12/04/2024
1182-01
24-MED-02-0201
44959

2024-2027
Negotiated Contract

Oak Hill Union Local Education

Association and

Oak Hill Union Local Board of Education

July 1, 2024 through June 30, 2027

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Article I
Recognition

The Oak Hill Union Local Board of Education recognizes the Oak Hill Union Local Education Association/OEA/NEA as the sole and exclusive bargaining agent and representative for the members of the bargaining unit. The "bargaining unit" consists of all full-time and regular part-time certified/licensed staff members, including LD tutors (regularly scheduled to work 20 hours or more per week), school nurse, athletic director/teacher, or others employed by the Board under regular teaching contracts. In this agreement, members of the bargaining unit are also referred to as "teacher" or "employee." Elsewhere in this agreement, any reference to "certificated" shall mean "certificated/licensed;" "certified" shall mean "certified/licensed;" "certification" shall mean "certification/licensure;" and "certificate" shall mean "certificate/license." Excluded from this bargaining unit and not subject to the terms of this agreement are the superintendent, principals, treasurer, assistant superintendent, directors, substitutes (unless they have worked 60 consecutive days in the same position) or any other administrative and/or supervisory personnel as defined in Section 4117.01 of the Ohio Revised Code.

"Full-time" is defined as an employee who is employed to perform a full day's work as defined by this Agreement for 120 or more days in a work year.

"Part-time" is defined as an employee who works less than a full day as defined by this Agreement and/or less than 120 workdays per work year.

Unless specifically addressed in this Agreement, all past practices, agreements, procedures, traditions, rules and regulations shall be preserved, maintained, and continued.

All work performed by bargaining unit members and any similar work shall be designated as "bargaining unit work."

Either the Association or the Board may initiate negotiations by serving written notice upon the other party not less than sixty (60) days prior to the expiration of this agreement. Within forty (40) working days of transmittal of said submission letter, the parties shall hold their first negotiating session. At any negotiation session either party may be represented by no more than three (3) representatives, unless both parties agree to change the number permitted on each team.

In the event agreement is not reached after sixty (60) days from the filing of the Notice to Negotiate, either party shall have the right to request the assistance of a Mediator from the Federal Mediation and Conciliation Service and such request shall be deemed a joint request. Cost will be shared equally by the Board and Association. In the event that the services of a mediator are called upon, the mediation process shall last for a maximum of thirty (30) days following beginning date of mediation or until the expiration date of the contract, whichever is greater.

Article II
Association Rights and Activities

Inasmuch as the Oak Hill Union Local Education Association/OEA/NEA is recognized as the sole and exclusive organization representing certified/licensed employees, the Oak Hill Union Local Board of Education recognizes that in order to effectively represent and communicate with its members, certain services are necessary. The Board therefore authorizes the Association:

1. To use the facilities of any building for meetings, without fee, upon notification of the administrator in charge of such building. Permission to use such facilities shall be given as long as it does not interfere with any previously authorized activity in said building.

2. To use Board-owned equipment including computers, printers, calculators, copiers, public address equipment, and audio-visual equipment at times which do not interfere with the operation of the school system. Any expendable supplies, such as copier, computer, and paper, will be supplied by the Association.

3. To use the inter-school mail system in the schools' offices to distribute Association Bulletins, newsletters, or other circulars provided that they are not used for any levy, issue, or candidate campaign-related communications.

4. To use bulletin boards in teacher lounges or workrooms to disseminate information to members.

5. To use telephones in any building to carry out Association business. Any fees or toll call charges shall be reimbursed to the Board by the Association. These calls are not to be made at a time that interferes with duties assigned by the Board of Education and administration.

6. To allow representatives to call meetings of Association members within the building, but not on class time or in conflict with other scheduled meetings.\

7. To allow the President of the Association or his/her designated official to visit schools. Upon his/her arrival he/she shall notify the principal of his/her presence. Visits that are made to discuss special problems of teachers must be arranged mutually in advance with the principal. The visits to the schools must not interfere with duties assigned by the Board the Administration.

8. To represent bargaining unit members on any employment-related matter.

9. To address any subject at Board meetings.

The Association's rights as provided under this article are only limited by provisions of Ohio law.

The Association shall be provided with:

1. Copies of all Board Agendas. Minutes and financial reports upon specific request to the Superintendent by the President of the Association. Complete minutes of the Association will be provided to the Superintendent.

2. Copies of the following forms: appropriations, budget, and training and experience grid. Such copies shall be given to the President of the Association as soon as it is feasible after such forms are filed with the agency required by law.

3. Upon specific request for a specific item, any other data or documents which will assist it in developing

intelligent, accurate, informed, and constructive programs for members and their students, together with other available information which may be necessary to formulate programs or process grievances.

4. A place on the agenda of all regular Board meetings to be used by the Association to communicate with the Board.

5. A place on the agenda of all meetings called by the Administration, whether county-wide or within buildings, if permission is granted by the Administration calling the meeting. Permission must be granted in advance of the meeting.

6. Board meeting summary.

7. Name, work location, and job title of all newly employed teaching staff shall be provided to the President of the Association following board approval of their contract.

8. One hour of time on the district agenda on the first day of staff in-service in August. No other district meetings requiring the attendance of newly hired teachers shall be scheduled during this hour.

9. A monthly report of dues transmittal that includes each member's name and the amount deducted.

Article III
Pay Periods

Each member of the certified/licensed staff shall be offered written contracts in keeping with the provision of the Ohio Revised Code.

Subsection 1. Compensation for supplemental contracts shall be paid upon completion of assigned duties and at the next scheduled supplemental pay date: 2ndpay in November, 1stpay in March, or 2nd pay in May.

Subsection 2. Teachers shall be paid in twenty-four (24) equal installments on the 15th and last day of each month with the first pay being August 31st. If the 15th or last day of the month falls on a weekend or legal holiday, then teachers will be paid on the preceding business day. Payroll checks will be issued in sealed envelopes.

Subsection 3. Teachers newly hired to the system, under a contract effective July 1, 2008, and thereafter, will have pay checks deposited directly to any financial institution with a Direct Deposit Confirmation sent electronically to an e-mail address of his/her choice.

Article IV
Discipline of Professional Staff

A. No employee shall be disciplined without just cause.

B. Ordinarily, discipline will be progressive in nature. However, the type and degree of discipline to be issued depends on the facts and circumstances of each case. When all facts related to a disciplinary case are finally revealed, the determination of what appropriate discipline is necessary will be determined using those facts.

C. The ordinary sequence of discipline will be:
   1. Informal/oral reprimand;
   2. Written reprimand;
   3. Suspension without pay;
   4. Termination.

D. Nothing precludes the Board from issuing more than one (1) oral or written reprimand.

E. Each employee shall have the opportunity to be accompanied by one representative of his/her choice at any investigatory interview of a member whenever disciplinary action may be contemplated against the member. An investigatory interview is one that involves questioning of the employee and does not include a meeting to issue discipline that has already been determined. All documentation shall be presented at this meeting to ensure that all the facts are made in the presence of the member.

F. A pre-disciplinary conference shall be held and notice of pre-disciplinary conference given to an employee who may be subject to suspension without pay or dismissal. The affected bargaining unit member may have an Association representative at such conference. The notice shall be made 48 hours prior to the hearing date.

G. No employee will be disciplined in the presence of any other teacher, student, or parents of students or any non-certified employee, unless agreed to by the teacher; however, a principal or other administrator shall be entitled to have one witness of his/her choice present when conducting an investigatory interview or holding a meeting to issue discipline.

H. Pre-disciplinary conferences shall not be delayed longer than three (3) days in order for the teacher to secure representation.

I. Disciplinary actions are subject to the grievance procedure: however, written reprimands may be appealed beyond Level Three (Superintendent's Level) of the grievance procedure.

J. Only the discipline administered to the employee shall be placed in the personnel file. All other documents or recorded information shall be stored or kept/disposed of in accordance with Ohio law.

Article V
Evaluation Procedure

The Board and the Association agree to use the OTES 2.0 Model and its supporting documents for teacher evaluation per the requirements set forth by ORCs and Board Policy.

The Board and Association also agree that through the Evaluation Committee established under this article, future changes, amendments and legislative changes would be addressed through the MOU process as needed.

