0203 above.

5.0206 If the Superintendent, the Assistant Superintendent, or the Director of Human Resources suspends an employee, a grievance challenging the suspension shall be initiated at Step 4 of the grievance procedure within twenty (20) days of receipt of the suspension action. Failure to file a grievance at Step 4 within said twenty (20) day period shall constitute a waiver of the right to appeal the Superintendent, Assistant Superintendent, or the Director of Human Resources' decision to arbitration.

5.0207 If a suspension is based on prior reprimands, the merit and accuracy of those reprimands shall be considered by the arbitrator at a hearing challenging the suspension.

5.03 REDUCTION IN FORCE

5.0301 If the Board determines to make a reduction in force for financial reasons, decline in enrollment or for any other reason set forth in 3319.17 Ohio Revised Code, then reduction by attrition will be used to the extent possible. When reductions are not possible through attrition and further reductions are required, limited contracts shall be suspended in accordance with the recommendations of the Superintendent. In determining the position(s) to be reduced, the following sequence shall be used:

A. All contracts of re-employed retirees in affected areas shall not be filled.
B. Positions vacated as a result of attrition will not be filled.
C. If further reductions are necessary, contracts of unit members shall be reduced in the following order:

1. Limited contract members who have a teacher performance on standards rating of ineffective;
2. Continuing contract members who have a teacher performance on standards rating of ineffective;
3. Limited contract members who have a teacher performance on standards rating of developing;
4. Limited contract members who have a teacher performance on standards rating of skilled or accomplished;

5. Continuing contract members who have a teacher performance on standards rating of developing;
6. Continuing contract members who have a teacher performance on standards rating of skilled;
7. Continuing contract members who have a teacher performance on standards rating of accomplished.

If two or more members hold the same contract status and teacher performance on standards rating, then reductions shall progress from least to greatest seniority, as defined below.

D. If a unit member whose contract is suspended due to a reduction in force is certified/licensed for another position(s) in the District, then the process set forth above will be repeated. It is possible the process will repeat multiple times until the unit member whose contract is to be suspended is ultimately determined.

5.0302 Seniority for the purposes of this provision shall mean the number of continuous years of district service commencing with the most recent date of employment by the Board. The date of employment shall be the date that the employment contract was signed by the teacher. Approved leaves of absence shall not be considered a break in service. Should affected teachers have identical dates of employment as determined above, the date of the District's receipt of the teacher's application, or the on-line application activation date, for employment shall be used to break the tie, with the earlier date of receipt constituting the higher seniority for purposes of this provision.

5.0303 When staff reduction is necessary, the Superintendent shall give notice of the intent to recommend action to reduce staff to the Association thirty (30) days prior to the Board meeting at which said action will be taken.

5.0304 Unit members whose contracts were suspended shall be recalled to a vacancy in the inverse order of suspension as positions become available in their area of certification/licensure at the time of recall.

5.0305 Teachers whose positions are reduced and who have additional teaching certifications may exercise displacement rights if the teacher has an additional certification and greater seniority than another person teaching in that area of certification. No limited contract teacher shall exercise displacement rights over a continuing contract teacher. Displacement rights shall be limited to areas of the teacher's certification.

5.0306 Any teacher whose contract is suspended, pursuant to this section of the contract, shall be placed on a priority list for re-employment for two (2) years. If a vacancy occurs in such a teacher's area of certification and if the teacher has taught within that area of certification within the last six (6) years, teachers meeting these qualifications on the priority list will be offered the vacancy before outside applicants are considered.

5.0307 If a teacher is certified for the vacant position but has not taught in that certification in the last six (6) years, he/she shall be considered as an applicant for the vacant position and will be interviewed for same.

5.0308 If a teacher refuses an offered vacancy, his/her name shall be removed from the priority list and the Board's obligation hereunder terminated, if the vacancy is for a position equivalent to the teacher's previously held position. For example, an offer of a part-time position, and either the refusal or acceptance thereof, will not remove a teacher who was full-time prior to the reduction in force from the recall list for full-time positions.

5.0309 The Board has fulfilled its responsibility herein by sending a written notice of vacancy to a teacher on the list by certified mail at the last address left by the member. Unclaimed, refused, or non-deliverable notices, as well as failure to respond within ten (10) days of the posting of the notice, shall constitute refusal of the vacancy.

5.0310 Teachers laid off shall be offered substitute positions that occur before other substitute teachers.

5.04 PERSONNEL FILE

5.0401 The official personnel file of each member shall be maintained in the Human Resources Office. This shall be considered a confidential file, except for that information which is directory information, and an official file of recorded information on members maintained by the Board and administration. Although principals and other administrators may maintain separate anecdotal records, these anecdotal records will not be considered part of the teacher's employment record unless they are included in the official file. Anecdotal records not included in the official file will be destroyed six (6) years after being made.

5.0402 Upon advance written request, a member shall be able to review his/her personnel file during the regular work hours of the office in which the file is kept. The official file may be reviewed in the Human Resources Office and in the presence of the Director of Human Resources or his/her designee. The member shall have the right to be accompanied by an Association representative. A representative of a member shall be given access to the file of said member upon presentation of written authorization from the member, including the signature of said member.

5.0403 Nevertheless, in addition to the member, the individual members of the Board, Superintendent, Assistant Superintendent, Director of Human Resources, building principals and any other administrator who has a legitimate district-related reason for reviewing the employee's file shall have access to same. All materials placed in the personnel file of members shall include the date the items were placed in the file.

5.0404 Prior to placement in his/her file, a member shall be shown any material placed in his/her file and may initial said material indicating that he/she

has seen it. The initialing of the material does not indicate agreement to the contents of same.

5.0405 A member shall have the right at any time to attach a written reply to any material being placed in his/her file and this reply shall be attached to the material in question.

5.0406 Any member shall have the right to obtain a photostatic copy of any item(s) (except confidential pre-employment items) in his/her personnel file upon the payment of the reasonable cost of photocopying said material.

5.0407 Anonymous complaints and/or commendations will not be included in the personnel file of any member of the bargaining unit. The provisions of this section of the Contract shall not be construed as limiting the rights accorded to a member pursuant to Chapter 1347 of the ORC.

5.0408 Any material may be removed from the personnel file of a teacher with mutual consent of that teacher and the Superintendent or his/her designee.

5.05 COMPLAINTS ABOUT BARGAINING UNIT MEMBERS

5.0501 Complaints made directly to the Board will be referred to the administration before they are considered directly by the Board.

5.0502 If the administrator decides to investigate the complaint after meeting with the complainant, the administrator shall meet with the teacher after providing a twenty-four (24) hour written notice and advise him/her of the nature of the complaint and allow the teacher to explain his/her view of the situation. In addition, the investigator will ask the teacher if there are any people the teacher wishes the administrator to interview as part of the investigation and the administrator will interview the persons identified by the teacher as well as those witnesses identified by the complainant.

5.0503 During the investigation of a complaint, the teacher will be permitted to be represented by the building representative, OEA representative or other officers of the Association if the teacher requests representation.

5.0504 After interviewing the teacher, all witnesses identified by the teacher, the complaining party, witnesses identified by the complaining party, as well as any other witnesses the investigator thinks necessary, the administrator will bring the investigation to a conclusion. If the investigation establishes that the teacher acted improperly and the results of the investigation are to be made a matter of record, the teacher will be provided with a copy of the investigator's written report and conclusions and will be entitled to attach a rebuttal to any portions of the investigation with which he/she does not agree. If the administrator proposes that disciplinary action be imposed as a result of the complaint, the disciplinary procedure in Article 5, Section 5.02 will be followed.

5.0505 If the administrator concludes that there was no basis for the complaint, then there shall be no record of the investigation or complaint in the teacher's personnel file.

5.0506 If the investigation determines that a student or a district employee falsified facts in a complaint made against a teacher, the teacher shall be notified as to the nature of the punishment the student or district employee received for making false allegations, if any.

5.0507 This procedure does not apply to allegations of child abuse or child neglect which shall be reported to the appropriate authorities as required by law.

5.06 EDUCATIONAL PREROGATIVE

5.0601 Biological children, adopted children or children placed through court-authorized guardianship/custody of full-time employees shall be permitted to attend the Northwest Schools tuition free in grades K through 12, and the inclusion preschool if there is space available in grades K through 12, as determined by the Superintendent in his/her sole discretion. Employees who wish to utilize this benefit must make application to do so prior to the start of each school year. However, if a resident member's children are enrolled in the school district and the member subsequently resides outside of the district during the school year, his/her children will be permitted to complete the school year tuition free. If a child requires special services due to a disability, the child will be offered a free appropriate public education within the District, consistent with available resources and applicable federal law. However, this does not obligate the District to pay for services to a child who resides outside the District that are not available within the District.

5.0602 In addition, no children shall be admitted pursuant to this policy if they are currently expelled from a public school in the State of Ohio or any private school.

5.07 RE-EMPLOYMENT OF RETIRED TEACHERS

5.0701 Certificated employees who have retired and are or will be receiving benefits through Ohio STRS or another state's equivalent retirement system may be employed by the Board. There shall be no expectation that such individuals will be offered employment. The Board reserves the right to offer or not to offer such employment selectively based on the needs of the District, and no reasons will be given for declining to offer such employment.

5.0702 The Board shall have complete discretion to place a retired-rehired bargaining unit member on the teacher bachelor's column of the salary schedule anywhere between Step zero (0) and step five (5). The unit member shall remain on the step and column they are initially placed for the term of their employment with the Board following their retirement.

Salary placement under this Article shall not be subject to Chapter 3317 or any other section of the Ohio Revised Code.

5.0703 Individuals employed pursuant to this provision shall be eligible for the health and dental insurance plans offered by the Board pursuant to the provisions of this Agreement.

5.0704 Unit members employed pursuant to this Article shall receive one (1) year limited contracts and shall not be eligible for continuing contracts, regardless of their years of service or license held. Each one (1) year limited contract shall automatically expire upon completion of the contract year and it shall not be necessary for the District to take formal action pursuant to Section 3319.11 of the Ohio Revised Code in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.

5.0705 Returning retirees are eligible for sick leave accumulation, starting with a zero balance. However, such individuals are not entitled to any severance benefits or retirement incentive benefits.

5.0706 In the event of a reduction in force, the re-employed unit member in an affected area shall be laid off prior to other unit members whom have not been approved for service retirement.

5.0707 This provision shall supersede and replace Sections 3319.11, 3319.111 and Chapter 3317 of the Ohio Revised Code.

ARTICLE 6:
WORKING CONDITIONS

6.01 SCHOOL CALENDAR

6.0101 The Board shall adopt a school calendar. The Superintendent shall deliver the proposed school calendar to the Association President not less than twenty-eight (28) calendar days prior to submitting it to the Board. The Association President shall report concurrence or suggestions for change to the Superintendent for consideration within twenty-eight (28) calendar days. The Board shall set the calendar no later than its regular meeting in May.

6.0102 The Association President shall be consulted for suggestions prior to amending any or all Board-adopted calendars. Amendments of the calendars shall be at the discretion of the Board.

6.02 TEACHER WORK YEAR

6.0201 The teacher work year shall be one hundred eighty-five (185) days in length. Of these one hundred eighty-five (185) days, up to one-hundred eighty (180) shall be with students in attendance and five (5) days shall be in-service days.

The final day of the teacher work year without students in attendance will be two (2) hours in length. The other four (4) hours will be accumulated through professional learning and development for teachers outside of the contract day which shall be approved by the Building Administrator. From the days without students in attendance, at least 6 hours shall be devoted to record keeping (specifically 2 hours at the close of the 1st, 2nd, and 3rd quarters.)

There shall be one late start/early release for students in each quarter for teachers record keeping. The late start/early release will not be consecutive with end of quarter record keeping.

6.0202 Any in-service held beyond the normal workday and/or after faculty meetings shall be compensated at the rate of thirty dollars ($30.00) per hour. If at such in-service, attendance is voluntary, no form of compensation will be paid and no comp-time will be earned.

6.0203 At least 72 hours prior to any non-calendar in-service held beyond the normal work day, each member affected will be provided with a written memorandum indicating the time, date, location and length of the in-service, and whether it is voluntary or mandatory.

6.03 LENGTH OF WORKDAY

6.0301 The workday shall be seven (7) hours and thirty (30) minutes including thirty (30) consecutive minutes for duty-free lunch. Teachers teaching in grades 6-12 shall have a limit of one hundred seventy-five (175) students per day for whom the teacher is provided a graded course of study, excluding all special area teachers (art, music and physical education).

6.0302 Members shall attend a reasonable number of evening meetings where their presence is necessary, excluding regular PTA meetings. Extra duties, conferences and after school meetings will be reasonable and consistent with the goals and objectives of the educational program.

6.0303 There shall not be assignment of extra duties, conferences and meetings, on Saturdays, Sundays, holidays and/or vacation days except in an emergency situation. Nothing herein applies to supplemental contracts.

6.04 PLANNING TIME

At the option of the Board, during the life of this contract, the Board may implement a block schedule teaching and student day at the high schools operated by the District or at the option of the Board and administration.

6.0401 Each member who works as a classroom teacher, including special area teachers, shall be given at least two hundred twenty-five (225) minutes of planning time each five-day work week for which students are in attendance. The weekly plan time shall be allotted to unit members in increments of at least thirty (30) consecutive minutes. Plan time shall be used for instructional planning, conferences and meetings, evaluating student progress, and team planning. In addition, each member shall have a duty-free lunch of not less than thirty (30) consecutive minutes. Administration will schedule no more than one (1) administratively-led meetings per week during plan time. Excluded from these meetings are IEP, 504 Plan, evaluation meetings, and any other meetings mandated by law.

6.0402 The Board encourages teachers to form multi-disciplinary collaborations. However, the formation of such multi-disciplinary collaborations shall be completely voluntary.

6.05 DUTY-FREE LUNCH

Each member of the bargaining unit shall be granted at least thirty (30) consecutive duty-free minutes for lunch each workday during which time he/she shall not be required to perform any work-related duty. The granting of the lunch period to members shall not cause the lengthening of the school day and/or the workday.

6.06 MEDICAL EXAM

6.0601 If a member(s) of the bargaining unit is required by the Board to receive a medical examination, the Board shall state in writing to that member its requirement for the examination and its reason(s) for the requirement. Except in unusual circumstances, no member can be required to submit to more than one (1) such required medical examination in any school year.

6.0602 Each member who is required by the Board to have a medical examination shall be examined by a physician mutually agreed to by the Board and the Association.

6.0603 The cost of the medical examination shall be at Board expense.

6.0604 The physician conducting the examination shall supply to the Superintendent, the Board, and the member his/her recommendations as to the ability of that member to perform his/her contractual duties including any information pertinent to his/her recommendations. If the medical examination determines that the member's medical condition prevents the member from performing his/her duties, the Board may place the member on paid sick leave (if available) or unpaid medical leave for a period not to exceed two (2) years.

6.0605 Those recommendations shall remain confidential and only be used for purposes relevant to the member's ability to perform his/her contractual duties.

6.0606 Nothing in this negotiated Contract shall be construed to waive the physician-patient privilege provided by the Ohio Revised Code except to the extent set forth in section 6.0604 of this provision.

6.0607 If a member(s) is(are) required by the Ohio Department of Health and/or the Hamilton County Board of Health to have a tuberculin test, the Board shall notify the member(s) of the agency(ies) and location(s) that will provide the tuberculin skin test(s) and/or chest x-ray(s) at nominal expense to the member(s).

6.07 CURRICULUM COMMITTEE MEETINGS

6.0701 The Association and the Board believe that the members of the bargaining unit, administrators and community members should work together to examine, evaluate, research and assist in the development and/or improvement of the curriculum for the District.

6.0702 Serving on a curriculum committee(s) is on a voluntary basis and is not considered a regular contractual duty of any member.

6.0703 Release time shall be granted without loss of pay to attend any session scheduled during the member's workday.

6.08 FIELD TRIPS

No member shall be required to use his/her own vehicle to transport students and/or Board employees on any field trip.

6.09 EMPLOYEE SAFETY

If the administration receives a substantiated complaint that a student has threatened to physically harm a teacher, the principal will notify the threatened teacher of the identity of the student and the nature of the threat.

If and when an employee reports a safety concern in writing to the administration of the building or department, it will be investigated. The employee will be provided a report of the results of the investigation.

6.10 PROTECTING THE LEARNING ENVIRONMENT

6.1001 The District annually will seek input from members through the Building Leadership Team and Building Liaison Committees regarding the Student Code of Conduct and the disciplinary processes utilized within the buildings.

The District shall annually provide training to staff on the threat assessment processes in the District.

If a student is on a behavior plan, the behavior plan shall be shared by the administration with those teachers with a legitimate educational interest in the student's plan.

6.1002 There shall be an administrator or designee at all times in all buildings to appropriately address student disciplinary issues.

At the onset of a student's removal for disciplinary reasons the teacher shall communicate the reason(s) for removal to building administration or designee, and the student shall not be returned to the referring classroom until after the referral has been processed.

6.1003 The administration shall communicate the results of a reentry meeting between the student and the administration when it is determined that the staff member has a legitimate educational interest in the protocols put into place for the student.

Administration shall inform staff members of plans/protocols in place for students who are part of the building threat assessment process when it is determined that the staff member has a legitimate educational interest in the protocols put into place for the student.

Questions or concerns about student discipline shall be addressed through the building administration and/or district administrators and/or Superintendent.

6.1004 In the event a student engages in an assault, actual or threatened, on a teacher the building administrator shall meet with the teacher and, if necessary, his/her building representative, to discuss the situation and determine the supports needed for the teacher. Prior to that student returning, the teacher will be informed of any applicable protocols/plans for the student and discuss if other supports are needed for the teacher.

6.11 LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

Members serving on the District Local Professional Development Committee shall be compensated at the rate of twenty-five dollars ($25.00) per hour for actual LPDC meetings that occur outside of the workday. In order for a meeting of the LPDC to be called, at least three (3) members of the LPDC must agree to call the meeting.

The District Local Professional Development Committee shall consist of a maximum of seven (7) members, a majority of whom shall be teachers who shall be selected by the bargaining unit.

6.12 DRESS CODE

6.1201 Jeans, t-shirts, warm up suits and shorts will not be worn by members while performing their contractual duties without the prior consent of the member's building principal.

6.1202 Members assigned to teach physical education may wear warm up suits while performing their contractual duties.

6.13 PROCEDURE FOR REVIEW OF CLASS SIZES

Any teacher who finds his or her class size to be inequitable as compared to the other class sizes in his/her building may request a class size review.

The teacher may initiate the class size review by requesting that the building principal examine the class and discuss alternatives.

An Association representative may accompany the teacher at all stages of the class size review process. If the teacher has representation, the administrator may have another administrator present.

If the teacher and the principal cannot find an acceptable solution, the teacher may advance his/her request to the Superintendent or designee for final review. The decision of the Superintendent or designee shall be final.

6.14 JOB SHARING

If two teachers want the administration to consider a job sharing arrangement, they shall file a written request to job share by February 1, for the next year with the Human Resources Director.

The President of the Association will be notified of the job sharing request and will be invited to any conferences between the Director of Human Resources and the applicants concerning the job sharing arrangements.

If an agreement can be reached between the applicants and the administration on the terms and conditions of a job sharing arrangement, those terms and conditions will be incorporated into a written agreement between the teachers, the Board and the Association, and the job sharing arrangement will be permitted in accordance with that agreement.

6.15 BUILDING LIAISON COMMITTEE

No later than September 30 of each school year, each building shall elect three (3) members of the bargaining unit to serve voluntarily on a committee that shall meet with the building administrator and another person selected by the building administrator once every two (2) months to discuss matters of concern in the building. The Association shall be responsible for conducting the election.

The liaison committee shall be advisory only and is intended to assist the administrators and the school staff, through the process of open discussion to address needs and concerns. The committee shall assume the responsibility for being knowledgeable about matters which relate to its function. The liaison committee shall not deal with issues that either Association members or the administrators believe are grievances or would alter the Master Contract or matters that are of a personal nature. Anonymous concerns will not be addressed.

The liaison committee shall be co-chaired by an administrator and a teacher-member selected by the teachers on the committee. The co-chairs of the committee shall set the dates for the bi-monthly meetings; notify the members of the meeting dates; supervise the screening of issues to ensure they are appropriate and conduct the meetings.

Each member of the committee shall have the right to request that matters be placed on the agenda for a meeting of the liaison committee and be advised of the results of the meeting. Teacher members of the liaison committee will gather potential liaison committee issues from all members working in the building, and will report the results of the meeting to all members in the building.

6.16 ENTRY YEAR PROGRAM

The Northwest Local School District will implement an entry year program in accordance with Ohio law. The program will include the following:

A. Mentoring shall not be considered a regular duty as covered by the teaching contract of any teacher, and shall be voluntary assignment.

B. No member shall be negatively evaluated because of his/her refusal to accept a mentoring assignment.

C. All communications between the mentor and the mentored teacher shall be confidential.

D. Mentors shall not evaluate the teacher being mentored. Administrators shall not request or require the mentor to provide any evaluative information about the teacher being mentored.

E. The Board shall provide the mentor with all necessary training required by the Ohio Department of Education before the mentoring process begins.

6.17 RELEASE TIME FOR INTERVENTION SPECIALIST

Intervention Specialists will receive at least one half (1/2) day a quarter to complete special education workload.

6.18 **NEW DISTRICT-WIDE INITIATIVES**

The District shall notify all bargaining unit members of any new District-wide initiatives prior to the end of the school year so members are able to prepare for the next school year. This does not include any required activities/initiatives that result from state and/or federal action.

ARTICLE 7:
ASSIGNMENTS AND/OR TRANSFERS

7.01 TEACHER ASSIGNMENT

7.0101 All returning members of the bargaining unit are to be advised of their tentative building assignment(s), grade level(s), subject(s), and/or preparation(s) for the following school year not later than five (5) working days prior to the end of the school year.

7.0102 Changes in the assignment after the above date will be made when the Superintendent, in his/her discretion, believes it is in the best interest of the District. The teacher affected shall be notified of the assignment change once the decision to change the assignment has been made.

7.0103 Upon request, the Superintendent/designee shall meet with a teacher who is notified of an assignment change after August 1st but prior to the start of the school year to discuss the change in assignment.

7.02 VACANCIES AND TRANSFERS

7.0201 Any member of the bargaining unit desiring a change in building location and/or subject area assignment for the following school year shall so notify the Director of Human Resources in accordance with the date for doing so on the posting. The employee shall notify the personnel administrator in writing and complete an on-line application but shall not be required to complete the essays on said application. The filing of a request to be transferred to a posted vacancy shall constitute consent to the transfer if granted. A vacancy shall be defined as any newly-created position or position which was vacated by resignation, retirement, termination or transfer, and is to be filled.

7.0202 Applications on file with the Director of Human Resources shall be considered before any outside applicants are considered. Applicants who are members shall be notified if they are no longer being considered.

7.0203 Vacancy notices for the following school year shall be e-mailed to all bargaining unit members. The e-mail notice shall contain the certificate(s) required, a description of vacancy, and the deadline for filing applications. Between January 1st and July 10th, any vacancy shall not be filled until at least five (5) days have passed since the posting of the e-mail vacancy notice. Vacancies occurring between July 11th and December 31st may be filled at the discretion of the Board without the necessity of sending a vacancy notification.

The District shall consider currently employed members of the bargaining unit when a teaching vacancy arises. Said candidates shall be granted an interview.

7.0204 If a position opens after the start of the school year, the District may post a vacancy for a permanent position, if it chooses.

7.0205 Upon request, a member whose voluntary transfer was denied will be provided reasons for the denial of the transfer request by the Director of Human Resources.

7.0206 The term "involuntary transfer" shall mean an administration-initiated transfer which has not been requested by that member.

7.0207 The Superintendent or his/her designee is delegated with the sole discretion to assign and transfer members in the District. Nevertheless, the Superintendent or designee shall meet with the teacher and President of the Association prior to the effective date of the transfer, if requested, to inform the teacher of the intended transfer and discuss the transfer with the affected teacher. The reason for the involuntary transfer shall be for valid educational reasons.

7.0208 If the involuntary transfer requires the teacher to take a different teaching assignment or a teaching assignment in a different building and the teacher is notified after August 10th, then in that event, the teacher shall receive one contract day duty free to prepare for the new assignment or one (1) additional day's pay at the teacher's per diem rate, at the option of the teacher.

It shall be the responsibility of the administration to provide adequate orientation for each member who is involuntarily transferred.

7.03 NUMBER OF PREPARATIONS PER DAY

Secondary school administrators shall make a reasonable effort to maintain a schedule in which the total number of academic class preparations for each member in their school shall be distributed equitably within each department.

7.04 TRAVELING TEACHER

7.0401 The term "traveling teacher" shall be defined as a member of the bargaining unit who has assigned duties in more than one (1) building in the District in any workday or work week.

7.0402 The traveling time required of any member shall not cause his/her workday to exceed that of the workday as defined in this negotiated contract, and it shall not cause his/her duty-free lunch to be fewer than thirty (30) consecutive minutes in length. Planning time shall be included in accordance with the "PLANNING TIME" provision of this negotiated

Contract. No traveling teacher shall be expected to use all or any portion of his/her planning time for travel between schools.

7.0403 Any member of the bargaining unit who is required to use his/her personal automobile for District business in order to fulfill his/her regular teaching assignment, or otherwise at the direction of the Superintendent or his/her designee, shall be reimbursed at the IRS rate per mile in effect on January 1st of the preceding school year. All members paid under this provision of the negotiated contract shall be paid at the same rate. Members shall not be reimbursed for their routine commuting between home and school.

7.0404 Traveling teachers will have one building designated as their "home" building. This is the building where the traveling teacher will be required to attend open house and to attend staff meetings, unless other arrangements are made with the Principal. The traveling teacher will be responsible for obtaining any information provided at staff meetings in the other building(s).

7.05 STUDENT TEACHER

7.0501 The Board and the Association recognize the value of members of the bargaining unit assisting in the student teaching program. The Board and the Association further recognize that teacher training institutions supplying the students have a responsibility for compensation and remuneration to those members who are supervising the students. No member of the bargaining unit shall be required to participate in the student teaching program.

7.0502 Any and all remuneration in the form of stipend(s) or credit certificate(s) supplied by a college and/or university shall be paid to the Board. The Board, in turn, shall remit such payment, if made by the college and/or university to the supervising teacher, applying all applicable taxes, deductions and withholdings.

7.0503 Student teacher supervision is not considered a regular duty of any member. However, if a member has a student teacher, that member shall be responsible for the class while the student teacher is teaching.

7.0504 A teacher who would like to be a cooperating teacher must notify his/her building principal that he/she would like to have a student teacher.

ARTICLE 8:
LEAVES

8.01 ASSAULT LEAVE

8.0101 Any service-connected case of physical assault on a member of the bargaining unit occurring while the member is performing his/her contractual duties shall be reported immediately to the principal or other administrator in charge who shall initiate an investigation of the incident not later than twenty-four (24) hours after receipt of the report.

8.0102 When such an assault results in absence from duty for medical reasons, such absence shall be at no loss in pay and shall not be chargeable to sick leave to a maximum of forty (40) days per member for each incident. A member may submit a request for additional assault leave days to the Director of Human Resources with supporting medical verification prior to the need for the additional days.

8.0103 Medical verification shall be furnished to the Director of Human Resources for all such absences requiring more than five (5) days leave.

8.0104 The Board shall have the right to require a medical examination by a physician of its choice after the member is absent for five (5) school days per occurrence. In such event, the Board shall pay the full cost of the examination.

8.0105 The physician conducting the examination shall supply a statement to the Superintendent and the Board which states only whether:

A. the member has an injury which was caused by a service-connected assault;

B. the service-connected assault prohibits said member from performing his/her contractual duties; and,

C. the period of time which the physician estimates said member needs for recovery from the assault.

8.0106 Absences due to court appearances resulting from an assault shall be chargeable to assault leave. However, if any member(s) is(are) required to be absent from work because of court appearance(s) from an assault(s) and he/she requires assault leave days exceeding forty (40) during any school year, additional days equivalent to the number of days used for court appearances shall be granted to that member.

8.0107 Each member who is assaulted agrees to cooperate fully with police and the administration in their investigation of said assault unless otherwise advised by his/her legal counsel.

8.0108 The member returning from assault leave shall be returned to a position within his/her area of certification, shall suffer no loss of seniority, and shall be placed on the salary schedule as he/she would have been had he/she not taken assault leave.

8.02 CHILD CARE LEAVE

8.0201 The Board shall grant a leave of absence, without pay, for child care of an infant up to six (6) weeks of age and/or for the care of a newly-adopted child to each member of the bargaining unit who notifies the Board of his/her intent to take said leave. However, if any female member(s) who notifies the Board of her intent to use child care leave is medically unable to perform her contractual duties because she is in need of further sick leave [after the infant is six (6) weeks of age], her child care leave shall commence at the expiration of her use of sick leave if she so requests in accordance with the provisions of this Contract.

8.0202 When requesting child care leave, the member shall notify the Superintendent or his/her designee in writing at least thirty (30) calendar days in advance of the date that he/she intends said leave to commence, indicating the anticipated starting and ending dates of said leave.

8.0203 A member's child care leave shall not exceed three hundred sixty-five (365) consecutive calendar days in length or the expiration of his/her limited contract whichever occurs first.

8.0204 The notice requirements herein shall be waived in case of adoption provided the member notifies the Superintendent or his/her designee within five (5) days of his/her receipt of confirmation of placement of child(ren) leading to adoption.

8.0205 At the option of each female member who so requests, her child care leave shall commence at the termination of sick leave and/or medical leave benefits used for pregnancy.

8.0206 Following the expiration of any applicable FMLA leave, a member on continuing child care leave may participate in the group insurance plans provided the member pays one hundred percent (100%) of his/her premiums for the remainder of his/her child care leave.

8.0207 The member shall return from leave at the start of a semester or quarter, at his/her option, provided said leave shall not exceed three hundred sixty-five (365) consecutive calendar days.

8.0208 His/her use of child care leave shall not cause him/her to lose any year(s) of experience credit on the salary schedule.

8.0209 Each member returning from child care leave shall be returned to a position within his/her area of certification.

8.0210 The forms for child care leave notification shall be printed by the Board and shall be available in the main office of every school.

8.03 JURY DUTY/COURT APPEARANCE

8.0301 Each bargaining unit member who serves on a jury(ies) on a member workday shall receive his/her full salary while serving on jury duty. The summons for jury duty or subpoena commanding the unit member to appear must be presented to the building principal within five days of receipt. Any bargaining unit member who is subpoenaed to an administrative hearing involving students and/or court involving a matter arising out of the performance of his/her contractual duties shall receive no loss in salary while responding to said subpoena. Any bargaining unit member who is subpoenaed by a court of law, may first use personal leave, and then be granted unpaid leave, in order to appear in said court. The bargaining unit member would be required to turn in a copy of the subpoena. If on paid leave, the member would be required to turn in any money received for jury duty or subpoena appearance. However, no member of the bargaining unit shall be compensated pursuant to this provision if he/she is a party to the litigation against the Board or its administrative employees.

8.0302 Such court appearance shall not be charged against any other leaves in this Contract.

8.0303 The unit member may be required to produce written proof of reporting for jury duty on each day they receive leave under this Article.

8.04 MEDICAL LEAVE

8.0401 Each member of the bargaining unit who is unable to work because of illness and/or other disability, including, but not limited to, pregnancy, and who has exhausted his/her sick leave benefits, shall be placed on an unpaid medical leave of absence for the period of time said member is medically unable to perform his/her duties to a maximum of two (2) consecutive school years at his/her request. Upon subsequent request, the Board may grant a medical leave and renewal(s) thereof to any member because of illness and/or other disability in accordance with the Ohio Revised Code.

8.0402 The Board Treasurer shall pay the Board's share of the premiums for group insurance plans for each member receiving a medical leave of absence to the extent and in the manner required by the Family Medical Leave Act.

8.0403 After the Board has met its obligation to pay the premium for insurance for an employee on unpaid medical leave for the period of time mandated by the FMLA, each member remaining on medical leave beyond that date may continue to participate in any and all of the group insurance plans provided that member pays 100% of all his/her premiums for the

insurance which he/she wishes to maintain for the remainder of the time the employee is on medical leave.

8.0404 At the expiration of a medical leave, the Superintendent or his/her designee shall require a returning member to provide a medical statement from his/her physician that he/she is able to resume his/her duties.

8.0405 If the Superintendent believes that a member is medically unable to perform his/her duties, the Superintendent may request that the member submit a written statement from his/her physician attesting to his/her ability to continue working. Nothing in this negotiated Contract shall be construed to waive the physician-patient privilege provided in the Ohio Revised Code.

8.0406 Upon the return to service of the member at the expiration of such leave, he/she shall resume the contract status which he/she held prior to such leave.

8.0407 Medical leave shall be administered in accordance with ORC Section 3319.13.

8.05 MILITARY LEAVE

8.0501 Any member of the bargaining unit who has left, or leaves, a District teaching position, by resignation or otherwise, and within forty (40) school days thereafter entered, or enters, the armed services of the United States or the auxiliaries thereof, or such other services as are specified in Section 124.29 of the Revised Code, and who has returned, or returns, from such service with a discharge other than dishonorable, shall be re-employed by the Board under the same type of contract as that which he/she last held in the District, if such member shall, within ninety (90) days after such discharge, apply to the Board for re-employment. Upon such application, such member shall be re-employed at the first of the next school semester, if such application is made not less than thirty (30) days prior to the first of such next school semester, in which case such member shall be re-employed the first of the following school semester, unless the Board waives the requirement of such thirty (30) day period.

8.0502 Each member returning from military leave shall be returned to a position within his/her area(s) of certification.

8.0503 For the purposes of seniority and placement on the salary schedule, years of absence in the services of the armed services of the United States or the auxiliaries thereof shall be counted as though teaching service had been performed during such time.

8.0504 The Board may suspend the contract of the member whose services become unnecessary by reason of the return of a member from service in the armed services of the United States or the auxiliaries thereof, in accordance with Section 3319.17 of the ORC.

8.06 OBSERVATIONAL LEAVE

8.0601 Observational leave with pay may be granted by the Superintendent or his/her designee for the purpose of observing work in the Northwest Local School District or in another district; the work shall be related to the regular duties of the member.

8.0602 A member wishing to request an observational leave shall notify his/her building principal or his/her designee(s) of his/her request to use observational leave.

8.07 PERSONAL LEAVE

8.0701 Each member shall be entitled to three (3) unrestricted days of personal leave annually with pay.

In the event a member takes a personal leave day on a professional development day, the member shall be required to make up all federal, state or District training that was provided during that day on the member's own time.

8.0702 Personal leave may be denied in the event that more than 10% of a building's licensed teaching staff will not be in attendance as a result of a scheduled leave/absence for that date. In the event a building has less than 30 assigned certified staff members, the 10% limitation shall be modified to 3 certified staff members on a scheduled leave/absence. In the event that an employee has an emergency, and requests emergency personal leave in accordance with accepted procedures, the 10% limitation will not apply to that request. An employee requesting emergency personal leave shall be required to provide the Personnel Administrator a reason for the requested leave. If the Personnel Administrator or his/her designee, in his/her sole discretion, approves the request for emergency leave day(s), it shall be granted.

8.0703 A member's request for personal leave must be submitted to his/her principal, who shall initial the form and forward it to the Director of Human Resources. Except under unusual circumstances and/or emergencies, a member's request for personal leave shall be submitted to the principal of his/her building at least three (3) days prior to the date(s) of usage. The form will be printed by the Board and shall be available in the main office of every school.

8.0704 If, in any one (1) work year, any member(s) requires the use of more than three (3) personal leave days, that member shall submit a written request citing the reason(s) for said leave. If the Personnel Administrator or his/her designee, in his/her sole discretion, approves the request for additional leave days, it shall be granted.

8.0705 At the end of a work year, an employee's unused personal leave will be rolled into his/her sick leave accumulation to the maximum accumulation allowed by the contract. If a member has reached his or her maximum

sick leave accumulation, the member shall be paid $84.00 for each personal leave day that could not be rolled into the sick leave accumulation.

In lieu of the above, the employee may notify Human Resources in writing by June 1, of their decision to roll up to one (1) unused personal leave day into the next school year so that the employee can carry a maximum total of five (5) personal days in a school year. In order for this exception to apply the employee must have had five (5) days or less of absence in the currently ending school year.

8.08 PROFESSIONAL LEAVE

8.0801 Any member of the bargaining unit wishing to attend an educational conference, meeting or convention without loss of pay may be granted permission upon recommendation of the Superintendent or designee. The member shall notify his/her principal(s) or his/her designee(s) of his/her request to use professional leave on a form provided by the administration at least three (3) calendar weeks prior to the day of the intended use of professional leave. Said form shall be available in the main office of each school. When a member is unable to submit the request form at least three (3) calendar weeks prior to the intended day of professional leave use, the member may attend an educational conference, meeting or convention without loss of pay with the prior written approval of the Superintendent or designee. When the member incurs expenses, the member shall be reimbursed in an amount recommended for approval by the Superintendent or designee in advance of the meeting.

8.0802 Approval and disapproval of professional leave shall be based on such factors as most recent approved request, relevance to the member's teaching assignment, time away from the District, the member's participation in the meeting, conference, or convention, and cost. If any member's(s') request to use professional leave is denied, that member shall receive from the Superintendent or his/her designee the reason(s) for the denial, and it/they shall be given to him/her in writing within five (5) workdays of the denial.

8.0803 Upon a member's request, a meeting will be held with the Superintendent or designee to discuss the reason for the denial of the member's professional leave request.

8.0804 Pursuant to the Ohio Revised Code, the Board shall reimburse the member for, but not restricted to, mileage, lodging, meals and registration at the conference, meeting or convention. Notification by that member of actual expenses shall be provided on a form supplied by the Board for that purpose. Said form shall be available in the main office of each school.

8.0805 Attendance shall be required by the Board at all professional meetings, conferences and conventions for which released time has been granted.

8.09 SABBATICAL LEAVE

8.0901 Any member of the bargaining unit who has completed at least five (5) years of service may be granted a sabbatical leave of absence without pay for professional study and/or research and/or professional improvement for up to one (1) year.

8.0902 A member shall submit his/her application for sabbatical leave at least sixty (60) calendar days prior to the beginning of said leave.

A. The application for sabbatical leave shall include an outline of the program or research to be pursued, or the proposal(s) for professional improvement.

B. Applications shall be filed with the Superintendent or his/her designee for approval.

8.0903 Each applicant shall be notified by the Board of its disposition of his/her request within thirty (30) calendar days of the Superintendent's receipt of said request.

8.0904 If any member's(s') request to use sabbatical leave is denied, that member may request a conference with the Superintendent or his/her designee at which the reason(s) for the denial shall be discussed.

A. Both parties may at their option have a representative at this conference.

B. This conference is to take place within five (5) workdays of the member's request.

8.0905 No more than five percent (5%) of the bargaining unit may be granted sabbatical leave at any one time.

8.0906 The renewal of a member's sabbatical leave, if requested by the member in writing to the Superintendent, shall be at the discretion of the Board.