Article VI
Management Prerogatives of the Board

1. Except as specifically limited by the terms and provisions of this Agreement, the Board and the Superintendent shall retain all rights, powers, and authorities vested in it prior to the date of this Agreement.

2. The rights, powers, and authorities mentioned in 1 above shall include, but shall not be limited to, the following:

    A. The right to manage and control the schools and to determine the equipment, curriculum, texts, methods of instruction, teaching schedules, schedules of events, schedules of working hours, assignments of teachers and pupils, class size and location of classes, and the right to establish and maintain standards of quality and professional competence, to establish, maintain, and amend occupational classification, to establish working rules and regulations, to lay off and recall teachers and other employees when necessary.

    B. The power to establish rules and regulations governing all employees and pupils, the administration of the school district, use of school district property, attendance at professional meetings and the compensation and reimbursement of said expenses.

    C. The authority to hire, rehire, promote, and assign teachers and other employees; to maintain discipline and efficiency; and to suspend and discharge teachers and other employees for justifiable reasons.

    D. All rights, powers, and authorities granted at any time to Boards of Education by laws of the State of Ohio.

3. Where the rights, powers, and authorities itemized in 2 above are modified or limited by the terms and provisions of this Agreement, they shall only be modified or limited to the extent specifically provided herein.

Article VII
No Strike Clause

Inasmuch as adequate grievance and arbitration machinery has been provided in this Agreement, the Association agrees that there will be no strike, walkout, "study day," "professional holiday," or other work stoppage or any other effort to interfere with the operation of any school or the school district for the duration of this Agreement.

Any teacher who initiates or participates in a strike or any other act prohibited by this Article will be subject to disciplinary action by the Board.

The Association will make every effort at its disposal to prevent and/or immediately terminate any violation of this Article.

Employees do have the right to strike under the provisions of the Collective Bargaining Law.

Article VIII
Policy Affecting Employment

There shall be no discrimination for exercise of employment rights or in the application of this Agreement because of an employee's membership or lack of membership in the Association; because of activities, or lack thereof, on behalf of the Association; or because of the race, ethnicity, age, sex, gender, gender identity, sexual orientation, religion, marital status, military status, veteran status, disability, or other protected class under state or federal law.

In keeping with the above rights, all provisions of this Agreement shall be uniformly applied. The Board further agrees that members of the instructional staff have the right to participate in professional and civic organizations for their personal benefit and interest.

Due process shall be provided to all certificated teachers through the Grievance and Arbitration Procedure.

Article IX
Leaves

Sick Leave

Sick leave credit shall accumulate at the rate of 1 ¼ days per month and at a maximum of fifteen (15) days per year.

Sick leave can accumulate to three hundred twenty-five (325) days only for the purposes specified in this Article. Unused personal leave will be converted to accumulated sick leave at the end of each school year.

Each beginning teacher shall be granted a minimum often (10) days advance sick leave upon employment by the Board, but if the teacher leaves the employment of the Board before ten (10) days have accumulated, the difference between the accumulated and the used days shall be deducted from the final pay due the teacher. A current teacher who has exhausted all accumulated sick leave will be advanced five (5) days of sick leave per year. A current teacher participating in the "Sick Bank" shall be ineligible for the advancement of five (5) days of Sick Leave.

Any teacher transferring to the employment of the Board shall be credited with the unused balance of his/her accumulated sick leave upon verification of such accumulation from the proper public agency pursuant to Section 143.29 of the Ohio Revised Code.

Sick Leave may be utilized in one-fourth (.25) day increments.

If unused sick leave accumulation information does not regularly appear on payroll stub, it shall be reported to each teacher by the Principal in August. Sick leave may be used for absence due to personal illness, injury, exposure to contagious diseases which could be communicated to other employees or children. Sick leave may be used for absence as a result of illness of disability due to pregnancy during periods when the teacher is not on childcare leave. Up to fifteen (15) days of sick leave may be used when adopting a child or for emergency childcare reasons during periods when not on childcare leave. Such leave shall be limited in accordance with the following paragraphs:

1. A teacher may use up to five (5) days accumulated sick leave for death of the following family members: spouse, children, father, mother, sister, brother, sister-in-law, brother- in• law, mother-in- law, father-in-law, grandparents, grandchildren, aunts, uncles, nieces, nephews, or anyone living in the same household as the teacher. Also included are step-, great-, half-, son-in-law, daughter-in-law, and extended family members.

2. A teacher may use one (1) day accumulated sick leave for death of family members not covered in paragraph 1.

3. A teacher may use accumulated sick leave for illness in the immediate family Immediate family, according to this paragraph, shall be spouse, children, mother, father, grandchildren, grandparents, father-in-law, mother-in-law, siblings, and others living in the same household as the teacher.

4. No teacher shall be charged a day of sick leave when school is not in session.

5. Leave for death in the family may be extended upon prior approval of the Superintendent.

Teachers granted such leave should be replaced by a substitute according to the Board adopted policy governing employment practices.

Each employee will complete a form requesting payment for Sick Leave. The Employee will state the reason for use of Sick Leave. If Medical attention is required, the Employee will state the Name and Address of Practitioner and date(s) of visit(s). Proven falsification of said statement may lead to disciplinary action.

Individuals who have accumulated the maximum days of sick leave, and who do not use more days of sick leave than remain to be earned for the year, will continue to retain the maximum days. This will be reflected on the check stub following a reconciliation of attendance and adjustment by September 1 of each year.
Retiring teachers will receive full credit for all days earned.

Each teacher's maximum accumulation will remain at the highest level achieved regardless of subsequent contractual changes. However, if contractual changes no longer entitle a teacher to a higher maximum, any use of sick leave and/or personal leave in excess of eighteen (18) days per year will result in accumulated sick leave decreasing. Sick leave may then accumulate up to the current contract maximum.

Sick Leave Bank

Each employee may contribute one day of their accumulated sick leave to the sick leave bank. Additional donations may be made by each member upon approval of the Superintendent. Only contributors can draw from the bank.

1. Establishment
   A. Each employee may contribute one day of his/her accumulated sick leave to the sick leave bank during the enrollment period. The enrollment period will be the first two weeks of each school year. New teachers will have two weeks to enroll. The donated day is not returnable.

   B. The initial membership enrollment period will extend until July 31, 1997. If ten (10) participants are not enrolled by the initial enrollment deadline, the prospective members will have their donated days credited to their accumulated sick leave account and the bank will not be established.

2. During the year, additional days may be donated by bank members upon approval of the Superintendent.

3. Operational Procedures
   A. Loans from the sick leave bank will be limited to those individuals who have contributed to the bank at any time. Individuals may not enter the Sick Bank while still owing "Borrowed Days."

   B. A loan will be limited to days of personal illness. A doctor's statement is required with the application to be considered for a loan. Applications for loans will be submitted to the Superintendent.

   C. A loan will be considered only after the individual has used all of his/her accumulated sick leave days and has used possible advances of sick leave as prescribed under Article X, Sick Leave.

4. Loan and Pay Back Procedures
   A. The maximum number of days that a person may borrow per school year is 10% of the total days in the bank at the end of the enrollment period. Additional days may be granted at the discretion of the Superintendent.

   B. The member who borrows days will pay back each year the days at the rate of 100% of his/her annual accumulated sick leave at the end of the contract year until the total number of days borrowed has been restored to the bank. This portion of the Contract has been amended effective July 1, 2017.

   C. Any person who leaves the district employment while indebted to the bank for sick days shall cause said days to be deducted from the final pay due to the employee.

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE (LPDC)

Each teacher who serves on the LPDC shall be granted up to five (5) days professional leave whenever possible in order to complete their duties; however, when it becomes necessary to execute such duties beyond the school day, teachers will be additionally compensated an amount equivalent to 7/100 of one percent (.07%) of the base/per hour. In any event, teachers may submit a voucher to be reimbursed for travel at the prevailing rate. Teachers will be paid in one lump sum at the conclusion of the school year.

Disability Leave

After a teacher's accumulated sick leave has been used up, should further physical or mental disability occur from personal illness, injury, exposure to contagious diseases, or disability due to pregnancy during a period when the teacher is not on Parental Leave, disability leave, without pay or benefits, shall be used for the remaining period of such disability as authorized by the Administration. A written application for disability leave of absence without pay shall be made by the teacher in such cases. This application must be accompanied by a statement from the attending doctor indicating the nature of the illness and a definite recommendation that the teacher be relieved of his/her duties.