8.0907 No member shall be granted sabbatical leave more often than once for each five (5) years of service.

8.0908 While the member is on leave, he/she shall have the right to participate, at his/her expense, in the health and dental benefits of the District at group rates.

8.0909 Each member returning from sabbatical leave shall be returned to a position within his/her area(s) of certification. The member returning from sabbatical leave shall suffer no loss of seniority or longevity.

8.10 SERVICE LEAVE

8.1001 An unpaid leave of absence may be granted to any member of the bargaining unit who has been elected to a public office or an office of a professional organization.

8.1002 Such leave shall be for a period of one (1) year.

8.1003 All leave extensions requested by a member may be granted at the discretion of the Board.

8.11 SICK LEAVE

8.1101 Pursuant to the Ohio Revised Code, each member of the bargaining unit who is employed by the District full-time shall be granted sick leave with pay at the rate of one and one-fourth (1-1/4) days per month of completed service to a maximum of fifteen (15) days per school year. Each member who is employed by the District on a regular part-time basis shall be granted sick leave for his/her time employed at the same rate as that granted members who are employed on a full-time basis. Sick leave shall be cumulative to two hundred eighty (280) days.

8.1102 Each newly-employed member shall be advanced five (5) days of sick leave. Each member who has exhausted his/her accumulated sick leave shall be advanced up to five (5) additional days unless the member is going on disability retirement.

8.1103 Members may use sick leave for absence because of the following reasons:

A. Personal illness, injury, pregnancy, adoption, medical appointments and dental appointments. Sick leave to care for a newly adopted child shall be limited to six (6) weeks.

B. Exposure to a contagious disease which could be communicated to others.

C. Illness, injury or death in the member's immediate family. "Immediate family" means spouse, child/children, father, mother, brother(s), sister(s), member(s) of the immediate household, and person(s) who have assumed a similar legal responsibility to the member and/or his/her spouse.

D. In the event of an illness, injury or death of a member's father-in-law, mother-in-law, brother(s)-in-law, sister(s)-in-law, grandmother(s), grandmother-in-law, grandfather(s), grandfather-in-law, grandchild/grand-children, the member is limited to a leave at a maximum of five (5) days' absence with full pay. Additional days beyond the five (5) days may be granted by the Superintendent or his/her designee.

E. Leave of two (2) days may be granted with pay to a member of the bargaining unit because of the death of any other person, with approval of the Superintendent or his/her designee. Additional days may be granted by the Superintendent or his/her designee.

8.1104 Pursuant to the Ohio Revised Code, each member who has been separated from public service in the State of Ohio shall have his/her accumulated sick leave reinstated provided he/she has not used such sick leave in the employ of another board of education and/or other public agency(ies) of the State of Ohio, and that such re-employment takes place within ten (10) years of the date of his/her separation. Further, each member who transfers from another public agency in the State of Ohio to the District shall receive full credit for his/her accumulated sick leave to two hundred eighty (280) days, the District's maximum allowance.

8.1105 A record of each member's accumulation and use of sick leave days shall be kept in the Board office and shall not be a part of that member's personnel file. Each member shall have access to the Board office sick leave records upon his/her request.

8.1106 If medical attention is required, the member's sick leave request shall list the name and address of the attending physician as well as the date(s) he/she was consulted. The giving of information shall in no way be construed to waive the physician-patient privilege. Pursuant to the Ohio Revised Code, the falsification of the sick leave statement is grounds for suspension or termination of employment. After a member has been absent from work and utilizing sick leave for more than five (5) consecutive days, that member must provide the Superintendent or designee a physician's statement justifying the need to use sick leave for all consecutive days thereafter until the member returns to work. If a physician's statement is not presented as required and the member is absent without sufficient justification for the use of sick leave, he or she will not be paid for the time missed after the fifth (5th) consecutive day.

8.1107 Members are limited to the use of one hundred eighty-five (185) days of sick leave beginning with the first day of absence for an illness which results in the employee being placed on disability retirement through STRS.

8.1108 Members may use one-fourth (1/4) a sick day or one-half (1/2) a sick day as well as one (1) full sick day.

8.12 SICK LEAVE BANK

8.1201 A Sick Leave Bank shall exist as follows:

A. The purpose of the Sick Leave Bank is to provide paid days for contributors to the Bank who have exhausted their accumulated sick days and who are experiencing a catastrophic illness, injury or medical condition, or who require additional paid days to care

for an immediate family member who has suffered a catastrophic illness, injury or medical condition. The term "catastrophic illness or injury" shall mean an injury or illness that is certified by a physician to be debilitating, life-threatening, and anticipated to persists for a period of time. Allotments will be limited to participating employees for use only in cases of illness, injury or non-elective surgery occurring under unusual, severe or emergency conditions as determined by the Sick Leave Bank (SBC). For the purpose of the Sick Leave Bank, immediate family shall be defined as: employee, current spouse, child (guardian) or any other person who is a permanent resident of the household of the teaching staff member.

B. Members shall enroll in the Sick Leave Bank no later than September 15th of each school year or within fifteen (15) days after initial employment.

C. Upon enrollment, a member shall contribute one (1) of his/her accumulated sick days to the Sick Leave Bank. Days contributed to the Sick Leave Bank are non-returnable.

D. Enrollment in the Sick Leave Bank shall be continuous from year to year until a member withdraws. Withdrawals are accepted only during an enrollment period and only upon written notice by the member to the SBC of his/her intent to withdraw.

8.1202 Sick Leave Bank Committee shall be composed as follows:

A. Two (2) members appointed by the Superintendent.

B. Three (3) members appointed by the NAE President and the Association shall invite the District nurse to join the committee in advisory capacity.

C. The SBC shall review and approve or deny all applications to the Sick Leave Bank. All decisions of the SBC shall be final and binding and are not subject to grievance/arbitration provisions of the contract.

D. The SBC shall also determine the necessity for additional contributions to the Bank and shall notify Bank members of the need for said contributions.

E. The SBC shall be responsible for reporting data concerning the Sick Leave Bank to the Treasurer. Decisions of the SBC are final.

F. The SBC shall review the operation of the Sick Leave Bank annually, and shall make recommendations, if necessary, for modifications of the plan to the negotiating teams of the Association and the Board.

8.1203 General Procedures:

A. An application for an allotment from the Sick Leave Bank shall be made on the appropriate Sick Leave Bank form and accepted only from those individuals who have contributed to the Bank. A copy of the form is found in Appendix G of the contract.

B. Allotments will be limited to use for catastrophic illness and/or injuries of the employee or immediate family as defined in Section 8.1201 (A) above. A doctor's statement is required with the application in order for the request to be considered.

C. An application will be considered only after a member has used all of his/her accumulated sick days and available sick day advances.

D. Each illness will be treated as a separate application, as determined by the SBC.

E. Days allotted from the Sick Leave Bank will be paid at 100% of the member's daily rate of pay.

F. A member of the Sick Leave Bank will be granted no more than thirty (30) days of leave from the Bank per request. However, the total number of days granted shall not exceed sixty (60) days per year.

G. Once qualified to receive an allotment from the Bank, the maximum number of days a member may receive from the Sick Leave Bank shall not exceed one hundred eighty-five (185) days during his/her career with the district. The 185-day maximum applies to employee, current spouse, child (guardian) and any other person who is a permanent resident of the household of the teaching staff member.

H. Allotments from the Sick leave Bank shall commence on the sixth (6th) consecutive day of absence for which a member has no accumulated sick days and shall be renewed, upon request from the member and approval of the SBC.

I. The SBC may require a member to apply for STRS disability as a condition of approval or for continuance of approval.

J. Allotments from the Sick Leave Bank will be made only for absences under a member's normal teaching contract. Allotments will not be made for absences in programs such as summer school, extended services, supplemental contract, or any other part-time or second position held by a member with a full-time contract.

K. Days may not be received from the Bank for absences due to childbirth (natural or cesarian section). Utilization of the Sick

Leave Bank for complications arising from pregnancy or childbirth may be authorized by the SBC.

L. Days may not be received from the Bank for absences due to disabilities which qualify the member for Workers' Compensation personal benefits, unless the member has exhausted all such benefits and his/her own accumulated sick days.

M. Whenever the total number of available days in the Sick Leave Bank falls below thirty (30), the SBC will require the Sick Leave Bank enrollees to donate one (1) additional day of their accumulated sick days to the Sick Leave Bank.

N. Contributions to the Sick Leave Bank shall not count against a member's record of perfect attendance.

O. In consideration of the benefits of participating in the Sick Leave Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition of such application, agree in writing to the following:

I specifically acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the SBC. All decisions of the SBC will be final and binding and are not subject to the grievance procedures. I further agree to abide by such decision and to indemnify and hold harmless the Northwest Local School District Board of Education, the Northwest Association of Educators, the SBC, and their agents, for any loss they may sustain as the result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application.

8.13 SICK LEAVE / ATTENDANCE INCENTIVE PAY

8.1301 Teachers shall receive an attendance incentive for achieving perfect attendance in during each semester of a school year. A teacher shall be considered to have "perfect attendance" if s/he has no absences during the semester . The use of any leave day shall count against the teacher's attendance. Any teacher who achieves perfect attendance during a semester shall receive $500.00 for that semester. This shall be payable in the last pay period in February and/or the last pay period in July following the perfect attendance semester.

ARTICLE 9:
SALARY AND INSURANCE PROVISIONS

9.01 PLACEMENT ON SALARY SCHEDULE

9.0101 Years of Service/Vertical Placement

A. One hundred twenty (120) days of teaching under contract shall be the equivalent of one (1) year of experience.

B. Up to ten (10) years of previous experience will be granted, including a maximum of five (5) years military service.

C. For partial years of service, eight (8) continuous months of military service shall be the equivalent of one (1) year of teaching.

D. The Board has the discretion to place teachers up to Step 3 upon hire regardless of years of experience.

9.0102 Horizontal Placement/Advancement

A. Salary increases for additional semester and/or quarter hours shall be limited as follows:

1. The official transcript indicating the completion of the courses meeting the qualifications to move horizontally on the schedule must be filed by the member no later than September 15 of a school year in order for the employee to be advanced on the salary schedule effective with the start of the school year. An employee who files his/her transcript after September 15 and no later than February 15 will receive the salary increase effective with the employee's first work day on or after February 15. An employee may move horizontally on the salary schedule once in a school year. It shall be the responsibility of the member filing the transcript to notify the Human Resources office in writing on the form found in Appendix E of the column and step of the salary schedule on which the member believes he/she shall be placed as a result of the filing of the transcript.

2. Letters from class instructor(s) indicating completion of the courses and filed with the Human Resources office by September 15 or February 15 shall be acceptable provided the official transcript is filed by November 1 or April 1 respectively. However, payment for placement on a new column shall not be made until the official transcript is filed.

B. Upon receipt of the official transcript(s), the member will be placed on the appropriate step of the salary schedule and receive a lump

sum payment for the amount accrued prior to the filing of the transcript(s).

C. In order for hours completed to be accepted for horizontal placement/advancement on the salary schedule, the hours must meet all of the following criteria:

1. Credit must be from an accredited university or college. The credits must be from an institution that would be recognized as acceptable by the State Department for teacher certification; and,

2. Coursework must be in the area of professional education as defined in the regulations for teacher certification in Ohio; or,

3. Coursework is in the area of certification for which the person is presently certified; or,

4. Coursework is in an area of certification for which the person is pursuing a planned program toward additional certification (the planned program must be verified by the college or university advisor); or,

5. Course work has been approved in advance by the Personnel Administrator as being pertinent to their improvement as a teacher in the District.

6. In order for hours to count for placement on the master+ columns of the salary schedule, they must be earned after the master's degree is conferred as verified by the official transcript.

9.02 PAYROLL DEDUCTIONS

9.0201 The Board shall provide payroll deduction(s) at no charge to the member for the following items:

A. Taxes
B. Annual or continuing Association dues
C. Credit Union
D. Medical insurance
E. State Teachers Retirement System
F. Disability income insurance
G. Annuities
H. FCPE
I. STRS Purchasing Credit

9.0202 The payroll deduction(s) of the previous items, when optional on the part of the member, can be initiated upon written request of that member and shall remain in effect until written cancellation is received by the Board Treasurer or for the specific amount of time as stated in the authorization.

9.0203 Each member may request payroll deduction(s) during the calendar year for those items that are such that payroll deduction(s) can begin at any time. Each request for changes, additions, and/or deletions of payroll deduction(s) shall be implemented when possible with the first pay date following receipt of said request, but, in no case later than thirty (30) calendar days after said request.

9.0204 Members who participate in a tax-sheltered annuity program shall have the option of their deductions for TSAs to be withheld in either twelve (12) or twenty-four (24) equal deductions.

9.03 PAY PLANS

9.0301 Members shall be paid electronically before the end of the workday on the twenty-four (24) designated paydays. These paydays shall be on the 10th and the 25th of each month, beginning on the 10th of September. In the event the payday occurs on a weekend and/or Board-approved holiday, pay shall be made on the last day prior to the weekend or the holiday.

9.0302 For new members of the bargaining unit, there shall be twenty-five (25) designated pay days, with the first of these beginning on the 25th of August. The District will pay twenty-five dollars ($25.00) per hour for training and certification mandated by the District outside of new hire orientation. For new hire orientation, the District shall pay one hundred dollars ($100.00) per full day of new hire orientation.

9.0303 All members shall have paychecks deposited electronically. Members may choose one or two financial institutions for electronic deposit of their paychecks.

9.04 SEVERANCE PAY AT RETIREMENT

9.0401 Upon retirement from the District and the Board's receipt of the member's written confirmation of eligibility for and pending payment of benefits from the State Teachers Retirement Fund, that member shall receive severance pay from the Board in an amount equal to twenty-five percent (25%) of his/her unused accumulated sick leave.

9.0402 Retirement severance pay must be requested by that member no later than three hundred sixty-five (365) days following that member's last day of employment with the District.

9.0403 In the event that a member dies within the three hundred sixty-five (365) day period indicated above and he/she has not collected his/her

severance pay, said severance pay shall be paid to the estate of the deceased member.

9.0404 If a member of the bargaining unit dies while employed by the Board, and at the time of death said member was eligible to retire and eligible to receive retirement benefits from STRS, the estate of the deceased member shall be paid severance pay in accordance with the Severance Pay provisions that are outlined in Section 9.0401 of the Contract.

9.0405 In addition to the 25% severance pay the employee receives pursuant to this provision, if the employee notifies the Treasurer's office and the Director of Human Resources in writing by January 15 of the year he or she retires of the fact that he or she is doing so, then the employee shall receive an additional one-time payment of $200.00.

If the employee provides notification between January 16 and January 31, the employee shall receive a one-time payment of $100.00.

9.0406 The Board shall implement an IRS qualified accumulated leave plan. The defined age shall be 55 years.

Anything exceeding current annual limit allowable under the Internal Revenue Code of 1986 will be contributed as follows: if the severance calculated exceeds the current annual limit allowable under the Code; current annual limit allowable under the Code will be paid in January of the subsequent year. The Northwest Board of Education reserves the right to extend the contributions up to the allowable five (5) year stretch-out provisions allowed by Section 403(b) if necessary to tax shelter the entire severance amount.

9.05 INTERNAL SUBSTITUTION

9.0501 Substitutes shall be employed when available for all members of the bargaining unit who are absent. After reasonable effort has been made to secure a substitute, if no substitute is available the principal or his/her designee shall secure another member to cover the assigned class(es) of the absent member during planning time.

9.0502 Each member who covers an assigned class period(s) of an absent member either by assignment or voluntarily shall be paid at the rate of twenty-five dollars ($25.00) per hour. Each member who covers a portion of a class period(s) of an absent member shall be paid at the internal substitution rate as prorated to correspond to the percent of the class period(s) covered. In the event a member is assigned additional students to his/her class due to the absence of another staff member, the member receiving the additional students shall receive twenty-five dollars ($25.00) for the day. Payment shall be made for said services within thirty (30) days. The member shall receive from the principal or his/her designee a written receipt stating the day, the class period(s) and the amount of pay no later than five (5) workdays following the day said services were rendered.

9.06 GENERAL INSURANCE PROVISIONS

Current specifications for all the following insurances shall be a part of this Master Contract and current coverages cannot be reduced without the approval of the Association.

9.07 HEALTH INSURANCE

9.0701 The Board shall purchase through a carrier licensed by the State of Ohio, health insurance coverage which meets or exceeds the health insurance plan as described on the attached Appendix D.

9.0702 A. The health insurance plan shall be a High Deductible Health Plan (HDHP) with provisions for a Health Savings Account (HSA).

B. The Plan design for the High Deductible Health Plan will be determined by the Health Insurance Committee.

C. The Board shall pay 85% of the family or single premium for the health insurance plan selected by the member of the bargaining unit. In the event the family or single premium for the health insurance increases by more than 10% annually, the member shall be responsible for the amount of the premium above the 10% increase in addition to the amount of premium contribution from the previous year. The first 10% of any annual increase shall be split at the current 85%/15% contribution rates. For example, if the increase in health insurance premiums increase 15%, the member's contribution percentage shall increase to cover the full amount of any increase above 10%. The contribution percentage will then be adjusted accordingly. The Board and the Association may, through recommendations per the Health Insurance Committee, consider changes in plan design to reduce the increase.

D. The Board shall make available a limited flexible spending account for each member who requests such a plan, and is enrolled in the High Deductible Health Plan which will allow an employee to create a-savings account to tax shelter non-reimbursed dental, vision, and dependent care expenses. If there are any administrative costs charged for the implementation and administration of the limited flexible spending account the Board and each employee opening such an account shall pay one-half of said administrative costs.

E. The Board shall assign two (2) voting seats on the Health Insurance Committee for teacher representatives and shall permit for the OEA LRC to attend as a non-voting member.

9.0703 Employees and their spouses (if applicable) are required to have an annual wellness physical. Wellness physical forms must be completed

between October 1 and September 30 and provided to the Benefits Coordinator no later than October 1.

Employees shall receive confirmation through the online system of receipt of wellness form within five (5) business days.

If an employee and/or spouse does not have the wellness form completed and provided to the administration prior to October 1, the employee will be required to pay an additional five percent (5%) towards the annual health care premium effective with the first paycheck in December.

9.08 DENTAL INSURANCE

9.0801 The Board shall purchase through a carrier licensed by the State of Ohio, dental insurance coverage which meets or exceeds the current specifications for each member of the bargaining unit, now or hereinafter employed, and his/her eligible dependents. The Board shall pay 100% of the premium for said insurance. The employee annual deductible is $50.00 (single) and $100.00 (family). The maximum annual benefit is $2,000.00.

9.09 LIFE INSURANCE

The Board shall purchase through a carrier licensed by the State of Ohio, term life insurance for each member of the bargaining unit in the amount of forty-nine thousand dollars ($49,000.00). The full cost of this program shall be paid by the Board.

9.10 STRS TAX SHELTER PICK-UP

9.1001 Pursuant to Rulings 77-464 and 81-36 of the Internal Revenue Service and Opinion 82-097 of the Ohio Attorney General and as restricted by STRS and the rules of the Board, the employee contribution of the member of the bargaining unit shall be designated as paid by the Board.

9.1002 The total annual salary and salary per pay period for each member shall be the salary otherwise payable under this negotiated Contract. The total annual salary and salary per pay period of each member shall be payable by the Board in two (2) parts: (1) Deferred Salary, and (2) Cash Salary.

A. Deferred Salary: A member's deferred salary shall be equal to that percentage of said member's annual salary or salary per pay period that is paid to the STRS by the member. This deferred salary shall be paid by the Board to the STRS on behalf of the member as a "pick-up" of the STRS Employee Contribution.

B. Cash Salary: A member's cash salary shall be equal to the member's total annual salary or salary per pay period less the

amount of the "pick-up" for the member and shall be payable, subject to applicable payroll deductions, to the member.