At least thirty (30) days before a teacher on disability leave expects to resume his/her duties, the teacher must request reinstatement in writing. Not less than ten (10) days before termination of disability leave, a doctor's statement must be submitted by the teacher. This statement shall certify that the teacher has been examined and is able to resume his/her duties when the leave of absence expires.

Pregnancy Disability Leave

Teachers may use sick leave or advancement thereof, as authorized by this Agreement, for illness or disability due to pregnancy. In all cases Parental Leave shall begin and end with a statement by the employee's attending physician. Teachers who do not have sufficient sick leave available to cover the period of disability due to pregnancy as hereafter defined shall be entitled to unpaid leave of absence for that portion of the period of disability not covered by sick leave.

Application for leave of absence due to disability caused or contributed to by pregnancy shall be submitted in writing to the Superintendent at least ten (10) working days in advance of use. The employee's failure to make a timely application may be waived by the Superintendent or his/her designee.

Any employer-initiated leave shall be in accordance with the Ohio Revised Code.

In addition to Parental Leave, a teacher who is pregnant or adopting a child shall be entitled to a leave of absence without pay for childcare reasons to begin six (6) weeks following termination of pregnancy or, in the case of adoption, upon receipt of custody. The term of leave shall be scheduled, to the extent possible, to cause the least disruption to the educational program and may, as recommended by the Superintendent, be for the remainder of the school year and may be extended for an additional school year upon application for extension.

Application for childcare leave shall be made in writing to the Superintendent as far in advance as possible.

Childcare leave is available to a teacher who is the mother or father of an infant child (by birth or adoption) and who is directly and immediately responsible for the full-time care of that child. In the case of adoption, childcare leave is available for the care of a pre-school age child.

Childcare leave shall be granted without pay.

A teacher on childcare leave shall have the right to maintain in force health and life insurance benefits, pending approval and subject to the conditions of the carrier(s) involved. The teacher shall pay 100% of the premiums, in advance, directly to the treasurer of the board by the first of each month. Failure to pay such premiums by the first of each month shall void the teacher's right to maintain insurance benefits for the duration of the leave.

No teacher shall return to service prior to the expiration date of leave without the approval of the Superintendent. Any teacher who does not return to service at the stated termination date of leave shall be deemed as having abandoned their contract and all rights and privileges of employment shall thereupon be extinguished.

A teacher on childcare leave shall notify the Superintendent by July 10 of their intent to return to duty, request additional leave, or resign from service.

A teacher returning to duty from childcare leave shall be reinstated to the same or similar position, salary steps, and range to that held prior to the leave unless leave extends beyond the remainder of the school year and an additional school year upon application for extension.

Personal Leave

At the beginning of each school year, each employee shall be credited with three (3) days of personal paid leave.

Personal leave may be utilized in one-fourth (.25) day increments.

Personal leave shall be non-accumulative; however, unused personal leave will be converted to accumulated sick leave until the maximum (as specified elsewhere in this Article) is reached.

Any employee using personal leave shall notify his/her immediate supervisor at least twenty-four (24) hours in advance except in cases of emergency.

Jury Compulsory Leave

An employee who is subpoenaed or summoned to serve jury duty or to appear before a court or agency in cases in which they are not parties shall be granted all necessary leave. The employee's compensation for said leave shall be with pay if the compensation received for the service (less mileage) is remitted to the Board.

Military Leave

1. In accordance with Section 3319.14 of the Ohio Revised Code, military leave of absence, without pay, shall be granted to any regular contract teacher who shall be inducted, called to active duty, or who enlists for military duty with any branch of the armed forces of the United States.

A. Military leave shall be granted pursuant to Section 5923.05 of the Ohio Revised Code.

2. Any teacher whose teaching service in the Oak Hill Union Local School District has been interrupted by active-duty service in the armed forces shall be re-employed in accordance with the provisions of Section 3319.14 of the Ohio Revised Code and shall be given full credit on the salary schedule for such service.

Association Leave

1. The Association will be granted leave for each OEA Representative Assembly a maximum of two (2) days with pay each for two (2) delegates.

2. A limit of one (1) Association member who is elected or appointed to the governing body of OEA shall be granted leave with pay to attend meetings of such bodies, not to exceed five (5) days per year.

Assault Leave

Any teacher absent due to physical disability resulting from an assault by a student during the course of Board employment, or by any other person on school district property, shall, upon written request, be granted a leave of absence with full pay and benefits for the period of physical disability in accordance with a doctor's written statement specifying the time needed for recovery and the nature of any medical treatment necessary.

Leave granted under this policy shall not be charged against sick leave. After twelve (12) continuous months on Assault Leave, leave is terminated and the employee must use sick leave and/or seek disability, if applicable.

Professional Leave

Section I. A professional leave fund shall be included in the budget of the Oak Hill Union Local Board of Education in an amount to be used for the payment of the expenses of the certified teaching personnel of the Oak Hill Union Local School System who are attending approved professional meetings, and/or workshops, and/or school visitations.

Section 2. Teachers accompanying students to school approved meetings, field trips, or competitions shall be eligible for use of professional days. Accompanying teachers must be listed as a planned chaperone when the field trip/meeting/competition request is submitted to building principal for approval.

Section 3. All Professional Leave is subject to approval of Superintendent or Designee.

All approved professional development shall be eligible for reimbursement including cost of meeting fees, lodging, mileage, and meals in accordance with IRS guidelines. Reimbursement requests must be submitted along with professional development request form. All professional development expenses are pending approval of building principal.

Unpaid Leave of Absence

Teachers may be granted by the Board an unpaid leave for absence that is not covered by any other leave policy. Application for unpaid leave of absence shall be made in writing to the Superintendent as far in advance as possible. The Superintendent may recommend leave for the remainder of the school year.

An employee on unpaid leave shall have the right to maintain in force health and life insurance benefits, pending approval and subject to the conditions of the carrier(s) involved. The teacher shall pay 100% of the premiums, in advance, directly to the treasurer of the board by the first of each month. Failure to pay such premiums by the first of each month shall void the employee's right to maintain insurance benefits for the duration of leave.

No employee shall return to service prior to the expiration date of leave without the approval of the Superintendent. Any employee who does not return to service at the stated termination date of leave shall be deemed as having abandoned their contract and all rights and privileges of employment shall thereupon be extinguished.

Prior to March 31 of each school year during which leave expires, an employee on unpaid leave shall notify the Superintendent of their intent to return to duty, request additional leave, or resign from service.

An employee returning to duty from unpaid leave shall be reinstated to the same or similar position without loss of status or compensation unless leave extends beyond the remainder of the school year and an approved extension of an additional school year.

Seniority will not be broken by unpaid leave of absence, but such time will not be counted in computing seniority.

This provision does not diminish any other entitlements provided by law.

ATTENDANCE INCENTIVE POLICY

At the beginning of each School Year, an Employees' first six (6) days, combination of Sick Days and/or Personal Days, shall be worth $200.00/day for the purpose of this Incentive. The balance of the six (6) days unused at the end of the School Year, shall be paid to the Employee at the last June Pay at a rate of $200.00 times the remaining days (remaining/unused of the six (6)).

Employees participating in the Sick Leave Bank shall be ineligible for the Attendance Incentive until the total number of days borrowed has been restored to the Bank. (Effective July 1, 2017)

*The Board and Association agree that if the "New" Incentive does not significantly reduce the number of "Used" Sick Days, the Attendance Incentive Policy will simply revert back to the previous version.

Article X
Transfers, Reassignments, and Promotions to Vacant or New Positions

1. Teachers who desire a change in grade and/or subject assignment or desire to transfer to another building may file a written statement of such desire with the Superintendent not later than April 15 of each school year.

2. In acting on a request for voluntary assignment and/or transfer, the following criteria apply:

   A. Individual qualifications.

   B. Instructional requirements.

   C. Staff availability and experience.

   D. Where the foregoing factors are substantially equal, the preference in assignment or transfer shall be given to the incumbent applicant with the greatest number of years of service in the school system.

   No employee will suffer any loss of rights due to implementation of a voluntary transfer.

   The employer will provide to the employee written reasons for any denial of transfer (reassignment).