9.1003 No employee's total earnings shall be increased by application of this plan nor shall the expenditures of the Board for the employee's total annual salary be increased by application of this plan. This provision shall apply uniformly to all members of the bargaining unit when this plan is implemented.

9.1004 The Board shall compute and remit its employer contribution to STRS based upon the total annual salary and the salary per pay period, including the deferred salary or "pick-up".

9.1005 The Board shall report for federal and state income tax purposes as a member's gross income the member's total annual salary less the amount of the deferred salary or "pick-up" for the indicated tax year.

9.1006 The Board shall report for municipal income tax purposes as a member's gross income the member's total annual income, including the amount of the deferred salary or "pick-up".

9.1007 The Board shall compute tax withholding based upon gross income as reported to the respective authorities.

9.1008 The Board agrees to include in the member's total annual salary the deferred salary (pick-up) for the purpose of computing daily rate of pay for severance, for determining paid salary and adjustments to be made due to absence, or for any other similar purpose. The deferred salary (pick-up) shall be included in the base salary for the purpose of determining supplemental duty salaries.

9.11 SALARY SCHEDULES

Effective with each employee's first workday after July 1, 2024, the Board agrees to implement the teachers' salary schedules attached hereto and designated Exhibit "A."

The following wage change for the year of this contract shall be implemented:

2024/2025 school year	4%
2025/2026 school year	2.5%
2026/2027 school year	2.5%

9.12 RETIREMENT INCENTIVE PROGRAM

9.1201 Any member who has served the District for at least five (5) full contract years, and who obtains the minimum age and years of service requirements to be eligible for unreduced service retirement benefits through the State Teachers Retirement System ("STRS") will receive severance pay from the Board in an amount equal to fifty percent (50%) of his/her unused accumulated sick leave to the maximum cumulation

permitted in Section 8.1101, provided the employee retires at the end of the school year in which the member first becomes eligible to retire.

In the event the member works two (2) full school years beyond his/her first eligible for unreduced service retirement benefits, and has an average attendance rating of 95% in three of the last five school years, the member shall receive fifty-five percent (55%) of his/her unused accumulated sick leave to the maximum cumulation permitted in Section 8.1101.

In the event the member works four (4) full school years beyond his/her first eligible for unreduced service retirement benefits, and has an average attendance rating of 95% in three of the last five school years, the member shall receive sixty percent (60%) of his/her unused accumulated sick leave to the maximum cumulation permitted in Section 8.1101.

In the event the member works five (5) full school years beyond his/her first eligible for unreduced service retirement benefits, and has an average attendance rating of 95% in three of the last five school years, the member shall receive sixty-five percent (65%) of his/her unused accumulated sick leave to the maximum cumulation permitted in Section 8.1101.

Retirement eligibility	**Maximum number of sick leave**	**Percent of unused balance paid at per diem rate**	**Attendance requirements**
First eligible for unreduced benefits	280 days	50% of sick leave balance	NA
1st full year past first eligible date of retirement for unreduced benefits	280 day	25% of sick leave balance (Section 9.04)	NA
2nd full year past first eligible date of retirement for unreduced benefits	280 days	55% of sick leave balance	95% attendance rate in 3 of last 5 years of employment as defined in 8.13
3rd full year past first eligible date of retirement for unreduced benefits	280 days	25% of sick leave balance (Section 9.04)	NA
4th full year past first eligible date of retirement for unreduced benefits	280 days	60% of sick leave balance	95% attendance rate in 3 of last 5 years of employment as defined in 8.13

5th full year past first eligible date of retirement for unreduced benefits	280 days	65% of sick leave balance	95% attendance rate in 3 of last 5 years of employment as defined in 8.13

9.1202 Supplemental contract salaries are not included in the calculation for this provision. In addition, employees applying for and/or receiving disability retirement are not eligible to participate in this plan.

9.1203 In order to implement this provision, an eligible member must resign for retirement purposes effective the last day of the school year with said resignation being received by the Human Resources Office no later than December 1 of the year the employee first meets or is willing to meet any of the retirement criteria for unreduced benefits recognized by STRS.

9.1204 A member must take advantage of this plan whenever he/she first meets any of the criteria for STRS retirement eligibility for unreduced benefits or he/she will forfeit the right to this early retirement incentive program forever.

9.1205 Payment under this plan will be made in a lump sum at the time of retirement or after January 1 of the year following retirement if so requested. The payment will be made as early as possible without requiring the District to borrow funds to meet this financial obligation.

9.13 ADDITIONAL DUTIES SALARIES

9.1301 The additional duties contract awarded to each teacher performing an additional duty shall state the amount the teacher will receive in compensation for that duty.

9.1302 Teachers shall be compensated for additional duties for which they are employed in accordance with the additional duties salary schedule attached hereto and designated Exhibit "B."

All persons holding additional duties contracts for year-long activities will be paid based on the individual's chosen pay plan in Section 9.03. All persons holding seasonal contracts and hired prior to the start of the season, will be paid in six (6) equal installments during the fall and spring or nine (9) equal installments during the winter.

Any payment made shall be contingent upon the individual holding additional duties contract(s) completing the entire season or activity calendar. In the event such duties are not fully completed, then the affected supplemental will be paid a prorated amount based on the percentage of the season or supplemental work completed at the time of cancelation/termination. When applicable and available, season time set by OHSAA shall be utilized. If an extracurricular activity is canceled prior to the start of the season, then the supplemental will not be paid.

9.1303 Revisions and/or reevaluations to the supplemental duties schedule are to be made as follows:

A. Requests for review of a position or creation of a new position from bargaining unit members will be considered annually. These requests must be submitted to the Supplemental Salary Review Committee by March 1. The committee will complete the re-evaluations by April 30.

If there is a change in the supplemental job description by the Administration after March 1 in any calendar year, the teacher who holds the position may request review of the salary for the position. Such request must occur within thirty (30) calendar days after the effective date of the change and shall be acted upon by the Supplemental Salary Committee within thirty (30) days of the request.

9. The review and re-evaluation process must consider the position in relation to like positions as well as in relation to all positions on the schedule.

9. A request by a teacher to have a new position created must be jointly submitted by a teacher and an administrator.

A draft job description and a list of proposed expectations for the position must accompany the request. The building principal will forward the request and accompanying documentation to the Supplemental Salary Review Committee for further consideration.

9. All requests are to be filed by completing and submitting the Additional Duty Re-Evaluation Request Form found in Appendix F prior to the established deadline.

9. The Supplemental Salary Review Committee will evaluate the request and forward recommendations to the Superintendent and NAE President for review.

9. The NAE President will forward his/her recommendations to the Executive Committee for their review prior to approval by the NAE President.

9. The Superintendent will forward his/her recommendations to the Board of Education for their review prior to approval by the Superintendent.

9. Any changes will become effective the following school year upon approval by the Superintendent and NAE President. A veto from either party will nullify the recommendation of the Supplemental Salary Review Committee. Unapproved requests may become part of the bargaining process.

9.1304 Membership on the Supplemental Salary Review Committee shall include four representatives from the NAE and four administrative representatives. The committee shall be chaired by the Superintendent's designee who shall be one of the administrative representatives. Effort

shall be made to include both elementary and secondary representation on the committee, as well as both athletic and non-athletic representation.

9.1305 A coaching change within a sport to a position of lesser responsibility shall result in a salary placement on the lowest step of the new position that does not result in a salary decrease, if there is no step of the new position that does not result in a decrease, then the salary will be the top step of the new position.

9.1306 The Board need not fill any or all positions listed on the schedule in any particular school year.

9.1307 The Board may create an additional duties position without bargaining with the Association, but has a duty to bargain upon Association request concerning the salary for the position.

9.1308 Only vacancies in additional duties positions created by retirement, resignation, nonrenewal, or termination need be posted in accordance with Section 7.02 of the Master Contract. Additional duties positions to be refilled in the succeeding year by the incumbent need not be posted. Vacancies in department chairpersons, grade level chairpersons and assistants to elementary principals only need to be posted in the building where the vacancy has occurred.

9.14 457 PLAN

The Board will provide bargaining unit members with a 457 plan(s) for the employees to shelter compensation.

9.15 AFTER SCHOOL TUTOR / HOME INSTRUCTOR / EXTENDED AFTER-SCHOOL DETENTION

The rate shall be $30.00 per hour.

9.16 EDUCATIONAL ASSISTANCE PLAN

9.1601 The Board will partially reimburse teachers for college coursework successfully completed from an annual fixed budget of $75,000 set aside by the Board for this purpose.

9.1602 The following conditions must be met by any member wishing to be reimbursed for college coursework:

A. The coursework must be in one of the following areas:

1. the member's area(s) of certification/licensure or the area(s) that they are teaching, including work to maintain or upgrade certification/licensure;

2. related to their Local Professional Development Committee's (LPDC) approved Individual Professional Development Plan (IPDP);

3. in the field of education or technology;

4. in other coursework areas approved in advance and in writing by the Superintendent or designee.

B. The member must earn at least a "B" in a graded course, and must pass a pass/fail class in order to receive reimbursement.

C. The member must be employed with the Northwest Local School District at the time of reimbursement. If the member leaves the District before the time of reimbursement, the member shall forfeit the reimbursement payment.

9.1603 College coursework reimbursement amounts will not exceed $135.00 per semester hour or $90.00 per quarter hour. A maximum of six (6) semester or nine (9) quarter hours per year will be reimbursed. Should the actual tuition reimbursement costs exceed the $75,000 budget, the amount and number of hours shall be placed in a pool and a prorated reimbursement amount shall be made.

9.1604 The "year" for college coursework reimbursement calculation shall run from September 1 through August 31. The member must request reimbursement by submitting transcripts, proof of payment and proof of earned credit/grade no later than November 1 each year. Payment shall be made by November 15 each year.

ARTICLE 10:

STATUS OF CONTRACT

10.01 SEVERABILITY/PROVISIONS CONTRARY TO LAW

If any provision of this Contract is determined to be contrary to law, that provision(s) shall be deemed null and void to the limits prescribed by law. The rest of the provisions of this Contract shall remain valid. At the request of either party, negotiations shall begin on a provision to replace the provision of the Contract deemed invalid. Negotiations shall be conducted in accordance with the procedures set forth in this Contract.

10.02 OBSERVANCE AND MAINTENANCE OF CONTRACT

11.0201 The Board and the Association agree that this negotiated Contract constitutes an agreement which is binding on both parties. Each party is without authority to alter the language or intent of this contract during its term.

11.0202 This Contract shall become effective July 1, 2024 and shall expire at the end of the day on June 30, 2027.

10.03 PRINTING THE CONTRACT

Within fifteen (15) days of the conclusion of negotiations and approval of the final draft of the new contract, the Association and Assistant Superintendent shall send an electronic communication out to all relevant staff including the final copy of the negotiated agreement. If either party wishes to print the contract, it shall be at their own expense.

This contract is executed by the parties on the 9th day of August, 2024.

NORTHWEST ASSOCIATION OF EDUCATORS—OEA/NEA

By _____
President

By Angela Smith
Vice President

NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

By Nicole Saulbrei
President

By Amy M. Wells
Treasurer

Appendix A-1

2024-25 Salary Schedule -- Certified

Step	Index	B Salary	Index	B150 Salary	Index	M Salary	Index	M+15 Salary	Index	M+30 Salary	Index	M+45 Salary
1	1	$45,702.00	1	1.0553	$48,229.00	1	1.1106	$50,757.00	1	1.166	$53,289.00	1	1.2213	$55,816.00	1	1.2766	$58,343.00
2	1.0514	$48,051.00	2	1.1067	$50,578.00	2	1.1629	$53,147.00	2	1.2182	$55,674.00	2	1.2736	$58,206.00	2	1.3289	$60,733.00
3	1.1026	$50,391.00	3	1.1579	$52,918.00	3	1.2151	$55,533.00	3	1.2704	$58,060.00	3	1.3257	$60,587.00	3	1.3811	$63,119.00
4	1.154	$52,740.00	4	1.2093	$55,267.00	4	1.2674	$57,923.00	4	1.3227	$60,450.00	4	1.378	$62,977.00	4	1.4333	$65,505.00
5	1.2053	$55,085.00	5	1.2606	$57,612.00	5	1.3197	$60,313.00	5	1.375	$62,840.00	5	1.4303	$65,368.00	5	1.4856	$67,895.00
6	1.2566	$57,429.00	6	1.3119	$59,956.00	6	1.3718	$62,694.00	6	1.4272	$65,226.00	6	1.4825	$67,753.00	6	1.5378	$70,281.00
7	1.3079	$59,774.00	7	1.3633	$62,306.00	7	1.4241	$65,084.00	7	1.4794	$67,612.00	7	1.5348	$70,143.00	7	1.5901	$72,671.00
8	1.3593	$62,123.00	8	1.4146	$64,650.00	8	1.4764	$67,474.00	8	1.5317	$70,002.00	8	1.587	$72,529.00	8	1.6424	$75,061.00
9	1.4106	$64,467.00	9	1.4659	$66,995.00	9	1.5286	$69,860.00	9	1.5839	$72,387.00	9	1.6392	$74,915.00	9	1.6945	$77,442.00
10	1.4619	$66,812.00	10	1.5172	$69,339.00	10	1.5809	$72,250.00	10	1.6362	$74,778.00	10	1.6915	$77,305.00	10	1.7468	$79,832.00
11	1.5133	$69,161.00	11	1.5686	$71,688.00	11	1.6331	$74,636.00	11	1.6885	$77,168.00	11	1.7438	$79,695.00	11	1.7991	$82,222.00
12	1.5645	$71,501.00	12	1.6199	$74,033.00	12	1.6853	$77,022.00	12	1.7406	$79,549.00	12	1.796	$82,081.00	12	1.8504	$84,567.00
13	1.6159	$73,850.00	13	1.6712	$76,377.00	13	1.7376	$79,412.00	13	1.7929	$81,939.00	13	1.8482	$84,466.00	13	1.9036	$86,998.00
14	1.6672	$76,194.00	14	1.7226	$78,726.00	14	1.7899	$81,802.00	14	1.8452	$84,329.00	14	1.9005	$86,857.00	14	1.9558	$89,384.00
15	1.6672	$76,194.00	15	1.7226	$78,726.00	15	1.8421	$84,188.00	15	1.8974	$86,715.00	15	1.9527	$89,242.00	15	2.008	$91,770.00
16	1.6672	$76,194.00	16	1.7226	$78,726.00	16	1.8421	$84,188.00	16	1.8974	$86,715.00	16	1.9527	$89,242.00	16	2.008	$91,770.00
17	1.6672	$76,194.00	17	1.7226	$78,726.00	17	1.8421	$84,188.00	17	1.8974	$86,715.00	17	1.9527	$89,242.00	17	2.008	$91,770.00
18	1.7185	$78,539.00	18	1.7738	$81,066.00	18	1.8943	$86,573.00	18	1.9497	$89,105.00	18	2.005	$91,633.00	18	2.0603	$94,160.00
19	1.7185	$78,539.00	19	1.7738	$81,066.00	19	1.8943	$86,573.00	19	1.9497	$89,105.00	19	2.005	$91,633.00	19	2.0603	$94,160.00
20	1.7185	$78,539.00	20	1.7738	$81,066.00	20	1.8943	$86,573.00	20	1.9497	$89,105.00	20	2.005	$91,633.00	20	2.0603	$94,160.00
21	1.7699	$80,888.00	21	1.8252	$83,415.00	21	1.9466	$88,964.00	21	2.0019	$91,491.00	21	2.0572	$94,018.00	21	2.1126	$96,550.00
22	1.7699	$80,888.00	22	1.8252	$83,415.00	22	1.9466	$88,964.00	22	2.0019	$91,491.00	22	2.0572	$94,018.00	22	2.1126	$96,550.00
23	1.7699	$80,888.00	23	1.8252	$83,415.00	23	1.9466	$88,964.00	23	2.0019	$91,491.00	23	2.0572	$94,018.00	23	2.1126	$96,550.00
24	1.7699	$80,888.00	24	1.8252	$83,415.00	24	1.9466	$88,964.00	24	2.0019	$91,491.00	24	2.0572	$94,018.00	24	2.1126	$96,550.00
25	1.8212	$83,232.00	25	1.8766	$85,764.00	25	1.9979	$91,308.00	25	2.0533	$93,840.00	25	2.1083	$96,354.00	25	2.1636	$98,881.00
26	1.8212	$83,232.00	26	1.8766	$85,764.00	26	1.9979	$91,308.00	26	2.0533	$93,840.00	26	2.1083	$96,354.00	26	2.1636	$98,881.00
27	1.8212	$83,232.00	27	1.8766	$85,764.00	27	1.9979	$91,308.00	27	2.0533	$93,840.00	27	2.1083	$96,354.00	27	2.1636	$98,881.00
28	1.8725	$85,577.00	28	1.9279	$88,109.00	28	2.0492	$93,653.00	28	2.1046	$96,184.00	28	2.1596	$98,698.00	28	2.2149	$101,225.00