3. A teacher being involuntarily transferred will be placed only in a position which involves no reduction in rank or in total compensation and no impairment of tenure. No involuntary transfer shall be made after the first day teachers are required to report.

   Military service in the time of national emergency, a call to active duty in the armed services, shall be credited as full time in determining seniority when the teaching service is interrupted.

   An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent, at which time the teacher will be notified in writing of the reasons. No teacher will be transferred arbitrarily, capriciously, or without rational basis.

   An involuntary transfer is any reassignment within the bargaining unit that is not initiated by the employee.

4. An involuntary transfer shall be for good and just cause only.

5. A vacancy exists when any position becomes available in the bargaining unit resulting from:

   A. The creation of a new bargaining unit position.

   B. An employee's leaving employment as a result of a termination, resignation, or death; non- renewal for just cause; transfer to another bargaining unit position; assuming a non-bargaining unit position; leave of absence for more than 180 working days, and it is not specifically provided for in the Contract that the employee retains the right to return to the same position.

   Applications from current employees shall be given primary consideration in the filling of new and existing vacancies, including vacancies in supervisory positions.

   No vacancy shall be filled temporarily for more than ninety (90) days.

6. Whenever a new position or vacancy arises, including supplemental positions, the Superintendent shall:

   A. Promptly notify the Association President of the position(s) available and the qualifications for each.

B. Promptly post in the Board Office notice of the position(s) available and the qualifications for each.

C. Electronically notify each employee of the qualifications for the position(s).

Applications will be accepted, and the position will not be filled for three (3) business days following posting.

Vacancies shall be filled on the basis of the experience, competency and qualifications of the applicant, length of service in the district, and other relevant factors. An applicant with less service in the district shall not be awarded such position unless his/her qualifications shall be deemed better by the Superintendent.

7. If a teacher's position is eliminated because of:

   A. Reduction in pupil enrollment

   B. Reduction of a program provided that such reduction is not for arbitrary or discriminatory reasons

   C. Bona fide consolidation then that teacher may request reassignment/transfer or, if no request is made, be involuntarily transferred. Either of these actions will be made under the provisions of this Article. If no vacancy exists, a teacher may displace the least senior teacher, but only when failing to do so would result in the layoff of the senior teacher.

8. No transfer, reassignment, or promotion shall be used to contravene other rights or privileges provided in this Agreement.

Article XI
Seniority

Seniority shall mean the length of continuous employment in any bargaining unit position. Every teacher's name shall appear in order of seniority on a list of his/her area(s) of certification/licensure. Teachers with continuing contracts shall be placed at the top of the list in descending order of seniority. Teachers with limited contracts will be placed on the list under continuing contract teachers, also in descending order of seniority.

Seniority shall be computed from a teacher's original date of employment and will begin to accrue from said date. Seniority shall continue to accrue during all paid leaves of absence or during periods of layoff. Seniority will not be broken by unpaid leaves of absence or employment of the Board in a position outside of the bargaining unit, but such time will not be counted in computing seniority.

The following situations constitute breaks in continuous service for which seniority is lost:

1. Non-renewal, termination, or resignation.

2. Retirement (except for STRS disability).

3. Failure to accept recall under the provisions of the Recall after Reduction in Staff Article.

4. Failure to return to work at the expiration of a leave unless extension of leave is granted.

If two or more teachers have the same length of continuous service, then seniority will be determined by the date of the Board meeting at which the teacher was hired, then by the date of their latest application for employment.

The seniority list shall be made available to the Association annually within thirty (30) days of the request. The seniority list will indicate, by area of certification/licensure, the date of employer resolution to hire, and the contract status (limited or continuing) of each teacher. Any changes in the seniority list will be promptly posted. A copy of such list and all changes thereto shall be provided to the Association. The Association will inform the Superintendent of any errors in the seniority list within ten (10) workdays after receipt. A corrected list should be posted within another ten (10) workdays.

Article XII
Length of School Year and Day

Length of School Year. The length of each school year will include 178 days of student instruction, 2 teacher in-service days, and 2 parent-teacher conference days (or the maximum allowed by law), for a total of 182 days or the minimum days required by law. If necessary, no more than four (4) evening conference nights will be held during the school year, with each being during a different quarter, and not exceeding six (6) hours each, with no more than twelve (12) accumulated hours per year.

The school year shall not begin before August 18 and will not end after May 31. The school year may extend beyond May 31 in order to fulfill minimum number of days required by state minimum standards.

Preparation Time. Preparation period and preparation time is defined as time set aside during the school day for use by the teacher in preparing the classroom duties, counseling students, and other similar related educational activities.

All elementary teachers shall have at least 200 minutes per week for preparation time during the student day. Each preparation period shall consist of no less than fifteen (15) consecutive minutes.

Each secondary school teacher shall have at least one preparation period during each student day. Each preparation period shall consist of no less than 40 consecutive minutes.

Every effort will be made to secure a substitute before requesting teachers to use preparation period for substitute services.

Teachers who are asked by supervisors and consent to use regularly scheduled preparation time for substitute services will be additionally compensated an amount equivalent to 7/100 of one percent (.07%) of the base/per hour. Under emergency conditions, teachers may be required on a rotational basis to use regularly scheduled preparation time for substitute services (with aforementioned compensation).

Teachers should not be asked to provide substitute services more than twice a week unless agreed to by the teacher.

Elementary teachers will be considered providing substitute services if it becomes necessary to retain their own students during normally scheduled preparation times.

In any given week for any given teacher, the maximum time for which compensation will be paid shall not exceed the regularly scheduled preparation time.

A form with the date and time of services rendered will be kept and a copy provided to the teacher.

Lunch Breaks. All teachers shall have a duty-free uninterrupted lunch period of no less than thirty (30) minutes each day.

Length of School Day. The length of each school day shall not exceed a maximum of seven hours and thirty minutes. The school day will not begin before 7:30 a.m. nor will it end after 4:30 p.m., unless mutually agreed upon between both parties. The workday will be continuous from the time teachers are required to report. Faculty, grade, or departmental meetings may take place after school hours, but shall not occur more than twelve (12) times per year and shall not last more than forty-five (45) minutes beyond or before the staff's normal departure or arrival time. Such meetings, except for emergency meetings, shall provide at least one-day notice to all employees affected.

Any other employer-initiated work-related activities (other than those described in this Article, that must be performed outside the defined workday, shall be voluntary or paid on an hourly basis.

The regular school day may be extended temporarily for only these reasons and these amounts:

1. Parent-Teacher conferences (Art. XIII, Para. 1) - up to 6 hours
2. Excessive calamity days (Art. XIII, Para. 1) - up to 1 hour
3. Faculty, grade, or departmental meetings - up to 45 minutes

Class Changes. Class changes at high school to be worked out by Friday one week classes scheduled will be changed the following week.

Travel Time. Those employees assigned to more than one work site will be given an appropriate and reasonable amount of time, during the defined workday, to conclude their activities at one site, safely travel to the next site, and then prepare for students.

Calamity Days. Teachers will not be required to report the first five (5) days school is canceled because of a calamity. This will have no effect on the compensation of the employee since days will be made-up as required. If students are dismissed early because of a calamity, teachers are excused after all of their students have departed. On days when the opening of school is delayed, buildings should be staffed at regular times insofar as safe and practical; however, teachers are not required to report until the delayed opening time.

The District will provide five (5) Contingency Days on its approved School Calendar each year for the use of additional instruction of students or Professional Development of its Staff. Additionally, both parties may mutually agree that teachers will report to work on Calamity Days for Professional Development activities, planning for student instruction, etc. As the need may arise, the Association and the Board of Education may agree to allow Bargaining Unit Members to "Make-Up" lost time due to "Schools being Closed" through the following: Reporting to Work on Calamity Days, attending School Events such as Graduation or etc., adding additional time to the School Day, and/or other PD activities that the two Parties may agree upon at the time.

Work Week. The length of the regular school week shall not exceed 37.5 hours, Monday through Friday, unless mutually agreed upon between both parties.

The regular school week may be extended temporarily for only these reasons and these amounts:

1. Parent-Teacher conferences (Art. XIII, Para. 1) - up to 6 hours
2. Excessive calamity days (Art. XIII, Para. 1) - up to 5 hours, unless mutually agreed upon between both parties.
3. Faculty, grade, or departmental meetings (Art. XIII, Para. 4) - up to 45 minutes

Article XIII
Personnel Files

Professional Personnel Records. Certain personnel records shall be kept up to date and on file for reference at all times. These and other personnel records shall be in one file in the office of the Superintendent.