2025-26 Salary Schedule -- Certified

Step	Index	B Salary	Index	B150 Salary	Index	M Salary	Index	M+15 Salary	Index	M+30 Salary	Index	M+45 Salary
1	1	$46,845.00	1	1.0553	$49,436.00	1	1.1106	$52,026.00	1	1.166	$54,621.00	1	1.2213	$57,212.00	1	1.2766	$59,802.00
2	1.0514	$49,253.00	2	1.1067	$51,843.00	2	1.1629	$54,476.00	2	1.2182	$57,067.00	2	1.2736	$59,662.00	2	1.3289	$62,252.00
3	1.1026	$51,651.00	3	1.1579	$54,242.00	3	1.2151	$56,921.00	3	1.2704	$59,512.00	3	1.3257	$62,102.00	3	1.3811	$64,698.00
4	1.154	$54,059.00	4	1.2093	$56,650.00	4	1.2674	$59,371.00	4	1.3227	$61,962.00	4	1.378	$64,552.00	4	1.4333	$67,143.00
5	1.2053	$56,462.00	5	1.2606	$59,053.00	5	1.3197	$61,821.00	5	1.375	$64,412.00	5	1.4303	$67,002.00	5	1.4856	$69,593.00
6	1.2566	$58,865.00	6	1.3119	$61,456.00	6	1.3718	$64,262.00	6	1.4272	$66,857.00	6	1.4825	$69,448.00	6	1.5378	$72,038.00
7	1.3079	$61,269.00	7	1.3633	$63,864.00	7	1.4241	$66,712.00	7	1.4794	$69,302.00	7	1.5348	$71,898.00	7	1.5901	$74,488.00
8	1.3593	$63,676.00	8	1.4146	$66,267.00	8	1.4764	$69,162.00	8	1.5317	$71,752.00	8	1.587	$74,343.00	8	1.6424	$76,938.00
9	1.4106	$66,080.00	9	1.4659	$68,670.00	9	1.5286	$71,607.00	9	1.5839	$74,198.00	9	1.6392	$76,788.00	9	1.6945	$79,379.00
10	1.4619	$68,483.00	10	1.5172	$71,073.00	10	1.5809	$74,057.00	10	1.6362	$76,648.00	10	1.6915	$79,238.00	10	1.7468	$81,829.00
11	1.5133	$70,891.00	11	1.5686	$73,481.00	11	1.6331	$76,503.00	11	1.6885	$79,098.00	11	1.7438	$81,688.00	11	1.7991	$84,279.00
12	1.5645	$73,289.00	12	1.6199	$75,884.00	12	1.6853	$78,948.00	12	1.7406	$81,538.00	12	1.796	$84,134.00	12	1.8504	$86,682.00
13	1.6159	$75,697.00	13	1.6712	$78,287.00	13	1.7376	$81,398.00	13	1.7929	$83,988.00	13	1.8482	$86,579.00	13	1.9036	$89,174.00
14	1.6672	$78,100.00	14	1.7226	$80,695.00	14	1.7899	$83,848.00	14	1.8452	$86,438.00	14	1.9005	$89,029.00	14	1.9558	$91,619.00
15	1.6672	$78,100.00	15	1.7226	$80,695.00	15	1.8421	$86,293.00	15	1.8974	$88,884.00	15	1.9527	$91,474.00	15	2.008	$94,065.00
16	1.6672	$78,100.00	16	1.7226	$80,695.00	16	1.8421	$86,293.00	16	1.8974	$88,884.00	16	1.9527	$91,474.00	16	2.008	$94,065.00
17	1.6672	$78,100.00	17	1.7226	$80,695.00	17	1.8421	$86,293.00	17	1.8974	$88,884.00	17	1.9527	$91,474.00	17	2.008	$94,065.00
18	1.7185	$80,503.00	18	1.7738	$83,094.00	18	1.8943	$88,738.00	18	1.9497	$91,334.00	18	2.005	$93,924.00	18	2.0603	$96,515.00
19	1.7185	$80,503.00	19	1.7738	$83,094.00	19	1.8943	$88,738.00	19	1.9497	$91,334.00	19	2.005	$93,924.00	19	2.0603	$96,515.00
20	1.7185	$80,503.00	20	1.7738	$83,094.00	20	1.8943	$88,738.00	20	1.9497	$91,334.00	20	2.005	$93,924.00	20	2.0603	$96,515.00
21	1.7699	$82,911.00	21	1.8252	$85,501.00	21	1.9466	$91,188.00	21	2.0019	$93,779.00	21	2.0572	$96,370.00	21	2.1126	$98,965.00
22	1.7699	$82,911.00	22	1.8252	$85,501.00	22	1.9466	$91,188.00	22	2.0019	$93,779.00	22	2.0572	$96,370.00	22	2.1126	$98,965.00
23	1.7699	$82,911.00	23	1.8252	$85,501.00	23	1.9466	$91,188.00	23	2.0019	$93,779.00	23	2.0572	$96,370.00	23	2.1126	$98,965.00
24	1.7699	$82,911.00	24	1.8252	$85,501.00	24	1.9466	$91,188.00	24	2.0019	$93,779.00	24	2.0572	$96,370.00	24	2.1126	$98,965.00
25	1.8212	$85,314.00	25	1.8766	$87,909.00	25	1.9979	$93,592.00	25	2.0533	$96,187.00	25	2.1083	$98,763.00	25	2.1636	$101,354.00
26	1.8212	$85,314.00	26	1.8766	$87,909.00	26	1.9979	$93,592.00	26	2.0533	$96,187.00	26	2.1083	$98,763.00	26	2.1636	$101,354.00
27	1.8212	$85,314.00	27	1.8766	$87,909.00	27	1.9979	$93,592.00	27	2.0533	$96,187.00	27	2.1083	$98,763.00	27	2.1636	$101,354.00
28	1.8725	$87,717.00	28	1.9279	$90,312.00	28	2.0492	$95,995.00	28	2.1046	$98,590.00	28	2.1596	$101,166.00	28	2.2149	$103,757.00

2026-27 Salary Schedule -- Certified

Step	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
	B		B150		M		M+15		M+30		M+45	
1	1	$48,016.00	1	1.0553	$50,671.00	1	1.1106	$53,327.00	1	1.166	$55,987.00	1	1.2213	$58,642.00	1	1.2766	$61,297.00
2	1.0514	$50,484.00	2	1.1067	$53,139.00	2	1.1629	$55,838.00	2	1.2182	$58,493.00	2	1.2736	$61,153.00	2	1.3289	$63,808.00
3	1.1026	$52,942.00	3	1.1579	$55,598.00	3	1.2151	$58,344.00	3	1.2704	$61,000.00	3	1.3257	$63,655.00	3	1.3811	$66,315.00
4	1.154	$55,410.00	4	1.2093	$58,066.00	4	1.2674	$60,855.00	4	1.3227	$63,511.00	4	1.378	$66,166.00	4	1.4333	$68,821.00
5	1.2053	$57,874.00	5	1.2606	$60,529.00	5	1.3197	$63,367.00	5	1.375	$66,022.00	5	1.4303	$68,677.00	5	1.4856	$71,333.00
6	1.2566	$60,337.00	6	1.3119	$62,992.00	6	1.3718	$65,868.00	6	1.4272	$68,528.00	6	1.4825	$71,184.00	6	1.5378	$73,839.00
7	1.3079	$62,800.00	7	1.3633	$65,460.00	7	1.4241	$68,380.00	7	1.4794	$71,035.00	7	1.5348	$73,695.00	7	1.5901	$76,350.00
8	1.3593	$65,268.00	8	1.4146	$67,923.00	8	1.4764	$70,891.00	8	1.5317	$73,546.00	8	1.587	$76,201.00	8	1.6424	$78,861.00
9	1.4106	$67,731.00	9	1.4659	$70,387.00	9	1.5286	$73,397.00	9	1.5839	$76,053.00	9	1.6392	$78,708.00	9	1.6945	$81,363.00
10	1.4619	$70,195.00	10	1.5172	$72,850.00	10	1.5809	$75,908.00	10	1.6362	$78,564.00	10	1.6915	$81,219.00	10	1.7468	$83,874.00
11	1.5133	$72,663.00	11	1.5686	$75,318.00	11	1.6331	$78,415.00	11	1.6885	$81,075.00	11	1.7438	$83,730.00	11	1.7991	$86,386.00
12	1.5645	$75,121.00	12	1.6199	$77,781.00	12	1.6853	$80,921.00	12	1.7406	$83,577.00	12	1.796	$86,237.00	12	1.8504	$88,849.00
13	1.6159	$77,589.00	13	1.6712	$80,244.00	13	1.7376	$83,433.00	13	1.7929	$86,088.00	13	1.8482	$88,743.00	13	1.9036	$91,403.00
14	1.6672	$80,052.00	14	1.7226	$82,712.00	14	1.7899	$85,944.00	14	1.8452	$88,599.00	14	1.9005	$91,254.00	14	1.9558	$93,910.00
15	1.6672	$80,052.00	15	1.7226	$82,712.00	15	1.8421	$88,450.00	15	1.8974	$91,106.00	15	1.9527	$93,761.00	15	2.008	$96,416.00
16	1.6672	$80,052.00	16	1.7226	$82,712.00	16	1.8421	$88,450.00	16	1.8974	$91,106.00	16	1.9527	$93,761.00	16	2.008	$96,416.00
17	1.6672	$80,052.00	17	1.7226	$82,712.00	17	1.8421	$88,450.00	17	1.8974	$91,106.00	17	1.9527	$93,761.00	17	2.008	$96,416.00
18	1.7185	$82,515.00	18	1.7738	$85,171.00	18	1.8943	$90,957.00	18	1.9497	$93,617.00	18	2.005	$96,272.00	18	2.0603	$98,927.00
19	1.7185	$82,515.00	19	1.7738	$85,171.00	19	1.8943	$90,957.00	19	1.9497	$93,617.00	19	2.005	$96,272.00	19	2.0603	$98,927.00
20	1.7185	$82,515.00	20	1.7738	$85,171.00	20	1.8943	$90,957.00	20	1.9497	$93,617.00	20	2.005	$96,272.00	20	2.0603	$98,927.00
21	1.7699	$84,984.00	21	1.8252	$87,639.00	21	1.9466	$93,468.00	21	2.0019	$96,123.00	21	2.0572	$98,779.00	21	2.1126	$101,439.00
22	1.7699	$84,984.00	22	1.8252	$87,639.00	22	1.9466	$93,468.00	22	2.0019	$96,123.00	22	2.0572	$98,779.00	22	2.1126	$101,439.00
23	1.7699	$84,984.00	23	1.8252	$87,639.00	23	1.9466	$93,468.00	23	2.0019	$96,123.00	23	2.0572	$98,779.00	23	2.1126	$101,439.00
24	1.7699	$84,984.00	24	1.8252	$87,639.00	24	1.9466	$93,468.00	24	2.0019	$96,123.00	24	2.0572	$98,779.00	24	2.1126	$101,439.00
25	1.8212	$87,447.00	25	1.8766	$90,107.00	25	1.9979	$95,931.00	25	2.0533	$98,591.00	25	2.1083	$101,232.00	25	2.1636	$103,887.00
26	1.8212	$87,447.00	26	1.8766	$90,107.00	26	1.9979	$95,931.00	26	2.0533	$98,591.00	26	2.1083	$101,232.00	26	2.1636	$103,887.00
27	1.8212	$87,447.00	27	1.8766	$90,107.00	27	1.9979	$95,931.00	27	2.0533	$98,591.00	27	2.1083	$101,232.00	27	2.1636	$103,887.00
28	1.8725	$89,910.00	28	1.9279	$92,570.00	28	2.0492	$98,394.00	28	2.1046	$101,054.00	28	2.1596	$103,695.00	28	2.2149	$106,351.00

Appendix B-1

2024-25 Salary Schedule -- Supplemental

Step	Academic Competition Index	Academic Competition Salary	Assistant Athletic Director Index	Assistant Athletic Director Salary	Asst. Director of Show Choir Index	Asst. Director of Show Choir Salary	Band Assistant Director Index	Band Assistant Director Salary	Band Director Index	Band Director Salary	Baseball - 9th Grade Index	Baseball - 9th Grade Salary
1	1.33	$608.00	5.34	$2,440.00	3.07	$1,403.00	3.21	$1,467.00	8.4	$3,839.00	2.93	$1,339.00
2	1.51	$690.00	6.88	$3,144.00	3.73	$1,705.00	4.44	$2,029.00	9.94	$4,543.00	3.91	$1,787.00
3	1.69	$772.00	8.42	$3,848.00	4.39	$2,006.00	5.67	$2,591.00	11.48	$5,247.00	4.9	$2,239.00
4	1.86	$850.00	9.96	$4,552.00	5.06	$2,308.00	6.9	$3,153.00	13.02	$5,950.00	5.89	$2,692.00
5	2.04	$932.00	11.5	$5,256.00	5.71	$2,610.00	8.13	$3,716.00	14.56	$6,654.00	6.87	$3,140.00
6	2.22	$1,015.00	13.04	$5,960.00	6.37	$2,911.00	9.36	$4,278.00	16.1	$7,358.00	7.85	$3,588.00

Step	Baseball - Assistant Varsity Index	Baseball - Assistant Varsity Salary	Baseball - Head Varsity Index	Baseball - Head Varsity Salary	Basketball - 7/8th Grade Boys Index	Basketball - 7/8th Grade Boys Salary	Basketball - 7/8th Grade Girls Index	Basketball - 7/8th Grade Girls Salary	Basketball - 9th Grade Boys Index	Basketball - 9th Grade Boys Salary	Basketball - 9th Grade Girls Index	Basketball - 9th Grade Girls Salary
1	3.66	$1,673.00	4.56	$2,093.00	4.3	$1,965.00	4.3	$1,965.00	5.38	$2,459.00	5.38	$2,459.00
2	4.89	$2,235.00	6.12	$2,797.00	5.09	$2,326.00	5.09	$2,326.00	6.36	$2,907.00	6.36	$2,907.00
3	6.13	$2,802.00	7.66	$3,501.00	5.88	$2,687.00	5.88	$2,687.00	7.35	$3,359.00	7.35	$3,359.00
4	7.36	$3,364.00	9.2	$4,205.00	6.67	$3,048.00	6.67	$3,048.00	8.33	$3,807.00	8.33	$3,807.00
5	8.59	$3,926.00	10.74	$4,908.00	7.46	$3,409.00	7.46	$3,409.00	9.32	$4,259.00	9.32	$4,259.00
6	9.82	$4,488.00	12.28	$5,612.00	8.25	$3,770.00	8.25	$3,770.00	10.31	$4,712.00	10.31	$4,712.00

Step	Basketball - Assistant Varsity Boys Index	Basketball - Assistant Varsity Boys Salary	Basketball - Assistant Varsity Girls Index	Basketball - Assistant Varsity Girls Salary	Basketball - Head Varsity Boys Index	Basketball - Head Varsity Boys Salary	Basketball - Head Varsity Girls Index	Basketball - Head Varsity Girls Salary	Bowling - Head Varsity Boys Index	Bowling - Head Varsity Boys Salary	Bowling - Head Varsity Girls Index	Bowling - Head Varsity Girls Salary
1	6.72	$3,071.00	6.72	$3,071.00	8.4	$3,839.00	8.4	$3,839.00	4	$1,828.00	4	$1,828.00
2	7.95	$3,633.00	7.95	$3,633.00	9.94	$4,543.00	9.94	$4,543.00	4.5	$2,057.00	4.5	$2,057.00
3	9.19	$4,200.00	9.19	$4,200.00	11.48	$5,247.00	11.48	$5,247.00	5	$2,285.00	5	$2,285.00
4	10.42	$4,762.00	10.42	$4,762.00	13.02	$5,950.00	13.02	$5,950.00	5.5	$2,514.00	5.5	$2,514.00
5	11.65	$5,324.00	11.65	$5,324.00	14.56	$6,654.00	14.56	$6,654.00	6	$2,742.00	6	$2,742.00
6	12.88	$5,886.00	12.88	$5,886.00	16.1	$7,358.00	16.1	$7,358.00	6.5	$2,971.00	6.5	$2,971.00

Step	Building Leadership Team Member - Elem Index	Building Leadership Team Member - Elem Salary	Building Leadership Team Member - High Index	Building Leadership Team Member - High Salary	Building Leadership Team Member - Middle Index	Building Leadership Team Member - Middle Salary	Cheerleading - Freshman Index	Cheerleading - Freshman Salary	Cheerleading - JV Index	Cheerleading - JV Salary	Cheerleading - Middle Index	Cheerleading - Middle Salary
1	4	$1,828.00	5.25	$2,399.00	4.75	$2,171.00	3.5	$1,600.00	4	$1,828.00	3	$1,371.00
2	4.5	$2,057.00	5.75	$2,628.00	5.25	$2,399.00	4.5	$2,057.00	5	$2,285.00	4	$1,828.00
3	5	$2,285.00	6.25	$2,856.00	5.75	$2,628.00	5.5	$2,514.00	6	$2,742.00	5	$2,285.00
4	5.5	$2,514.00	6.75	$3,085.00	6.25	$2,856.00	6.5	$2,971.00	7	$3,199.00	6	$2,742.00
5	6	$2,742.00	7.25	$3,313.00	6.75	$3,085.00	7.5	$3,428.00	8	$3,656.00	7	$3,199.00
6	6.5	$2,971.00	7.75	$3,542.00	7.25	$3,313.00	8.5	$3,885.00	9	$4,113.00	8	$3,656.00

2024-25 Salary Schedule -- Supplemental

Step	Cheerleading - Varsity Index	Cheerleading - Varsity Salary	Club Sponsor Index	Club Sponsor Salary	Color Guard Sponsor Index	Color Guard Sponsor Salary	Cross Country - 7/8th Grade Index	Cross Country - 7/8th Grade Salary	Cross Country - Assistant Varsity Index	Cross Country - Assistant Varsity Salary	Cross Country - Head Varsity Index	Cross Country - Head Varsity Salary
1	5	$2,285.00	1.33	$608.00	2.67	$1,220.00	2.93	$1,339.00	3.66	$1,673.00	4.58	$2,093.00
2	6	$2,742.00	1.51	$690.00	3.02	$1,380.00	3.91	$1,787.00	4.89	$2,235.00	6.12	$2,797.00
3	7	$3,199.00	1.69	$772.00	3.37	$1,540.00	4.9	$2,239.00	6.13	$2,802.00	7.66	$3,501.00
4	8	$3,656.00	1.86	$850.00	3.72	$1,700.00	5.89	$2,692.00	7.36	$3,364.00	9.2	$4,205.00
5	9	$4,113.00	2.04	$932.00	4.08	$1,865.00	6.87	$3,140.00	8.59	$3,926.00	10.74	$4,908.00
6	10	$4,570.00	2.22	$1,015.00	4.44	$2,029.00	7.85	$3,588.00	9.82	$4,488.00	12.28	$5,612.00

Step	Department Chair - Librarian Index	Department Chair - Librarian Salary	Department Chairs - Athletics Index	Department Chairs - Athletics Salary	Director of Show Choir Index	Director of Show Choir Salary	Drama Assistant Director - High School Index	Drama Assistant Director - High School Salary	Drama Director - High School Index	Drama Director - High School Salary	Drama Director - Middle School Index	Drama Director - Middle School Salary
1	5	$2,285.00	12.5	$5,713.00	7.18	$3,281.00	2.67	$1,220.00	3.07	$1,403.00	1.33	$608.00
2	5.5	$2,514.00	13	$5,941.00	7.92	$3,620.00	3.02	$1,380.00	3.73	$1,705.00	1.51	$690.00
3	6	$2,742.00	13.5	$6,170.00	8.66	$3,958.00	3.37	$1,540.00	4.39	$2,006.00	1.69	$772.00
4	6.5	$2,971.00	14	$6,398.00	9.4	$4,296.00	3.72	$1,700.00	5.05	$2,308.00	1.86	$850.00
5	7	$3,199.00	14.5	$6,627.00	10.14	$4,634.00	4.08	$1,865.00	5.71	$2,610.00	2.04	$932.00
6	7.5	$3,428.00	15	$6,855.00	10.88	$4,972.00	4.44	$2,029.00	6.37	$2,911.00	2.22	$1,015.00

Step	Drill Team Sponsor Index	Drill Team Sponsor Salary	Flag Corps Sponsor Index	Flag Corps Sponsor Salary	Football - 7/8th Grade Index	Football - 7/8th Grade Salary	Football - 9th Grade Index	Football - 9th Grade Salary	Football - Assistant Varsity Index	Football - Assistant Varsity Salary	Football - Head Varsity Index	Football - Head Varsity Salary
1	2.67	$1,220.00	2.67	$1,220.00	5.75	$2,628.00	7.18	$3,281.00	11.97	$5,471.00	14.96	$6,837.00
2	3.02	$1,380.00	3.02	$1,380.00	6.34	$2,898.00	7.92	$3,620.00	13.2	$6,033.00	16.5	$7,541.00
3	3.37	$1,540.00	3.37	$1,540.00	6.93	$3,167.00	8.66	$3,958.00	14.44	$6,599.00	18.04	$8,245.00
4	3.72	$1,700.00	3.72	$1,700.00	7.52	$3,437.00	9.4	$4,296.00	15.67	$7,162.00	19.58	$8,948.00
5	4.08	$1,865.00	4.08	$1,865.00	8.11	$3,706.00	10.14	$4,634.00	16.9	$7,724.00	21.12	$9,652.00
6	4.44	$2,029.00	4.44	$2,029.00	8.7	$3,976.00	10.88	$4,972.00	18.13	$8,286.00	22.66	$10,356.00

Step	Freshman Class Sponsor Index	Freshman Class Sponsor Salary	Golf - 7/8th Grade Boys Index	Golf - 7/8th Grade Boys Salary	Golf - 7/8th Grade Girls Index	Golf - 7/8th Grade Girls Salary	Golf - Assistant Varsity Boys Index	Golf - Assistant Varsity Boys Salary	Golf - Assistant Varsity Girls Index	Golf - Assistant Varsity Girls Salary	Golf - Head Varsity Boys Index	Golf - Head Varsity Boys Salary
1	0072	$329.00	2.93	$1,339.00	2.93	$1,339.00	3.66	$1,673.00	3.66	$1,673.00	4.58	$2,093.00
2	0089	$407.00	3.91	$1,787.00	3.91	$1,787.00	4.89	$2,235.00	4.89	$2,235.00	6.12	$2,797.00
3	1.07	$489.00	4.9	$2,239.00	4.9	$2,239.00	6.13	$2,802.00	6.13	$2,802.00	7.66	$3,501.00
4	1.25	$571.00	5.89	$2,692.00	5.89	$2,692.00	7.36	$3,364.00	7.36	$3,364.00	9.2	$4,205.00
5	1.42	$649.00	6.87	$3,140.00	6.87	$3,140.00	8.59	$3,926.00	8.59	$3,926.00	10.74	$4,908.00
6	1.59	$727.00	7.85	$3,588.00	7.85	$3,588.00	9.82	$4,488.00	9.82	$4,488.00	12.28	$5,612.00

2024-25 Salary Schedule -- Supplemental

Step	Golf - Head Varsity Girls Index	Golf - Head Varsity Girls Salary	Junior Class Sponsor Index	Junior Class Sponsor Salary	Orchestra Director Index	Orchestra Director Salary	Senior Class Sponsor Index	Senior Class Sponsor Salary	Soccer - Assistant Varsity Boys Index	Soccer - Assistant Varsity Boys Salary	Soccer - Assistant Varsity Girls Index	Soccer - Assistant Varsity Girls Salary
1	4.58	$2,093.00	.0072	$329.00	3.07	$1,403.00	1.33	$608.00	3.66	$1,673.00	3.66	$1,673.00
2	6.12	$2,797.00	.0089	$407.00	3.73	$1,705.00	1.51	$690.00	4.89	$2,235.00	4.89	$2,235.00
3	7.66	$3,501.00	1.07	$489.00	4.39	$2,006.00	1.69	$772.00	6.13	$2,802.00	6.13	$2,802.00
4	9.2	$4,205.00	1.25	$571.00	5.05	$2,308.00	1.86	$850.00	7.36	$3,364.00	7.36	$3,364.00
5	10.74	$4,908.00	1.42	$649.00	5.71	$2,610.00	2.04	$932.00	8.59	$3,926.00	8.59	$3,926.00
6	12.28	$5,612.00	1.59	$727.00	6.37	$2,911.00	2.22	$1,015.00	9.82	$4,488.00	9.82	$4,488.00

Step	Soccer - Head Varsity Boys Index	Soccer - Head Varsity Boys Salary	Soccer - Head Varsity Girls Index	Soccer - Head Varsity Girls Salary	Social Media and Instr.l Tech. Building Liaison Index	Social Media and Instr.l Tech. Building Liaison Salary	Softball - 9th Grade Index	Softball - 9th Grade Salary	Softball - Assistant Varsity Index	Softball - Assistant Varsity Salary	Softball - Head Varsity Index	Softball - Head Varsity Salary
1	4.58	$2,093.00	4.58	$2,093.00	4	$1,828.00	2.93	$1,339.00	3.66	$1,673.00	4.58	$2,093.00
2	6.12	$2,797.00	6.12	$2,797.00	4.5	$2,057.00	3.91	$1,787.00	4.89	$2,235.00	6.12	$2,797.00
3	7.66	$3,501.00	7.66	$3,501.00	5	$2,285.00	4.9	$2,239.00	6.13	$2,802.00	7.66	$3,501.00
4	9.2	$4,205.00	9.2	$4,205.00	5.5	$2,514.00	5.89	$2,692.00	7.36	$3,364.00	9.2	$4,205.00
5	10.74	$4,908.00	10.74	$4,908.00	6	$2,742.00	6.87	$3,140.00	8.59	$3,926.00	10.74	$4,908.00
6	12.28	$5,612.00	12.28	$5,612.00	6.5	$2,971.00	7.85	$3,588.00	9.82	$4,488.00	12.28	$5,612.00

Step	Sophomore Class Sponsor Index	Sophomore Class Sponsor Salary	Special Olympics Sponsor Index	Special Olympics Sponsor Salary	Strength Coach Index	Strength Coach Salary	Student Council Sponsor Index	Student Council Sponsor Salary	Student Senate/Teacher in Charge Index	Student Senate/Teacher in Charge Salary	Swimming - Assistant Varsity Index	Swimming - Assistant Varsity Salary
1	.0072	$329.00	2.67	$1,220.00	4.58	$2,093.00	1.33	$608.00	2.67	$1,220.00	3.66	$1,673.00
2	.0089	$407.00	3.02	$1,380.00	6.12	$2,797.00	1.51	$690.00	3.02	$1,380.00	4.89	$2,235.00
3	1.07	$489.00	3.37	$1,540.00	7.66	$3,501.00	1.69	$772.00	3.37	$1,540.00	6.13	$2,802.00
4	1.25	$571.00	3.72	$1,700.00	9.2	$4,205.00	1.86	$850.00	3.72	$1,700.00	7.36	$3,364.00
5	1.42	$649.00	4.08	$1,865.00	10.74	$4,908.00	2.04	$932.00	4.08	$1,865.00	8.59	$3,926.00
6	1.59	$727.00	4.44	$2,029.00	12.28	$5,612.00	2.22	$1,015.00	4.44	$2,029.00	9.82	$4,488.00

Step	Swimming - Head Varsity Index	Swimming - Head Varsity Salary	Tennis - Assistant Varsity Boys Index	Tennis - Assistant Varsity Boys Salary	Tennis - Assistant Varsity Girls Index	Tennis - Assistant Varsity Girls Salary	Tennis - Head Varsity Boys Index	Tennis - Head Varsity Boys Salary	Tennis - Head Varsity Girls Index	Tennis - Head Varsity Girls Salary	Track - 7/8th Grade Index	Track - 7/8th Grade Salary
1	4.58	$2,093.00	3.66	$1,673.00	3.66	$1,673.00	4.58	$2,093.00	4.58	$2,093.00	2.34	$1,069.00
2	6.12	$2,797.00	4.89	$2,235.00	4.89	$2,235.00	6.12	$2,797.00	6.12	$2,797.00	3.13	$1,430.00
3	7.66	$3,501.00	6.13	$2,802.00	6.13	$2,802.00	7.66	$3,501.00	7.66	$3,501.00	3.92	$1,792.00
4	9.2	$4,205.00	7.36	$3,364.00	7.36	$3,364.00	9.2	$4,205.00	9.2	$4,205.00	4.71	$2,153.00
5	10.74	$4,908.00	8.59	$3,926.00	8.59	$3,926.00	10.74	$4,908.00	10.74	$4,908.00	5.5	$2,514.00
6	12.28	$5,612.00	9.82	$4,488.00	9.82	$4,488.00	12.28	$5,612.00	12.28	$5,612.00	6.29	$2,875.00

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Step	Track - 9th Grade		Track - Assistant Varsity		Track - Head Varsity		Vocal Music Director		Volleyball - 7/8th Grade		Volleyball - 9th Grade	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	2.93	$1,339.00	3.66	$1,673.00	4.58	$2,093.00	3.07	$1,403.00	2.64	$1,207.00	2.93	$1,339.00
2	3.91	$1,787.00	4.89	$2,235.00	6.12	$2,797.00	3.73	$1,705.00	3.52	$1,609.00	3.91	$1,787.00
3	4.9	$2,239.00	6.13	$2,802.00	7.66	$3,501.00	4.39	$2,006.00	4.41	$2,015.00	4.9	$2,239.00
4	5.89	$2,692.00	7.36	$3,364.00	9.2	$4,205.00	5.05	$2,308.00	5.3	$2,422.00	5.89	$2,692.00
5	6.87	$3,140.00	8.59	$3,926.00	10.74	$4,908.00	5.71	$2,610.00	6.19	$2,829.00	6.87	$3,140.00
6	7.85	$3,588.00	9.82	$4,488.00	12.28	$5,612.00	6.37	$2,911.00	7.07	$3,231.00	7.85	$3,588.00

Step	Volleyball - Assistant Varsity		Volleyball - Head Varsity		Wrestlettes Sponsor		Wrestling - 7/8th Grade		Wrestling - 9th Grade		Wrestling - Assistant Varsity	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	3.66	$1,673.00	4.58	$2,093.00	2.67	$1,220.00	4.3	$1,965.00	5.38	$2,459.00	6.72	$3,071.00
2	4.89	$2,235.00	6.12	$2,797.00	3.02	$1,380.00	5.09	$2,326.00	6.36	$2,907.00	7.95	$3,633.00
3	6.13	$2,802.00	7.66	$3,501.00	3.37	$1,540.00	5.88	$2,687.00	7.35	$3,359.00	9.19	$4,200.00
4	7.36	$3,364.00	9.2	$4,205.00	3.72	$1,700.00	6.67	$3,048.00	8.33	$3,807.00	10.42	$4,762.00
5	8.59	$3,926.00	10.74	$4,908.00	4.08	$1,865.00	7.46	$3,409.00	9.32	$4,259.00	11.65	$5,324.00
6	9.82	$4,488.00	12.28	$5,612.00	4.44	$2,029.00	8.25	$3,770.00	10.31	$4,712.00	12.88	$5,886.00

Step	Wrestling - Head Varsity		Yearbook Sponsor	
	Index	Salary	Index	Salary
1	8.4	$3,839.00	3.07	$1,403.00
2	9.94	$4,543.00	3.42	$1,563.00
3	11.48	$5,247.00	3.77	$1,723.00
4	13.02	$5,950.00	4.12	$1,883.00
5	14.56	$6,654.00	4.47	$2,043.00
6	16.1	$7,358.00	4.82	$2,203.00

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Step	Academic Competition Index	Academic Competition Salary	Assistant Athletic Director Index	Assistant Athletic Director Salary	Asst. Director of Show Choir Index	Asst. Director of Show Choir Salary	Band Assistant Director Index	Band Assistant Director Salary	Band Director Index	Band Director Salary	Baseball - 9th Grade Index	Baseball - 9th Grade Salary
1	1.33	$623.00	1	5.34	$2,502.00	1	3.07	$1,438.00	1	3.21	$1,504.00	1	8.4	$3,935.00	1	2.93	$1,373.00
2	1.51	$707.00	2	6.88	$3,223.00	2	3.73	$1,747.00	2	4.44	$2,080.00	2	9.94	$4,656.00	2	3.91	$1,832.00
3	1.69	$792.00	3	8.42	$3,944.00	3	4.39	$2,056.00	3	5.67	$2,656.00	3	11.48	$5,378.00	3	4.9	$2,295.00
4	1.86	$871.00	4	9.96	$4,666.00	4	5.05	$2,366.00	4	6.9	$3,232.00	4	13.02	$6,099.00	4	5.89	$2,759.00
5	2.04	$956.00	5	11.5	$5,387.00	5	5.71	$2,675.00	5	8.13	$3,808.00	5	14.56	$6,821.00	5	6.87	$3,218.00
6	2.22	$1,040.00	6	13.04	$6,109.00	6	6.37	$2,984.00	6	9.36	$4,385.00	6	16.1	$7,542.00	6	7.85	$3,677.00

Step	Baseball - Assistant Varsity Index	Baseball - Assistant Varsity Salary	Baseball - Head Varsity Index	Baseball - Head Varsity Salary	Basketball - 7/8th Grade Boys Index	Basketball - 7/8th Grade Boys Salary	Basketball - 7/8th Grade Girls Index	Basketball - 7/8th Grade Girls Salary	Basketball - 9th Grade Boys Index	Basketball - 9th Grade Boys Salary	Basketball - 9th Grade Girls Index	Basketball - 9th Grade Girls Salary
1	3.66	$1,715.00	1	4.58	$2,146.00	1	4.3	$2,014.00	1	4.3	$2,014.00	1	5.38	$2,520.00	1	5.38	$2,520.00
2	4.89	$2,291.00	2	6.12	$2,867.00	2	5.09	$2,384.00	2	5.09	$2,384.00	2	6.36	$2,979.00	2	6.36	$2,979.00
3	6.13	$2,872.00	3	7.66	$3,588.00	3	5.88	$2,754.00	3	5.88	$2,754.00	3	7.35	$3,443.00	3	7.35	$3,443.00
4	7.36	$3,448.00	4	9.2	$4,310.00	4	6.67	$3,125.00	4	6.67	$3,125.00	4	8.33	$3,902.00	4	8.33	$3,902.00
5	8.59	$4,024.00	5	10.74	$5,031.00	5	7.46	$3,495.00	5	7.46	$3,495.00	5	9.32	$4,366.00	5	9.32	$4,366.00
6	9.82	$4,600.00	6	12.28	$5,753.00	6	8.25	$3,865.00	6	8.25	$3,865.00	6	10.31	$4,830.00	6	10.31	$4,830.00

Step	Basketball - Assistant Varsity Boys Index	Basketball - Assistant Varsity Boys Salary	Basketball - Assistant Varsity Girls Index	Basketball - Assistant Varsity Girls Salary	Basketball - Head Varsity Boys Index	Basketball - Head Varsity Boys Salary	Basketball - Head Varsity Girls Index	Basketball - Head Varsity Girls Salary	Bowling - Head Varsity Boys Index	Bowling - Head Varsity Boys Salary	Bowling - Head Varsity Girls Index	Bowling - Head Varsity Girls Salary
1	6.72	$3,148.00	1	6.72	$3,148.00	1	8.4	$3,935.00	1	8.4	$3,935.00	1	4	$1,874.00	1	4	$1,874.00
2	7.95	$3,724.00	2	7.95	$3,724.00	2	9.94	$4,656.00	2	9.94	$4,656.00	2	4.5	$2,108.00	2	4.5	$2,108.00
3	9.19	$4,305.00	3	9.19	$4,305.00	3	11.48	$5,378.00	3	11.48	$5,378.00	3	5	$2,342.00	3	5	$2,342.00
4	10.42	$4,881.00	4	10.42	$4,881.00	4	13.02	$6,099.00	4	13.02	$6,099.00	4	5.5	$2,576.00	4	5.5	$2,576.00
5	11.65	$5,457.00	5	11.65	$5,457.00	5	14.56	$6,821.00	5	14.56	$6,821.00	5	6	$2,811.00	5	6	$2,811.00
6	12.88	$6,034.00	6	12.88	$6,034.00	6	16.1	$7,542.00	6	16.1	$7,542.00	6	6.5	$3,045.00	6	6.5	$3,045.00

Step	Building Leadership Team Member - Elem Index	Building Leadership Team Member - Elem Salary	Building Leadership Team Member - High Index	Building Leadership Team Member - High Salary	Building Leadership Team Member - Middle Index	Building Leadership Team Member - Middle Salary	Cheerleading - Freshman Index	Cheerleading - Freshman Salary	Cheerleading - JV Index	Cheerleading - JV Salary	Cheerleading - Middle Index	Cheerleading - Middle Salary
1	4	$1,874.00	1	5.25	$2,459.00	1	4.75	$2,225.00	1	3.5	$1,640.00	1	4	$1,874.00	1	3	$1,405.00
2	4.5	$2,108.00	2	5.75	$2,694.00	2	5.25	$2,459.00	2	4.5	$2,108.00	2	5	$2,342.00	2	4	$1,874.00
3	5	$2,342.00	3	6.25	$2,928.00	3	5.75	$2,694.00	3	5.5	$2,576.00	3	6	$2,811.00	3	5	$2,342.00
4	5.5	$2,576.00	4	6.75	$3,162.00	4	6.25	$2,928.00	4	6.5	$3,045.00	4	7	$3,279.00	4	6	$2,811.00
5	6	$2,811.00	5	7.25	$3,396.00	5	6.75	$3,162.00	5	7.5	$3,513.00	5	8	$3,748.00	5	7	$3,279.00
6	6.5	$3,045.00	6	7.75	$3,630.00	6	7.25	$3,396.00	6	8.5	$3,982.00	6	9	$4,216.00	6	8	$3,748.00

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Step	Cheerleading - Varsity Index	Cheerleading - Varsity Salary	Club Sponsor Index	Club Sponsor Salary	Color Guard Sponsor Index	Color Guard Sponsor Salary	Cross Country - 7/8th Grade Index	Cross Country - 7/8th Grade Salary	Cross Country - Assistant Varsity Index	Cross Country - Assistant Varsity Salary	Cross Country - Head Varsity Index	Cross Country - Head Varsity Salary
1	5	$2,342.00	1.33	$623.00	2.67	$1,251.00	2.93	$1,373.00	3.66	$1,715.00	4.58	$2,146.00
2	6	$2,811.00	1.51	$707.00	3.02	$1,415.00	3.91	$1,832.00	4.89	$2,291.00	6.12	$2,867.00
3	7	$3,279.00	1.69	$792.00	3.37	$1,579.00	4.9	$2,295.00	6.13	$2,872.00	7.66	$3,588.00
4	8	$3,748.00	1.86	$871.00	3.72	$1,743.00	5.89	$2,759.00	7.36	$3,448.00	9.2	$4,310.00
5	9	$4,216.00	2.04	$956.00	4.08	$1,911.00	6.87	$3,218.00	8.59	$4,024.00	10.74	$5,031.00
6	10	$4,685.00	2.22	$1,040.00	4.44	$2,080.00	7.85	$3,677.00	9.82	$4,600.00	12.28	$5,753.00

Step	Department Chair - Librarian Index	Department Chair - Librarian Salary	Department Chairs - Athletics Index	Department Chairs - Athletics Salary	Director of Show Choir Index	Director of Show Choir Salary	Drama Assistant Director - High School Index	Drama Assistant Director - High School Salary	Drama Director - High School Index	Drama Director - High School Salary	Drama Director - Middle School Index	Drama Director - Middle School Salary
1	5	$2,342.00	12.5	$5,856.00	7.18	$3,363.00	2.67	$1,251.00	3.07	$1,438.00	1.33	$623.00
2	5.5	$2,576.00	13	$6,090.00	7.92	$3,710.00	3.02	$1,415.00	3.73	$1,747.00	1.51	$707.00
3	6	$2,811.00	13.5	$6,324.00	8.66	$4,057.00	3.37	$1,579.00	4.39	$2,056.00	1.69	$792.00
4	6.5	$3,045.00	14	$6,558.00	9.4	$4,403.00	3.72	$1,743.00	5.05	$2,366.00	1.86	$871.00
5	7	$3,279.00	14.5	$6,793.00	10.14	$4,750.00	4.08	$1,911.00	5.71	$2,675.00	2.04	$956.00
6	7.5	$3,513.00	15	$7,027.00	10.88	$5,097.00	4.44	$2,080.00	6.37	$2,984.00	2.22	$1,040.00

Step	Drill Team Sponsor Index	Drill Team Sponsor Salary	Flag Corps Sponsor Index	Flag Corps Sponsor Salary	Football - 7/8th Grade Index	Football - 7/8th Grade Salary	Football - 9th Grade Index	Football - 9th Grade Salary	Football - Assistant Varsity Index	Football - Assistant Varsity Salary	Football - Head Varsity Index	Football - Head Varsity Salary
1	2.67	$1,251.00	2.67	$1,251.00	5.75	$2,694.00	7.18	$3,363.00	11.97	$5,607.00	14.96	$7,008.00
2	3.02	$1,415.00	3.02	$1,415.00	6.34	$2,970.00	7.92	$3,710.00	13.2	$6,184.00	16.5	$7,729.00
3	3.37	$1,579.00	3.37	$1,579.00	6.93	$3,246.00	8.66	$4,057.00	14.44	$6,764.00	18.04	$8,451.00
4	3.72	$1,743.00	3.72	$1,743.00	7.52	$3,523.00	9.4	$4,403.00	15.67	$7,341.00	19.58	$9,172.00
5	4.08	$1,911.00	4.08	$1,911.00	8.11	$3,799.00	10.14	$4,750.00	16.9	$7,917.00	21.12	$9,894.00
6	4.44	$2,080.00	4.44	$2,080.00	8.7	$4,076.00	10.88	$5,097.00	18.13	$8,493.00	22.66	$10,615.00