The file for each bargaining unit member shall be limited to items relating to work performance, discipline, and routine financial or personnel data, including:

1. Application for employment, including references.
2. Ohio teacher certificates/licenses.
3. Transcript of college credits showing the official record of the degree granted, original or certified copy.
4. Record of military service.
5. Medical records.
6. Teacher evaluations.

A copy of all material placed in the file after the effective date of this Agreement shall be sent to the teacher when the original is placed in the file, with the exception of 1 through 6 above. Both the original and the copy shall show the date of the filing. The teacher shall have the opportunity to reply in writing to any such materials and such reply shall be attached to the filed copy. All file entries shall be signed and dated by the supervisor of the affected bargaining unit member. The personnel file shall not contain information that is misleading, inaccurate, or invalid. Anonymous documents shall not be placed in the personnel file nor shall they be made a matter of record.

Each teacher shall have the right, upon written request, to review all contents of his/her own personnel file, with the exception of item 1 listed above. A representative of the Association may, at the teacher's request, accompany the member during such a review.

A bargaining unit member may request a copy of any item or items in his/her personnel file, excluding item 1 above. These copies will be provided at no charge.

At the request of the teacher, all material of a derogatory or disciplinary nature will be expunged five (5) years after the date placed in the personnel file.

Article XIV
Grievance and Arbitration Procedure

A "grievance" is any dispute between a teacher or group of teachers and the Board or the Administration concerning the interpretation, application, or alleged violation of the Negotiated Agreement.

A "grievant" is an employee or group of employees (each affected by similar circumstances) in the bargaining unit, alleging a grievance. The Association may file a grievance on behalf of two or more members in its own name ("class action grievance").

The definition of "immediate supervisor" shall be: For an employee assigned to one building, their supervisor is the building principal.

For an employee assigned to more than one building having more than one principal, their "immediate supervisor" shall be determined by the Superintendent.

The Association shall designate one representative and one alternate representative as its grievance representative in each building. Any teacher may consult their representative for assistance with a grievance. The principal of each school building may also file a grievance on behalf of the Board with such representative.

A "day" in this section shall be defined as a school day during the regular school year. During the summer months when school is not in session, a "day" shall be Monday through Friday, exclusive of holidays.

The primary purpose of this procedure shall be to obtain at the lowest level and in the shortest period of time, equitable solutions to grievances which may arise from time to time.

Both parties agree that grievance proceedings should be handled in a confidential manner.

Nothing contained herein shall be construed as limiting the individual rights of a teacher having a grievance to discuss the matter informally with members of the administration through normal channels of communication, without intervention and/or consultation of the Association, provided the adjustment is not inconsistent with the provisions of this Agreement.

An aggrieved teacher shall initiate action on a grievance under the grievance procedure within twenty- one (21) days of the event upon which the grievance is based. If the initiation of such action is longer than twenty-one (21) days, the right to use the grievance procedure shall be deemed waived unless otherwise agreed by both parties to this Agreement.

Procedure:
The time limits provided herein shall be adhered to strictly as maximums for each grievance to ensure rapid resolution of problems and issues concerned. Time limits may be extended only by mutual agreement of all parties concerned. Any grievance not advanced to the next level by the grievant within the time limits provided shall constitute a waiver of the right to further appeal, and a final disposition of the grievance shall be made on the basis of the last decision given. Any grievance not answered by the Administration within the time limit for that level may be appealed to the next level.

Any grievance not answered by the Administration within the time limit for that level may be appealed to the next level.

Level One-Informal:
Within twenty-one (21) days of an event upon which a grievance is based, the grievant shall discuss the problem with the grievant immediate supervisor. The grievant may do this alone or with his/her grievance representative. In cases where the Board or the Administration is the grievant, the grievance procedure shall begin at Level Two.

Level Two-Formal:
In the event the aggrieved is not satisfied with the disposition at Level One, or no decision has been rendered within five (5) days after the informal meeting, the grievant may inaugurate formal proceedings. Formal proceedings shall be inaugurated by the filing of a written grievance within thirty-six (36) days of the event upon which the grievance is based.

In all levels of the formal proceedings, official Grievance Report Forms shall be made in triplicate; one (1) for the aggrieved; one (1) for the administration; and one (1) for the Association.

Within five (5) days of the filing, a hearing shall be arranged between the aggrieved, the immediate supervisor, and one Association representative, and other parties as needed to give information relative to the grievance. The disposition by the Supervisor shall be added by the Supervisor to the Grievance Report Form in triplicate within five (5) days after adjourning this hearing

Level Three:
If the aggrieved person is not satisfied by the disposition of the immediate Supervisor, he/she may seek a hearing with the Superintendent or his/her designated representative within seven (7) days after receipt in writing of the Supervisor's answer at Level Two, by completing Step Two of the Grievance Report Form in triplicate and submitting it to the Superintendent. Within the next seven (7) days a hearing shall be arranged between the aggrieved, the Superintendent or his/her designated representative (who must be someone other than the aggrieved person's immediate supervisor), and a representative of the Association, and other parties that may be needed to give information relative to the claim.

The disposition of the Superintendent or his/her designee shall be completed in writing within five (5) days after adjourning this hearing.

Level Four:
If the aggrieved person is not satisfied by the disposition of the Superintendent at Level Three, the parties may agree to submit the grievance to Federal Mediation and Conciliation Services (FMCS) mediation within ten (10) workdays following receipt of the Level Three response. The parties should attempt to agree on a FMCS mediator. If there is no agreement, the Union will request that FMCS appoint a mediator.

Level Five:
If the grievant is not satisfied with the disposition at Level Three (or Level Four if the parties agree to mediation), they may request that the issues be submitted to arbitration within five (5) days after receipt of the written notice of the action taken at Level Three or the date of mediation, whichever is applicable.

The arbitrator shall be selected from a list or lists submitted by FMCS or the American Arbitration Association. If the parties cannot agree on a selection of the arbitrator within twenty-one (21) days, the arbitrator shall be designated by FMCS or the American Arbitration Association, as applicable.

Miscellaneous:

No teacher may be represented by any teacher organization other than the Association in any grievance procedure initiated pursuant to this procedure.

A grievance may be withdrawn at any level without prejudice or record.

Copies of all written decisions of grievances shall be sent to all parties involved, the Association president, the

aggrieved, and the appropriate administrator.

No records, documents, or communications concerning a grievance shall be placed in the personnel file of any of the participants in procedures described in this Agreement.

Forms for processing grievances shall be made available through all administrative offices in each building, the central administration office, and designated officials of the Association, including Building Representatives and members of the Association Grievance Committee.

Records of the grievance proceedings shall be kept confidential except as otherwise required by law. Official records shall be kept in a separate file by the treasurer of the Board.

No teacher will be subject to discrimination, harassment, or intimidation as a result of filing a grievance or utilizing the grievance processes

Article XV
Payroll Deductions

Certified employees may sign and deliver to the Board an authorization for deduction from their paychecks, membership dues and assessments of the Association and its affiliates with the exception of the Oak Hill Union Local Education Association dues. Such authorization shall continue in effect until such time that said individual gives written notice to the Treasurer of the Board to discontinue such deductions or employment with the Board terminates.

All payroll deductions will be deducted in equal amounts over the pay periods of the individual's contract year, or the remaining pay period after authorization is given. All deductions will be made without additional charge to the employee or the Association.

All money so deducted shall be forwarded quarterly to the Ohio Education Association as stipulated by Agreement between the Association and the Board treasurer.

If any employee's employment is terminated before completing all dues payments authorized by him, the unpaid balance will be deducted from the final check received by said employee and will be remitted in the manner as the regular monthly deduction.

Certified employees may sign up for insurance programs and investment programs which have been accepted by the Board. The treasurer of the Board shall deduct from the employees' checks payments to such programs in amounts as may be required by the contracts between the Board and companies involved.

Article XVI
Reduction in Staff

Teachers may be laid off only when their positions are eliminated as a result of the following:

1. A reduction in pupil enrollment.
2. The reduction of a program, provided that such reduction is not for arbitrary or discriminatory reasons. No teacher will be laid off or eliminated as a result of implementation of post-secondary education options, interactive television, or use of noncertified teachers.
3. A bona fide consolidation.

The employer will notify the Association and teachers whose jobs are in jeopardy of the anticipated layoffs in writing no later than June 1. Prior to implementation of a Reduction in Staff, the Superintendent will provide the Association a list of positions to be eliminated, employees affected, and reason(s) for the reduction.

After March 1 there shall be no transfer, reassignment, or job reclassification prior to implementation of a Reduction in Staff that would cause a more senior employee to be laid off before a less senior employee.

The employer will provide advance notification of the final list of affected employees to both the employees and the Association.

Acceptance or rejection of employment as a substitute shall not constitute the basis for an employer challenge to an employee's entitlement to unemployment compensation benefits.

For purposes of this Article, seniority shall be determined as prescribed in the Article governing Seniority.

Upon the recommendation of the Superintendent, contracts shall be suspended on the basis of least seniority within each teaching field affected. Every teacher's name shall appear in order of seniority on a list of his/her area(s) of certification. Teachers with continuing contracts shall be placed at the top of the list in descending order of seniority. Teachers with limited contracts will be placed on the list under continuing contract teachers, also in descending order of seniority.

Upon giving notice of layoffs, the Superintendent will deliver to the Association president the number of required copies of the list showing the seniority of each teacher employed by the Board. Any changes in the seniority list will be promptly posted. A copy of such a list and all changes thereto shall be provided to the Association.

Reductions in staff shall be in accordance with the Ohio Revised Code 3319.17.

Article XVII
Recall after Reduction in Staff

Recall after reduction in staff will be as follows:

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

A. The Board may make reasonable reductions in force for any of the following reasons:
   1. A decreased enrollment of pupils in the District;
   2. The return to duty of regular teachers alter leaves of absence;
   3. A suspension of schools or territorial changes affecting the district;
   4. Financial reasons

B. The Superintendent will notify the Association in writing at least fourteen (14) days prior to any Reduction In Force (RIF). The notification shall include the reason(s) for the RIF; the position(s) to be reduced, eliminated or not filled; the name(s) of the employees to be affected; the date of Employer action to implement the RIF and the effective date of the RIF.

C. Within ten (10) days of receipt of the notification, representatives of the Employer and the Union shall meet to review the proposed RIF.

D. In making such reduction, the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent of Schools who shall, within each teaching field affected, give preference to teachers of continuing contract status and then to teachers who have higher evaluation ratings. For purposes of this Article, a summative evaluation rating of "Skilled" and "Developing" is considered comparable. If teachers in the affected area of layoff have comparable evaluations, the teacher with the greater seniority will be given preference. Seniority shall be determined as prescribed in the Article governing Seniority.

E. Teachers whose continuing contracts are suspended shall have the right to restoration to service in the district if and when teaching positions become vacant or are created for which any of such teachers are to become qualified. Teachers on limited contracts, whose contracts have been suspended, will be eligible to be recalled for two (2) years, in reverse order of layoff for any position for which the teacher is qualified or has become qualified.

F. Teachers whose names appear on the reduction in force list shall be offered reemployment to positions for which they are certified in the reverse order of layoff.

G. No new teachers shall be hired by the Board while there are teachers on the reduction in force list who are certified to teach in any position which is open.

H. Time spent on layoff will not be counted in computing seniority if the teacher is re-employed, but prior seniority will be restored.

I. Notice of recall will be given by registered mail to the last address furnished to the District by a bargaining unit member. A copy of the notice of recall will be given to the President of the Association. If a member fails to respond in writing or email within ten (10) days after receipt of the above notice of recall, he/she will be deemed to have refused the position offered.

J. A member who is laid off will remain on the recall list for twenty-four (24) months after the effective date of his/her layoff unless he/she:

1. Waives his/her recall rights in writing;
2. Resigns;
3. Fails to accept recall to the position that he/she held immediately prior to his/her layoff or to a substantially equivalent position;
4. Fails to report to work in a position that he/she has accepted within ten (10) days after receipt of the notice of recall unless such employee is sick or injured and so verifies in writing.

K. A teacher who has been laid off shall, if he/she desires, be placed on the substitute list, without waiving any other recall rights.

L. Reductions in staff shall be in accordance with the Ohio Revised Code 3319.17. If any provisions of this Article conflict with ORC 3319.17, the statute will control.

Article XVIII
Termination, Non-Renewal

Non-renewal of a teacher's regular limited contract shall mean that the contract was about to expire, and the board took action not to re-employ the teacher.

Termination of a teacher's contract shall be according to Section 3319.16 and related provisions of the Ohio Revised Code.

Failure to renew a contract shall occur only for just cause related to unsatisfactory work performance, or under the terms of Article XVII, Reduction in Staff. Unsatisfactory work performance shall be substantiated by fair, reasonable, and objective performance evaluation(s).

A full written record of evaluation of a teacher's professional service shall be maintained prior to any action of dismissal. Copies of such information shall be made available by the administration to said teacher upon written request.

Grounds for non-renewal shall be clearly defined and given to the teacher in writing with notification of Board's intent.

This policy shall not be construed to limit any professional or legal right of the Board or teacher involved in obtaining due process.

The term teacher as used in Article XIX includes all certified/licensed employees.

Article XIX
Class Size and Load

Under no circumstances will any class exceed the maximum established by state or federal law or regulation. No class size will exceed the number of desks or workstations necessary for each student. No class size will exceed the physical facilities necessary to provide adequate instruction.

Classes in Kindergarten through Grade Four will not average more than twenty-five (25) students per regular classroom teacher. Classes in grades Kindergarten through Grade Twelve will not average more than twenty-five (25) students per regular classroom teacher.

All bargaining unit members working with online learning students will be provided with technology hardware, software, and professional development necessary to complete job duties. Requests for technology shall be made to the building principal.

No teacher shall be required to instruct students in person while simultaneously instructing students online without their consent.

If deemed an appropriate accommodation with the result of a 504 or IEP, or IAT team meeting, due process, or mediation case, a bargaining unit member may be required to provide live instruction to students who are remote while also providing in-person instruction.

Online students shall be counted as part of a teacher's class load.

No teacher shall be required to instruct, tutor, or supervise online students during their preparation time without mutual consent and compensation.

If the need arises for simultaneous in-person and online instruction, OHULEA will be included in the planning and implementation process.

Article XX
Severance Pay

All employees shall be paid as severance pay the appropriate percentage of the employee's accumulated unused sick leave under the following terms:

1. Employees hired before January 1, 2002 - shall be paid at a rate of 55% of unused sick leave up to a maximum of one contract year plus eighty (80) days.

2. Employees hired January 1, 2002 through June 30, 2008 - shall be paid at a rate of25% of unused sick leave up to a maximum of one contract year plus eighty (80) days; however, employees hired January 1, 2002, through June 30, 2008 with ten (10) or more years of active teaching service (as credited by STRS) with Oak Hill Union Schools shall be paid at a rate of 35%.

3. Employees newly hired under a contract effective shall be July 1, 2008, and hereafter paid at a rate of 25% of unused sick leave up to a maximum of one contract year; however, employees hired under a contract effective July 1, 2008 and thereafter, with ten or more years of active teaching service (as credited by STRS) with Oak Hill Union Schools shall be paid at a rate of 35%.

An employee may only retire once from the Oak Hill Union Schools.

Payments under this provision shall be based on the teacher per diem rate at the time of retirement.

Severance pay shall be paid only after receipt by the Superintendent of written evidence of approval of retirement benefits by the State Teachers Retirement System. If any employee dies before retirement, the severance pay will be paid to his/her estate.

Severance pay shall be paid in January following retirement to the retiree or his/her estate.

Certified/licensed employees with at least ten (10) years of service in the Oak Hill Union Local School District are entitled to receive upon retirement a $500.00 bonus, provided the retiring employee gives three (3) months written prior notice to the Board of Education of his/her retirement date. Said bonus shall not be granted unless the Board of Education receives employee's notice of retirement at least three (3) months prior to the date of retirement.

License & Fee Reimbursement

The Board will provide reimbursement to its current Employees for costs and fees associated with the renewal of Teaching Licenses and Pupil Activity Permits to a maximum of $350.00/yr. when provided with documentation within 30 days of payment by the Employee.