Step	Freshman Class Sponsor Index	Freshman Class Sponsor Salary	Golf - 7/8th Grade Boys Index	Golf - 7/8th Grade Boys Salary	Golf - 7/8th Grade Girls Index	Golf - 7/8th Grade Girls Salary	Golf - Assistant Varsity Boys Index	Golf - Assistant Varsity Boys Salary	Golf - Assistant Varsity Girls Index	Golf - Assistant Varsity Girls Salary	Golf - Head Varsity Boys Index	Golf - Head Varsity Boys Salary
1	.0072	$337.00	2.93	$1,373.00	2.93	$1,373.00	3.66	$1,715.00	3.66	$1,715.00	4.58	$2,146.00
2	.0089	$417.00	3.91	$1,832.00	3.91	$1,832.00	4.89	$2,291.00	4.89	$2,291.00	6.12	$2,867.00
3	1.07	$501.00	4.9	$2,295.00	4.9	$2,295.00	6.13	$2,872.00	6.13	$2,872.00	7.66	$3,588.00
4	1.25	$586.00	5.89	$2,759.00	5.89	$2,759.00	7.36	$3,448.00	7.36	$3,448.00	9.2	$4,310.00
5	1.42	$665.00	6.87	$3,218.00	6.87	$3,218.00	8.59	$4,024.00	8.59	$4,024.00	10.74	$5,031.00
6	1.59	$745.00	7.85	$3,677.00	7.85	$3,677.00	9.82	$4,600.00	9.82	$4,600.00	12.28	$5,753.00

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Step	Golf - Head Varsity Girls		Junior Class Sponsor		Orchestra Director		Senior Class Sponsor		Soccer - Assistant Varsity Boys		Soccer - Assistant Varsity Girls	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	4.58	$2,146.00	.0072	$337.00	3.07	$1,438.00	1.33	$623.00	3.66	$1,715.00	3.66	$1,715.00
2	6.12	$2,867.00	.0089	$417.00	3.73	$1,747.00	1.51	$707.00	4.89	$2,291.00	4.89	$2,291.00
3	7.66	$3,588.00	1.07	$501.00	4.39	$2,056.00	1.69	$792.00	6.13	$2,872.00	6.13	$2,872.00
4	9.2	$4,310.00	1.25	$586.00	5.05	$2,366.00	1.86	$871.00	7.36	$3,448.00	7.36	$3,448.00
5	10.74	$5,031.00	1.42	$665.00	5.71	$2,675.00	2.04	$956.00	8.59	$4,024.00	8.59	$4,024.00
6	12.28	$5,753.00	1.59	$745.00	6.37	$2,984.00	2.22	$1,040.00	9.82	$4,600.00	9.82	$4,600.00

Step	Soccer - Head Varsity Boys		Soccer - Head Varsity Girls		Social Media and Instr.l Tech. Building Liaison		Softball - 9th Grade		Softball - Assistant Varsity		Softball - Head Varsity	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	4.58	$2,146.00	4.58	$2,146.00	4	$1,874.00	2.93	$1,373.00	3.66	$1,715.00	4.58	$2,146.00
2	6.12	$2,867.00	6.12	$2,867.00	4.5	$2,108.00	3.91	$1,832.00	4.89	$2,291.00	6.12	$2,867.00
3	7.66	$3,588.00	7.66	$3,588.00	5	$2,342.00	4.9	$2,295.00	6.13	$2,872.00	7.66	$3,588.00
4	9.2	$4,310.00	9.2	$4,310.00	5.5	$2,576.00	5.89	$2,759.00	7.36	$3,448.00	9.2	$4,310.00
5	10.74	$5,031.00	10.74	$5,031.00	6	$2,811.00	6.87	$3,218.00	8.59	$4,024.00	10.74	$5,031.00
6	12.28	$5,753.00	12.28	$5,753.00	6.5	$3,045.00	7.85	$3,677.00	9.82	$4,600.00	12.28	$5,753.00

Step	Sophomore Class Sponsor		Special Olympics Sponsor		Strength Coach		Student Council Sponsor		Student Senate/Teacher in Charge		Swimming - Assistant Varsity	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	.0072	$337.00	2.67	$1,251.00	4.58	$2,146.00	1.33	$623.00	2.67	$1,251.00	3.66	$1,715.00
2	.0089	$417.00	3.02	$1,415.00	6.12	$2,867.00	1.51	$707.00	3.02	$1,415.00	4.89	$2,291.00
3	1.07	$501.00	3.37	$1,579.00	7.66	$3,588.00	1.69	$792.00	3.37	$1,579.00	6.13	$2,872.00
4	1.25	$586.00	3.72	$1,743.00	9.2	$4,310.00	1.86	$871.00	3.72	$1,743.00	7.36	$3,448.00
5	1.42	$665.00	4.08	$1,911.00	10.74	$5,031.00	2.04	$956.00	4.08	$1,911.00	8.59	$4,024.00
6	1.59	$745.00	4.44	$2,080.00	12.28	$5,753.00	2.22	$1,040.00	4.44	$2,080.00	9.82	$4,600.00

Step	Swimming - Head Varsity		Tennis - Assistant Varsity Boys		Tennis - Assistant Varsity Girls		Tennis - Head Varsity Boys		Tennis - Head Varsity Girls		Track - 7/8th Grade	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	4.58	$2,146.00	3.66	$1,715.00	3.66	$1,715.00	4.58	$2,146.00	4.58	$2,146.00	2.34	$1,096.00
2	6.12	$2,867.00	4.89	$2,291.00	4.89	$2,291.00	6.12	$2,867.00	6.12	$2,867.00	3.13	$1,466.00
3	7.66	$3,588.00	6.13	$2,872.00	6.13	$2,872.00	7.66	$3,588.00	7.66	$3,588.00	3.92	$1,836.00
4	9.2	$4,310.00	7.36	$3,448.00	7.36	$3,448.00	9.2	$4,310.00	9.2	$4,310.00	4.71	$2,206.00
5	10.74	$5,031.00	8.59	$4,024.00	8.59	$4,024.00	10.74	$5,031.00	10.74	$5,031.00	5.5	$2,576.00
6	12.28	$5,753.00	9.82	$4,600.00	9.82	$4,600.00	12.28	$5,753.00	12.28	$5,753.00	6.29	$2,947.00

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Step	Track - 9th Grade Index	Track - 9th Grade Salary	Track - Assistant Varsity Index	Track - Assistant Varsity Salary	Track - Head Varsity Index	Track - Head Varsity Salary	Vocal Music Director Index	Vocal Music Director Salary	Volleyball - 7/8th Grade Index	Volleyball - 7/8th Grade Salary	Volleyball - 9th Grade Index	Volleyball - 9th Grade Salary
1	2.93	$1,373.00	3.66	$1,715.00	4.58	$2,146.00	3.07	$1,438.00	2.64	$1,237.00	2.93	$1,373.00
2	3.91	$1,832.00	4.89	$2,291.00	6.12	$2,867.00	3.73	$1,747.00	3.52	$1,649.00	3.91	$1,832.00
3	4.9	$2,295.00	6.13	$2,872.00	7.66	$3,588.00	4.39	$2,056.00	4.41	$2,066.00	4.9	$2,295.00
4	5.89	$2,759.00	7.36	$3,448.00	9.2	$4,310.00	5.05	$2,366.00	5.3	$2,483.00	5.89	$2,759.00
5	6.87	$3,218.00	8.59	$4,024.00	10.74	$5,031.00	5.71	$2,675.00	6.19	$2,900.00	6.87	$3,218.00
6	7.85	$3,677.00	9.82	$4,600.00	12.28	$5,753.00	6.37	$2,984.00	7.07	$3,312.00	7.85	$3,677.00

Step	Volleyball - Assistant Varsity Index	Volleyball - Assistant Varsity Salary	Volleyball - Head Varsity Index	Volleyball - Head Varsity Salary	Wrestlettes Sponsor Index	Wrestlettes Sponsor Salary	Wrestling - 7/8th Grade Index	Wrestling - 7/8th Grade Salary	Wrestling - 9th Grade Index	Wrestling - 9th Grade Salary	Wrestling - Assistant Varsity Index	Wrestling - Assistant Varsity Salary
1	3.66	$1,715.00	4.58	$2,146.00	2.67	$1,251.00	4.3	$2,014.00	5.38	$2,520.00	6.72	$3,148.00
2	4.89	$2,291.00	6.12	$2,867.00	3.02	$1,415.00	5.09	$2,384.00	6.36	$2,979.00	7.95	$3,724.00
3	6.13	$2,872.00	7.66	$3,588.00	3.37	$1,579.00	5.88	$2,754.00	7.35	$3,443.00	9.19	$4,305.00
4	7.36	$3,448.00	9.2	$4,310.00	3.72	$1,743.00	6.67	$3,125.00	8.33	$3,902.00	10.42	$4,881.00
5	8.59	$4,024.00	10.74	$5,031.00	4.08	$1,911.00	7.46	$3,495.00	9.32	$4,366.00	11.65	$5,457.00
6	9.82	$4,600.00	12.28	$5,753.00	4.44	$2,080.00	8.25	$3,865.00	10.31	$4,830.00	12.88	$6,034.00

Step	Wrestling - Head Varsity Index	Wrestling - Head Varsity Salary	Yearbook Sponsor Index	Yearbook Sponsor Salary
1	8.4	$3,935.00	3.07	$1,438.00
2	9.94	$4,656.00	3.42	$1,602.00
3	11.48	$5,378.00	3.77	$1,766.00
4	13.02	$6,099.00	4.12	$1,930.00
5	14.56	$6,821.00	4.47	$2,094.00
6	16.1	$7,542.00	4.82	$2,258.00

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Step	Academic Competition		Assistant Athletic Director		Asst. Director of Show Choir		Band Assistant Director		Band Director		Baseball - 9th Grade	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	1.33	$639.00	5.34	$2,564.00	3.07	$1,474.00	3.21	$1,541.00	8.4	$4,033.00	2.93	$1,407.00
2	1.51	$725.00	6.88	$3,304.00	3.73	$1,791.00	4.44	$2,132.00	9.94	$4,773.00	3.91	$1,877.00
3	1.69	$811.00	8.42	$4,043.00	4.39	$2,108.00	5.67	$2,723.00	11.48	$5,512.00	4.9	$2,353.00
4	1.86	$893.00	9.96	$4,782.00	5.05	$2,425.00	6.9	$3,313.00	13.02	$6,252.00	5.89	$2,828.00
5	2.04	$980.00	11.5	$5,522.00	5.71	$2,742.00	8.13	$3,904.00	14.56	$6,991.00	6.87	$3,299.00
6	2.22	$1,066.00	13.04	$6,261.00	6.37	$3,059.00	9.36	$4,494.00	16.1	$7,731.00	7.85	$3,769.00

Step	Baseball - Assistant Varsity		Baseball - Head Varsity		Basketball - 7/8th Grade Boys		Basketball - 7/8th Grade Girls		Basketball - 9th Grade Boys		Basketball - 9th Grade Girls	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	3.66	$1,757.00	4.58	$2,199.00	4.3	$2,065.00	4.3	$2,065.00	5.38	$2,583.00	5.38	$2,583.00
2	4.89	$2,348.00	6.12	$2,939.00	5.09	$2,444.00	5.09	$2,444.00	6.36	$3,054.00	6.36	$3,054.00
3	6.13	$2,943.00	7.66	$3,678.00	5.88	$2,823.00	5.88	$2,823.00	7.35	$3,529.00	7.35	$3,529.00
4	7.36	$3,534.00	9.2	$4,417.00	6.67	$3,203.00	6.67	$3,203.00	8.33	$4,000.00	8.33	$4,000.00
5	8.59	$4,125.00	10.74	$5,157.00	7.46	$3,582.00	7.46	$3,582.00	9.32	$4,475.00	9.32	$4,475.00
6	9.82	$4,715.00	12.28	$5,896.00	8.25	$3,961.00	8.25	$3,961.00	10.31	$4,950.00	10.31	$4,950.00

Step	Basketball - Assistant Varsity Boys		Basketball - Assistant Varsity Girls		Basketball - Head Varsity Boys		Basketball - Head Varsity Girls		Bowling - Head Varsity Boys		Bowling - Head Varsity Girls	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	6.72	$3,227.00	6.72	$3,227.00	8.4	$4,033.00	8.4	$4,033.00	4	$1,921.00	4	$1,921.00
2	7.95	$3,817.00	7.95	$3,817.00	9.94	$4,773.00	9.94	$4,773.00	4.5	$2,161.00	4.5	$2,161.00
3	9.19	$4,413.00	9.19	$4,413.00	11.48	$5,512.00	11.48	$5,512.00	5	$2,401.00	5	$2,401.00
4	10.42	$5,003.00	10.42	$5,003.00	13.02	$6,252.00	13.02	$6,252.00	5.5	$2,641.00	5.5	$2,641.00
5	11.65	$5,594.00	11.65	$5,594.00	14.56	$6,991.00	14.56	$6,991.00	6	$2,881.00	6	$2,881.00
6	12.88	$6,184.00	12.88	$6,184.00	16.1	$7,731.00	16.1	$7,731.00	6.5	$3,121.00	6.5	$3,121.00

Step	Building Leadership Team Member - Elem		Building Leadership Team Member - High		Building Leadership Team Member - Middle		Cheerleading - Freshman		Cheerleading - JV		Cheerleading - Middle	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	4	$1,921.00	5.25	$2,521.00	4.75	$2,281.00	3.5	$1,681.00	4	$1,921.00	3	$1,440.00
2	4.5	$2,161.00	5.75	$2,761.00	5.25	$2,521.00	4.5	$2,161.00	5	$2,401.00	4	$1,921.00
3	5	$2,401.00	6.25	$3,001.00	5.75	$2,761.00	5.5	$2,641.00	6	$2,881.00	5	$2,401.00
4	5.5	$2,641.00	6.75	$3,241.00	6.25	$3,001.00	6.5	$3,121.00	7	$3,361.00	6	$2,881.00
5	6	$2,881.00	7.25	$3,481.00	6.75	$3,241.00	7.5	$3,601.00	8	$3,841.00	7	$3,361.00
6	6.5	$3,121.00	7.75	$3,721.00	7.25	$3,481.00	8.5	$4,081.00	9	$4,321.00	8	$3,841.00

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Step	Cheerleading - Varsity Index	Cheerleading - Varsity Salary	Club Sponsor Index	Club Sponsor Salary	Color Guard Sponsor Index	Color Guard Sponsor Salary	Cross Country - 7/8th Grade Index	Cross Country - 7/8th Grade Salary	Cross Country - Assistant Varsity Index	Cross Country - Assistant Varsity Salary	Cross Country - Head Varsity Index	Cross Country - Head Varsity Salary
1	5	$2,401.00	1.33	$639.00	2.67	$1,282.00	2.93	$1,407.00	3.66	$1,757.00	4.58	$2,199.00
2	6	$2,881.00	1.51	$725.00	3.02	$1,450.00	3.91	$1,877.00	4.89	$2,348.00	6.12	$2,939.00
3	7	$3,361.00	1.69	$811.00	3.37	$1,618.00	4.9	$2,353.00	6.13	$2,943.00	7.66	$3,678.00
4	8	$3,841.00	1.86	$893.00	3.72	$1,786.00	5.89	$2,828.00	7.36	$3,534.00	9.2	$4,417.00
5	9	$4,321.00	2.04	$980.00	4.08	$1,959.00	6.87	$3,299.00	8.59	$4,125.00	10.74	$5,157.00
6	10	$4,802.00	2.22	$1,066.00	4.44	$2,132.00	7.85	$3,769.00	9.82	$4,715.00	12.28	$5,896.00

Step	Department Chair - Librarian Index	Department Chair - Librarian Salary	Department Chairs - Athletics Index	Department Chairs - Athletics Salary	Director of Show Choir Index	Director of Show Choir Salary	Drama Assistant Director - High School Index	Drama Assistant Director - High School Salary	Drama Director - High School Index	Drama Director - High School Salary	Drama Director - Middle School Index	Drama Director - Middle School Salary
1	5	$2,401.00	12.5	$6,002.00	7.18	$3,448.00	2.67	$1,282.00	3.07	$1,474.00	1.33	$639.00
2	5.5	$2,641.00	13	$6,242.00	7.92	$3,803.00	3.02	$1,450.00	3.73	$1,791.00	1.51	$725.00
3	6	$2,881.00	13.5	$6,482.00	8.66	$4,158.00	3.37	$1,618.00	4.39	$2,108.00	1.69	$811.00
4	6.5	$3,121.00	14	$6,722.00	9.4	$4,514.00	3.72	$1,786.00	5.05	$2,425.00	1.86	$893.00
5	7	$3,361.00	14.5	$6,962.00	10.14	$4,869.00	4.08	$1,959.00	5.71	$2,742.00	2.04	$980.00
6	7.5	$3,601.00	15	$7,202.00	10.88	$5,224.00	4.44	$2,132.00	6.37	$3,059.00	2.22	$1,066.00

Step	Drill Team Sponsor Index	Drill Team Sponsor Salary	Flag Corps Sponsor Index	Flag Corps Sponsor Salary	Football - 7/8th Grade Index	Football - 7/8th Grade Salary	Football - 9th Grade Index	Football - 9th Grade Salary	Football - Assistant Varsity Index	Football - Assistant Varsity Salary	Football - Head Varsity Index	Football - Head Varsity Salary
1	2.67	$1,282.00	2.67	$1,282.00	5.75	$2,761.00	7.18	$3,448.00	11.97	$5,748.00	14.96	$7,183.00
2	3.02	$1,450.00	3.02	$1,450.00	6.34	$3,044.00	7.92	$3,803.00	13.2	$6,338.00	16.5	$7,923.00
3	3.37	$1,618.00	3.37	$1,618.00	6.93	$3,328.00	8.66	$4,158.00	14.44	$6,934.00	18.04	$8,662.00
4	3.72	$1,786.00	3.72	$1,786.00	7.52	$3,611.00	9.4	$4,514.00	15.67	$7,524.00	19.58	$9,402.00
5	4.08	$1,959.00	4.08	$1,959.00	8.11	$3,894.00	10.14	$4,869.00	16.9	$8,115.00	21.12	$10,141.00
6	4.44	$2,132.00	4.44	$2,132.00	8.7	$4,177.00	10.88	$5,224.00	18.13	$8,705.00	22.66	$10,880.00

Step	Freshman Class Sponsor Index	Freshman Class Sponsor Salary	Golf - 7/8th Grade Boys Index	Golf - 7/8th Grade Boys Salary	Golf - 7/8th Grade Girls Index	Golf - 7/8th Grade Girls Salary	Golf - Assistant Varsity Boys Index	Golf - Assistant Varsity Boys Salary	Golf - Assistant Varsity Girls Index	Golf - Assistant Varsity Girls Salary	Golf - Head Varsity Boys Index	Golf - Head Varsity Boys Salary
1	.0072	$346.00	2.93	$1,407.00	2.93	$1,407.00	3.66	$1,757.00	3.66	$1,757.00	4.58	$2,199.00
2	.0089	$427.00	3.91	$1,877.00	3.91	$1,877.00	4.89	$2,348.00	4.89	$2,348.00	6.12	$2,939.00
3	1.07	$514.00	4.9	$2,353.00	4.9	$2,353.00	6.13	$2,943.00	6.13	$2,943.00	7.66	$3,678.00
4	1.25	$600.00	5.89	$2,828.00	5.89	$2,828.00	7.36	$3,534.00	7.36	$3,534.00	9.2	$4,417.00
5	1.42	$682.00	6.87	$3,299.00	6.87	$3,299.00	8.59	$4,125.00	8.59	$4,125.00	10.74	$5,157.00
6	1.59	$763.00	7.85	$3,769.00	7.85	$3,769.00	9.82	$4,715.00	9.82	$4,715.00	12.28	$5,896.00