Tuition Reimbursement

The Board, believing that our Staff will make a greater contribution and impact on the children and community they serve if additional training is obtained, will reimburse our current Employees for "Out-of- Pocket" expenses up to a maximum of $3,000.00/year for tuition. The Board will set aside $30,000 for reimbursement. In order to be eligible for the Tuition Reimbursement, the following criteria must be met:

1. All courses must be Graduate Level Courses in the field of Education and taken from an accredited institution of higher learning. All classes taken must lead to a higher Certificate, License or Degree. It is not the intent of this Article to be used for renewal of current Teaching Licenses, although that may naturally occur. The intent of this Article is cultivate, nurture, and provide assistance to the future Educational Leaders of the District.

2. The Employee must successfully complete the coursework with a grade of "B" or higher. No Pass/Fail courses will be recognized.

3. There will be two Tuition Reimbursement periods per contract year (July 1-June 30) for courses taken during that contract year. Reimbursement requests must be submitted during the contract year in which courses were taken or reimbursement payments will be forfeited. The reimbursements shall be paid within 30 days of submission of completed coursework.

4. Prior approval of the Superintendent, or Designee, of coursework is required before reimbursement will be considered by the Board. Documentation of "Admission" into a Graduate Program is suggested, but not required. The Superintendent, or Designee, may approve other coursework at their discretion, depending on special circumstances or District needs.

5. The Board/District shall allocate $20,000.00 annually to be expended for tuition reimbursement of its current Employees. Reimbursement shall be on a first come, first serve basis for tuition only.

6. Payments will be made on final approval of the Superintendent or Designee. Teachers desiring to become licensed to teach CCP classes may be reimbursed for classes upon prior approval of superintendent.

Master Teacher Development Committee

There shall be a Master Teacher Development Committee established in the Oak Hill Union Local School District in accordance with the following provisions.

A. The purpose of the committee shall be to facilitate the application process, confirm candidates' eligibility, review applications, and determine the District's Master Teachers.
B. Initial Master Teacher candidates shall submit their application to the LPDC.
C. Once OHULSD has 3 Master Teachers, the committee shall consist of 3 Master teachers and 2 administrators.
D. The committee shall operate under relevant adopted rules and regulations of the State Department of Education and Workforce.
E. Compensation shall be $50.00 per meeting of MTDC. There shall be a maximum of 4 meetings per year.

Article XXI
Salary Schedule

Effective July 1, 2024, an employee's initial placement on the salary schedule shall be no less than is determined by his or her documented level of education and prior years of chartered public school, parochial school, or private school under the supervision of a board of education, teaching at a college or university, and online teaching experience at a state accredited online program. 120 days shall be considered a full year. Also to be considered is relevant professional work experience in the content area for teachers entering the profession through the Alternative License pathway. The purpose of this provision is to attract and retain the highest quality staff.

An employee's initial placement on the salary schedule shall be no less than is determined by his/her documented level of education and prior years of chartered public school regular teaching experience not to exceed 10 years. Each teacher who has completed training which would qualify him/her for a higher salary shall file by September 15 with the Treasurer satisfactory evidence of the completion of such additional training. An official transcript, diploma, or letter of successful completion written by a university/college official will serve as evidence.

See attachment. (Step #33 added to Salary Schedule 2018-2021 contract; Step 22 removed and Steps 21 and 23 added to Salary Schedule 2021-2024 contract.)

2024-2027 Salary Schedule
Year 1: 4% increase on the base, add Masters' +15 graduate hours column fully indexed
Year 2: 3% increase on the base
Year 3: 2.5% increase on the base

2025 – Reopener on substitute pay for teachers

- Increase tuition reimbursement to $30,000 allotted in total, along with $3000 per individual
- Increase license reimbursement to $350
- Add 1 additional head golf coach position at current level
- Addition of a Master Teacher designation Committee

Retired teachers will be hired under one-year, limited contracts that are automatically non-renewed. Retired teachers who are hired in the system will be placed on the salary schedule at the appropriate education column but at eight (8) years' experience or their actual experience, whichever is less, and will remain at this step while employed in the Oak Hill district. Retired teachers hired after January 1, 2001, will be placed on the salary schedule at the appropriate education column but at seven (7) years' experience or their actual experience, whichever is less, and will remain at this step while employed in the Oak Hill district. Newly-hired retired teachers will earn sick leave and personal leave in accordance with the negotiated agreement including reimbursement for unused leave and conversion of personal leave to sick leave. They will be eligible for medical insurance, dental insurance, and insurance opt-out provisions. They will not earn seniority or severance pay. All retired teachers will be placed at the bottom of the seniority list. Worker's Compensation and a Board-paid life insurance policy will cover them while employed by the system. Payments into STRS will be handled according to law. All other provisions of the negotiated agreement will apply.

Article XXII
Teacher Supplemental Contracts for Duties Performed Beyond Classroom Responsibilities

An employee's performance of contracted supplemental duties may not adversely affect personnel decisions regarding the employee's regular employment" does not apply to "discrimination, harassment, Title IX violation(s), other misconduct, violation of Licensure Code, criminal misconduct, or violation of Board of Education Policy.

See attachment.

Applications from current employees shall be given primary consideration in the filling of new and existing vacancies.

Coaches, teachers, and/or sponsors desiring new or additional supplemental positions are to develop and present the rationale for such positions to their immediate supervisor. In most cases, coaches will present their case to the Athletic Director, teachers/ sponsors will present their case to the Building Principal. If Supervisors agree that the position should be added, the request will be forwarded to their supervisor. The Superintendent will render a final decision as to whether Board action is warranted.

The compensation and duration of new or additional supplemental positions will be negotiated between the representatives of both the Association and Board of Education. Negotiations may take place during regular contract talks or, if necessary, special sessions can be scheduled for the sole purpose of discussing the new or additional position(s).

Article XXIII
Insurance

Health Insurance

The following health insurance benefits shall be provided through an insurance carrier of Board's choice.

Hospitalization - Comparable to full coverage provided in previous contract.
Major Medical - Comparable to full coverage provided in previous contract.
Prescriptions - Comparable to full coverage provided in previous contract.

All current employees hired prior to the 2014-2015 school year will continue to pay 7.5% of the health insurance premium while the Board of Education will pay 92.5%.

All new employees hired for the 2014-2015 school year and thereafter will pay 15% of the health insurance premium while the Board of Education will pay 85%.

Part-time employees may obtain full coverage hospitalization, major medical, and prescription insurance by paying 53.75% of the premium cost and one half (1/2) of the expense the board incurs toward his/her deductible. The employee is still responsible for all of his/her portion of the deductible.

Worker's Compensation

All employees of the Board of Education are protected under the State Worker's Compensation Act of Ohio in cases of injury or death incurred in the course of and arising out of their employment. An employee's application for this compensation must be filed by the attending physician within thirty (30) days after the injury.

An accident report form must be submitted by the employee or by the building principal if the employee is physically unable to complete the report within twenty-four (24) hours after the accident occurs. This form is sent immediately to the Administration Office.

Life Insurance

$20,000.00 Life Insurance
$40,000.00 Accidental Death and Dismemberment Dental Insurance

Single and family plan - 100% paid by the Board. Pick-up Employee's Retirement.

Gross minus retirement cost paid for employee = net. Gross reported to STRS. Net reported for federal and state tax purposes. Taxes paid by employee on retirement check when retired.

Article XXIV
Contracts and Tenure

Teachers new to or previously separated from the Oak Hill district shall be granted limited contracts in the following duration sequence: 1 year, 1 year, 2 years, 3 years, 3 years.

The fifth limited contract issued must be of five (5) years duration and each succeeding limited contract must be five (5) years.

Regardless of the time remaining on a teacher's current limited contract, he/she will be immediately issued a continuing contract provided all of the following requirements are met:

1. Is eligible for a continuing contract by certification/licensure with additional coursework required by law.

2. Is currently employed in the system under a limited contract.

3. Has been a full-time employee of the system for the three (3) years preceding the issuance of a continuing contract and has completed three (3) full calendar years of teaching. (Two years for teachers who have attained continuing contract status elsewhere, but the Board, upon recommendation of the Superintendent, shall, at the time of employment or at any time within such two-year period, declare them eligible.)