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Step	Golf - Head Varsity Girls Index	Golf - Head Varsity Girls Salary	Junior Class Sponsor Index	Junior Class Sponsor Salary	Orchestra Director Index	Orchestra Director Salary	Senior Class Sponsor Index	Senior Class Sponsor Salary	Soccer - Assistant Varsity Boys Index	Soccer - Assistant Varsity Boys Salary	Soccer - Assistant Varsity Girls Index	Soccer - Assistant Varsity Girls Salary
1	4.58	$2,199.00	0072	$346.00	3.07	$1,474.00	1.33	$639.00	3.66	$1,757.00	3.66	$1,757.00
2	6.12	$2,939.00	0089	$427.00	3.73	$1,791.00	1.51	$725.00	4.89	$2,348.00	4.89	$2,348.00
3	7.66	$3,678.00	1.07	$514.00	4.39	$2,108.00	1.69	$811.00	6.13	$2,943.00	6.13	$2,943.00
4	9.2	$4,417.00	1.25	$600.00	5.05	$2,425.00	1.86	$893.00	7.36	$3,534.00	7.36	$3,534.00
5	10.74	$5,157.00	1.42	$682.00	5.71	$2,742.00	2.04	$980.00	8.59	$4,125.00	8.59	$4,125.00
6	12.28	$5,896.00	1.59	$763.00	6.37	$3,059.00	2.22	$1,066.00	9.82	$4,715.00	9.82	$4,715.00

Step	Soccer - Head Varsity Boys Index	Soccer - Head Varsity Boys Salary	Soccer - Head Varsity Girls Index	Soccer - Head Varsity Girls Salary	Social Media and Instr.l Tech. Building Liaison Index	Social Media and Instr.l Tech. Building Liaison Salary	Softball - 9th Grade Index	Softball - 9th Grade Salary	Softball - Assistant Varsity Index	Softball - Assistant Varsity Salary	Softball - Head Varsity Index	Softball - Head Varsity Salary
1	4.58	$2,199.00	4.58	$2,199.00	4	$1,921.00	2.93	$1,407.00	3.66	$1,757.00	4.58	$2,199.00
2	6.12	$2,939.00	6.12	$2,939.00	4.5	$2,161.00	3.91	$1,877.00	4.89	$2,348.00	6.12	$2,939.00
3	7.66	$3,678.00	7.66	$3,678.00	5	$2,401.00	4.9	$2,353.00	6.13	$2,943.00	7.66	$3,678.00
4	9.2	$4,417.00	9.2	$4,417.00	5.5	$2,641.00	5.89	$2,828.00	7.36	$3,534.00	9.2	$4,417.00
5	10.74	$5,157.00	10.74	$5,157.00	6	$2,881.00	6.87	$3,299.00	8.59	$4,125.00	10.74	$5,157.00
6	12.28	$5,896.00	12.28	$5,896.00	6.5	$3,121.00	7.85	$3,769.00	9.82	$4,715.00	12.28	$5,896.00

Step	Sophomore Class Sponsor Index	Sophomore Class Sponsor Salary	Special Olympics Sponsor Index	Special Olympics Sponsor Salary	Strength Coach Index	Strength Coach Salary	Student Council Sponsor Index	Student Council Sponsor Salary	Student Senate/Teacher in Charge Index	Student Senate/Teacher in Charge Salary	Swimming - Assistant Varsity Index	Swimming - Assistant Varsity Salary
1	0072	$346.00	2.67	$1,282.00	4.58	$2,199.00	1.33	$639.00	2.67	$1,282.00	3.66	$1,757.00
2	0089	$427.00	3.02	$1,450.00	6.12	$2,939.00	1.51	$725.00	3.02	$1,450.00	4.89	$2,348.00
3	1.07	$514.00	3.37	$1,618.00	7.66	$3,678.00	1.69	$811.00	3.37	$1,618.00	6.13	$2,943.00
4	1.25	$600.00	3.72	$1,786.00	9.2	$4,417.00	1.86	$893.00	3.72	$1,786.00	7.36	$3,534.00
5	1.42	$682.00	4.08	$1,959.00	10.74	$5,157.00	2.04	$980.00	4.08	$1,959.00	8.59	$4,125.00
6	1.59	$763.00	4.44	$2,132.00	12.28	$5,896.00	2.22	$1,066.00	4.44	$2,132.00	9.82	$4,715.00

Step	Swimming - Head Varsity Index	Swimming - Head Varsity Salary	Tennis - Assistant Varsity Boys Index	Tennis - Assistant Varsity Boys Salary	Tennis - Assistant Varsity Girls Index	Tennis - Assistant Varsity Girls Salary	Tennis - Head Varsity Boys Index	Tennis - Head Varsity Boys Salary	Tennis - Head Varsity Girls Index	Tennis - Head Varsity Girls Salary	Track - 7/8th Grade Index	Track - 7/8th Grade Salary
1	4.58	$2,199.00	3.66	$1,757.00	3.66	$1,757.00	4.58	$2,199.00	4.58	$2,199.00	2.34	$1,124.00
2	6.12	$2,939.00	4.89	$2,348.00	4.89	$2,348.00	6.12	$2,939.00	6.12	$2,939.00	3.13	$1,503.00
3	7.66	$3,678.00	6.13	$2,943.00	6.13	$2,943.00	7.66	$3,678.00	7.66	$3,678.00	3.92	$1,882.00
4	9.2	$4,417.00	7.36	$3,534.00	7.36	$3,534.00	9.2	$4,417.00	9.2	$4,417.00	4.71	$2,262.00
5	10.74	$5,157.00	8.59	$4,125.00	8.59	$4,125.00	10.74	$5,157.00	10.74	$5,157.00	5.5	$2,641.00
6	12.28	$5,896.00	9.82	$4,715.00	9.82	$4,715.00	12.28	$5,896.00	12.28	$5,896.00	6.29	$3,020.00

2026-27 Salary Schedule -- Supplemental

Step	Swimming - Head Varsity Index	Swimming - Head Varsity Salary	Tennis - Assistant Varsity Boys Index	Tennis - Assistant Varsity Boys Salary	Tennis - Assistant Varsity Girls Index	Tennis - Assistant Varsity Girls Salary	Tennis - Head Varsity Boys Index	Tennis - Head Varsity Boys Salary	Tennis - Head Varsity Girls Index	Tennis - Head Varsity Girls Salary	Track - 7/8th Grade Index	Track - 7/8th Grade Salary
1	4.58	$2,199.00	3.66	$1,757.00	3.66	$1,757.00	4.58	$2,199.00	4.58	$2,199.00	2.34	$1,124.00
2	6.12	$2,939.00	4.89	$2,348.00	4.89	$2,348.00	6.12	$2,939.00	6.12	$2,939.00	3.13	$1,503.00
3	7.66	$3,678.00	6.13	$2,943.00	6.13	$2,943.00	7.66	$3,678.00	7.66	$3,678.00	3.92	$1,882.00
4	9.2	$4,417.00	7.36	$3,534.00	7.36	$3,534.00	9.2	$4,417.00	9.2	$4,417.00	4.71	$2,262.00
5	10.74	$5,157.00	8.59	$4,125.00	8.59	$4,125.00	10.74	$5,157.00	10.74	$5,157.00	5.5	$2,641.00
6	12.28	$5,896.00	9.82	$4,715.00	9.82	$4,715.00	12.28	$5,896.00	12.28	$5,896.00	6.29	$3,020.00

Step	Volleyball - Assistant Varsity Index	Volleyball - Assistant Varsity Salary	Volleyball - Head Varsity Index	Volleyball - Head Varsity Salary	Wrestlettes Sponsor Index	Wrestlettes Sponsor Salary	Wrestling - 7/8th Grade Index	Wrestling - 7/8th Grade Salary	Wrestling - 9th Grade Index	Wrestling - 9th Grade Salary	Wrestling - Assistant Varsity Index	Wrestling - Assistant Varsity Salary
1	3.66	$1,757.00	4.58	$2,199.00	2.67	$1,282.00	4.3	$2,065.00	5.38	$2,583.00	6.72	$3,227.00
2	4.89	$2,348.00	6.12	$2,939.00	3.02	$1,450.00	5.09	$2,444.00	6.38	$3,054.00	7.95	$3,817.00
3	6.13	$2,943.00	7.66	$3,678.00	3.37	$1,618.00	5.88	$2,823.00	7.35	$3,529.00	9.19	$4,413.00
4	7.36	$3,534.00	9.2	$4,417.00	3.72	$1,786.00	6.67	$3,203.00	8.33	$4,000.00	10.42	$5,003.00
5	8.59	$4,125.00	10.74	$5,157.00	4.08	$1,959.00	7.46	$3,582.00	9.32	$4,475.00	11.65	$5,594.00
6	9.82	$4,715.00	12.28	$5,896.00	4.44	$2,132.00	8.25	$3,961.00	10.31	$4,950.00	12.88	$6,184.00

Step	Wrestling - Head Varsity Index	Wrestling - Head Varsity Salary	Yearbook Sponsor Index	Yearbook Sponsor Salary
1	8.4	$4,033.00	3.07	$1,474.00
2	9.94	$4,773.00	3.42	$1,642.00
3	11.48	$5,512.00	3.77	$1,810.00
4	13.02	$6,252.00	4.12	$1,978.00
5	14.56	$6,991.00	4.47	$2,146.00
6	16.1	$7,731.00	4.82	$2,314.00

APPENDIX C

NORTHWEST LOCAL SCHOOL DISTRICT
GRIEVANCE

_____
Grievance Number

Grievant(s) Name: _____Building_____

Individual Grievance _____ Association Grievance _____

Step 1 Statement of Grievance

_____

_____

_____

Section of Contract claimed to have been violated, misinterpreted, or misapplied:

_____

_____

Date, Time and Location of Occurrence:_____

_____

Relief Requested:_____

_____

_____

Representation to be present: _____Yes _____ No

Presented to Administrator:

_____ _____
Grievant's Signature Date

_____ _____
Administrator's Signature Date

Disposition:_____

_____

_____

Response Date: _____ _____
Administrator's Signature

Step 2

I hereby request that my grievance be forwarded to Step 2.

_____ _____
Grievant's Signature Date

Hearing Requested: _____ Yes _____ No

Presented to Superintendent/designee:

_____ _____
Superintendent's/Designee's Signature Date

Disposition by Superintendent/Designee:_____

_____

Response Date: _____ _____
Superintendent or Designee Signature

Step 3

I hereby request that my grievance be forwarded to Step 3.

_____ _____
Grievant's Signature Date

Hearing requested: _____Yes _____ No

Sent to Board of Education:

_____ _____
Treasurer's Signature Date

Disposition:_____

_____

_____

Response Date:_____ _____
Board of Education

Step 4

I hereby request that my grievance be submitted to binding arbitration. (Contract violated, misinterpreted, or misapplied.)

_____ _____
Grievant's Signature Date

Copy to: Grievant, Human Resources, NAE Grievance Chair, NAE President, Administrator, and OEA Consultant.

APPENDIX D

Northwest Local School District

Anthem HDHP with HSA
Included for informational purposes only.

Benefits	In-Network	Out-of-Network
Deductible	$2,500/$5,000.00	$5,000.00/$10,000.00
Coinsurance	You Pay: 20% Plan Pays: 80%	You Pay: 40% Plan Pays 60%
Maximum Out-of-Pocket	$3,000.00/ $6,000.00	$8,000.00/$16,000.00
Office Visits		
PCP	$30 copay, after deductible	Deductible, then 40%
Specialist	$60 copay, after deductible	Deductible, then 40%
Preventative	Plan pays 100%	Deductible, then 40%
Inpatient/Outpatient	Deductible, then 20%	Deductible, then 40%
Emergency Room	$250 copay, after deductible	$250 copay, after deductible
Urgent Care	$100 copay, after deductible	Deductible, then 40%
Retail Drug Copays		
Tier 1	Deductible, then $10 copay	Deductible, then $10 copay
Tier 2	Deductible, then $35 copay	Deductible, then $35 copay
Tier 3	Deductible, then $60 copay	Deductible, then $60 copay
Mail Order Drug Copays		
Tier 1	Deductible, then $25 copay	Not Covered
Tier 2	Deductible, then $87.50 copay	Not Covered
Tier 3	Deductible, then $150 copay	Not Covered

APPENDIX E

NORTHWEST LOCAL SCHOOL DISTRICT
HORIZONTAL SALARY PLACEMENTS/ADVANCEMENTS

As per Article 9.0102 of the Master Contract Agreement, **this form and an official transcript** must be filed with the Human Resources Office by September 15 for advancement effective the beginning of the school year, or by February 15 for advancement effective February 15.

Letters from class instructor(s) indicating completion of the courses and filed with the Human Resources Office by September 15 or February 15 shall be acceptable provided the official transcript is filed by November 1 or April 1 respectively. However, payment for placement on a new column shall not be made until the official transcript is filed.

Please refer to Article 9.0102 for additional information.

Print Name_____
First Middle Last

School_____ SS#_____

1. I am requesting a horizontal salary advancement effective:

   beginning of the school year_____ or Feb. 15_____

2. The attached transcript verifies an increase in (number)_____ semester* hours from my current salary status. (*To convert quarter hours to semester hours divide quarter hours by 1.5.)

3. I am requesting a horizontal salary adjustment:

   from column _____ step_____

   to column_____ step_____

_____
Signature of Employee Date

****

Date received in Human Resources Office_____

APPENDIX F

NORTHWEST LOCAL SCHOOL DISTRICT
SUPPLEMENTAL DUTY RE-EVALUATION REQUEST

As per Article 9.13 of the Master Contract Agreement, requests for review of a supplemental duties position or creation of a new supplemental duties position from bargaining unit members will be considered annually. These requests must be submitted to the Supplemental Salary Review Committee **by March 1**. The committee will complete the re-evaluations by April 30 and make recommendations to the superintendent and NAE president.

A request by a teacher to have a new position created must be jointly submitted by a teacher and an administrator. A draft job description and a list of proposed expectations for the position must accompany this request form. The principal will forward the request and accompanying documentation to the Supplemental Salary Review Committee in care of the **Human Resources Office by March 1**. Refer to Article 9.14 for additional information.

Print Name_____School_____
First MI Last

Title of Supplemental Duty Position_____

The purpose of this request is to:

_____Re-evaluate the salary of the position.

_____*Create a new position.

Rationale for this request (continue on back if necessary):_____

_____

_____

_____

_____

_____

_____

_____
Signature Date

_____
*Principal's Signature (required for a new position) Date

*Attach a draft of a job description and a list of expectations for a new position.

APPENDIX G

NORTHWEST ASSOCIATION OF EDUCATORS

SICK LEAVE BANK AUTHORIZATION

Date _____

Pursuant to Article 8.1202 of the Master Contract Agreement between the Northwest Association of Educators (NAE) and the Northwest Board of Education, I, _____, authorize the Treasurer to withdraw one day of my sick leave days and credit it to the Voluntary Sick Leave Bank in my name.

Furthermore:

In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I specifically acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee and that all decisions of the Sick Bank Committee will be final and binding and not subject to grievance. I further agree to abide by such decision and to defend, indemnify and hold harmless the Northwest Local School District Board of Education, the Northwest Association of Educators, the Sick Bank Committee, and all of their employees and agents for any loss that may be sustained as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application."

_____ _____

Member's Signature School/Assignment

APPENDIX H

SICK LEAVE BANK APPLICATION

I am applying for _____ day(s) from the Sick Leave Bank and have attached my doctor's statement as required in Section 3B. of the Sick Leave Bank language.

With my signature below, I specifically acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the SBC. All decisions of the SBC will be final and binding and are not subject to the grievance procedures. I further agree to abide by such decision and to indemnify and hold harmless the Northwest Local School District Board of Education, the Northwest Association of Educators, the SBC, and their agents, for any loss they may sustain as the result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application.

Per Article 8.1203A, I acknowledge I have contributed to the Sick Leave Bank, which secures my eligibility for my Sick Leave Bank Application.

Dated:_____ _____

Member

APPENDIX I

NORTHWEST LOCAL SCHOOL DISTRICT
TUITION REIMBURSEMENT REQUEST

Staff Member's Name: _____ Date: _____

Building Assignment: _____

I. DIRECTIONS FOR APPLYING

A. Tuition reimbursement is for coursework taken from September 1st through August 31st at the rate for that given year.
B. All tuition reimbursement requests must be received no later than November 1st.
C. Send reimbursement requests to: Director of Human Resources, Northwest Local Schools, 3240 Banning Rd., Cincinnati, Ohio 45239

II. ATTACHMENTS REQUIRED

A. One (1) original copy of a transcript. Highlight courses for which you are applying for reimbursement.
B. Proof of earned credit/grade.
C. Receipt or proof of payment. If vouchers were purchased, proof of payment must be included.

Application cannot be processed unless all attachments are included.

III. COURSEWORK APPLICATION

Name of Course	# of Hours	Check One		Reimbursement Amount**
		Sem.	Qtr.	
			Total Reimbursement Requested	

** **Multiply the number of semester hours by $135.00 or the number of quarter hours by $90.00 for your reimbursement amount. A maximum of 6 semester or 9 quarter hours may be used for reimbursement in any given year.**

** **The district will pro-rate the reimbursement amount based on the participation if the total amount exceeds the negotiated agreement.**

NOTE: The following conditions must be met by any member wishing to be reimbursed for college coursework:

A. **The coursework must be in one of the following areas: 1) the member's area(s) of certification/licensure or the area(s) that they are teaching, including work to maintain or upgrade certification/licensure; 2) related to their Local Professional Development Committee's (LPDC) approved Individual Professional Development Plan (IPDP); 3) in the field of education or technology; 4) in other coursework areas approved in advance and in writing by the Superintendent or designee.**
B. **The member must earn at least a "B" in a graded course, and must pass a pass/fail class in order to receive reimbursement.**
C. **The member must be employed with the Northwest Local School District at the time or reimbursement. If the member leaves the District before the time of reimbursement, the member shall forfeit the reimbursement payment.**

COMMENTS: For Office Use Only

_____ _____
Date Director of Human Resources Signature

REVIEWED FOR PAYMENT: For Office Use Only

Amount Paid for Approved Courses _____

_____ _____
Date Treasurer's Signature

MEMORANDUM OF UNDERSTANDING BETWEEN THE NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE NORTHWEST ASSOCIATION OF EDUCATORS

WHEREAS, the Northwest Local School District Board of Education (hereinafter "Board") and the Northwest Association of Educators (hereinafter "Association") are parties to a Master Contract Agreement in effect from July 1, 2024 through June 30, 2027, and

WHEREAS, the e Board wishes at this time to maintain a mentor program to be identified as the "Resident Educator Program" and the Board intends to pay the Resident Educator Program mentors a stipend of $750 per mentee in lieu of the supplemental salary schedule due to funding cuts.

NOW, THEREFORE, BE IT AGREED, by and between the Northwest Local School District Board of Education and the Northwest Association of Educators that any teacher who is hired under a supplemental contract for the Resident Educator Program shall be paid a $750 stipend per mentee for the duration of this Contract.

IN WITNESS WHEREOF, the duly authorized representatives of the Northwest Local School District Board of Education and the Northwest Association of Educators have executed this memorandum on the dates opposite their signatures.

NORTHWEST LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

Date: 8/19/24

By: Nicole Jarlhee
President

By: Angie M. Walker
Treasurer

NORTHWEST ASSOCIATION OF
EDUCATORS

Date: 8/9/24

By: _____
President

By: Angela Smith
Vice President