Article XXV
Chronic Communicable Diseases

Non-Discrimination: The Board shall not unlawfully discriminate against any unit member with respect to wages, hours, terms, or other conditions of employment on the basis that the unit member has been exposed to or contracted a communicable infectious disease. For a unit member who has contracted a chronic communicable infectious disease, the Board shall provide reasonable accommodation as required under the Americans With Disabilities Act. No unit member shall be subjected to indiscriminate testing by the Board for a communicable/infectious disease.

Reports of Suspected Carriers: All reports of suspected carriers will be directed to the Superintendent in writing and must identify the person(s) making the report and will note the reasons the employee is suspected of being a carrier. Reports not meeting these requirements will not be considered.

Testing: A medical evaluation will not be made of any employee without first determining just cause. A panel comprised of a physician selected by the Superintendent, the employee's physician, and an arbitrator mutually selected by the Superintendent and the Association will conduct a due process hearing to determine whether there is sufficient cause for the evaluation. Within thirty (30) days after the conclusion of the hearing, the panel will provide the employee and Superintendent a written determination and the rationale. All costs of this hearing will be borne by the employer.

Medical Evaluation: Within thirty (30) days after a determination recommending medical evaluation or if an employee voluntarily submits to an evaluation, a medical review team will be established comprised of (A) a physician specializing in contagious diseases, (B) a physician from the public health district, and (C) a physician designated by the Superintendent as the school physician.

The medical review team will provide for the examination of the employee and may obtain, upon written consent of the employee, all relevant information from the employee's personal physician.

The medical review team will determine whether or not the employee has been infected with a chronic communicable disease, and if so, whether or not the employee's condition imposes a substantial health risk to others. In making their determination, the medical review team will consider (A) the nature of the risk and how the disease is transmitted, (B) the duration of the risk, (C) the severity of the risk and the potential harm to others, and (D) whether or not the employee is otherwise qualified to retain their current job, meeting all job requirements in spite of the medical condition.

All costs of the medical evaluation shall be borne by the employer.

Reasonable Accommodation: Within thirty (30) days of receipt of a medical review team report indicating substantial health risk to others or conditions preventing performance of all job requirements, the Superintendent will notify the employee in writing of the specific actions the Board will take to reasonably accommodate the employee's disabling condition.

If the proposed accommodation violates the current contract, the Board will meet with association representatives to negotiate a reasonable accommodation.

Disability Retirement: If determination is made to temporarily or permanently remove the disabled employee, the Board will support the employee's application for disability retirement, if the employee chooses to apply.

Confidentiality: All reports of suspected carriers, all aspects of the due process hearing, and all aspects of the medical evaluation will be treated as "highly confidential." Any reports received or rendered will be released only to the Superintendent and the employee. All discussions by the Board of any report will be conducted in executive session.

Article XXVI
Duration

This Agreement shall be effective at 12:01 a.m. on July 1, 2024, and shall continue in full force and effect through June 30, 2027.

This Agreement supersedes and prevails over all other law, rules, policies, and regulations except as specifically prohibited by the Ohio Revised code. If a section of this Agreement is found unlawful after all court appeals have been exhausted, then all other provisions of the Agreement shall remain in full force and effect in accordance with their terms. Within thirty (30) days following the final court decision the parties will meet to negotiate any necessary change to the Agreement relative to the affected provision only. If an agreement is not reached in sixty (60) days, then Federal Mediation Services will be obtained as prescribed in Article I.

In witness thereof, the parties have caused this Agreement to be executed on the day and year first above mentioned.

OAK HILL UNION LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Paula Stewart

Paula Stewart, President

Jason Mantell, Superintendent

Rhonda D. Harrison

Rhonda D. Harrison, Treasurer

OAK HILL UNION LOCAL EDUCATION ASSOCIATION

10/10/24

Wendi Smittle, President

Heath McKinniss,

Zackary Kiser, Negotiating Team

Sonya Davis

Sonya Davis, Negotiating Team

Form 5.07 Certificate of Available Resources (412 Certificate)

CERTIFICATE
Section 5705.412, RC

In the matter of a negotiated agreement between the **Oak Hill Union Local Board of Education** and **the Oak Hill Union Local Educational Association** beginning July 1, 2024, and ending June 30, 2027.

IT IS HEREBY CERTIFIED that the OAK HILL UNION LOCAL SCHOOL DISTRICT BOARD OF EDCATION, JACKSON COUNTY, OHIO, has sufficient funds to meet the contract agreement, obligation, payment or expenditure for the above, and has in effect for the remainder of the fiscal year and the succeeding fiscal year the authorization to levy taxes which, when combined with the estimated revenue from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the district to operate an adequate educational program on all the days set forth in its adopted school calendar for the current fiscal year.

DATED _____

OAK HILL UNION LOCAL SCHOOL DISTRICT

Paula Stewart

Paula Stewart, School Board President

Rhonda Harrison

Rhonda Harrison, Treasurer

Jason Mantell, Superintendent

GRIEVANCE REPORT FORM

(To be filed in triplicate)

Name of Aggrieved _____ Assignment _____

Building _____ Date Filed _____

STEP ONE (Level Two)

(Submitted to Immediate Supervisor)

Date Cause of Grievance Occurred: _____

Statement of Grievance: _____

_____

Relief Sought: _____

_____

Disposition by Supervisor: _____

_____

Signature of Supervisor _____ Date _____

STEP TWO (Level Three)

(Submitted to Superintendent)

Position of Aggrieved or Association: _____

_____

Signature of Aggrieved _____ Date _____

Disposition by Superintendent or Designee: _____

_____

Signature of Superintendent/Designee _____ Date _____

(Additional comments may be added on reverse side.)

STEP THREE (Level Four)

(Submitted to Arbitration)

Position of Aggrieved or Association: _____

_____

Signature of Aggrieved _____ Date _____

Disposition by Arbitrator: _____

_____

Signature of Arbitrator _____ Date _____

Article XXVII
Teacher Supplemental Contracts for Duties Performed Beyond Classroom Responsibilities

Percentage figured on District Base Salary

	Teacher%	Experience*
CATEGORY #1	**20.0%**	**$75.00**
CATEGORY #1 Grandfathered in Mike Harden	**13.0%**	**$50.00**
CATEGORY #2	**12.0%**	**$50.00**
CATEGORY #3	**9.0%**	**$50.00**
CATEGORY #4	**6.0%**	**$25.00**
CATEGORY #5	**5.0%**	**$25.00**
CATEGORY #6	**4.0%**	**$25.00**
CATEGORY #7	**2.5%**	**$25.00**

*Experience, per year, in same position *and if applicable,* same sport. Maximum of 10 years.

Category #1
Head Varsity Basketball Boys
Head Varsity Basketball Girls
Head Varsity Football

Category #2
Assistant Varsity Football (1 or 2) (Harden exception)
Head Varsity Baseball
Head Varsity Softball
Varsity Volleyball
Varsity Track Boys
Varsity Track Girls
Varsity Cheerleading
Assistant Varsity Basketball Boys
Assistant Varsity Basketball Girls
Instrumental Director

Category #3
Weight Lifting
Head Jr. High Football
Jr. High Cheerleading
Assistant II Varsity Football (1 or 2)
JV Volleyball
JV Basketball Boys
JV Basketball Girls
Jr. Class Sponsor
Sr. Class Sponsor
Vocal Music Director

Category #4
Assistant Jr. High Football
Jr. High Basketball Boys7th Grade
Jr. High Basketball Boys 8th Grade
Jr. High Basketball Girls 7th Grade
Jr. High Basketball Girls 8th Grade
Jr. High Volleyball 7th Grade
Jr. High Volleyball 8th Grade
Jr. High Track Boys
Jr. High Track Girls
Yearbook (MS & HS)

Category #5
JV/Assistant Varsity Baseball
JV/Assistant Varsity Softball
JV/Assistant Varsity Track Boys
JV/Assistant Varsity Track Girls
Cross Country (Varsity & JH combined)

Category #6
Play Director
Oakamania Advisor
Boys Varsity Golf
Girls Varsity Golf
Tennis
Assistant Instrumental/Vocal Director
Elementary Yearbook

Category #7
Jr. High Achievers
Student Council
National Honor Society
High Q Coach
Newspaper Advisor
Assistant Cross Country
Service Learning Coordinator
Assistant Percussion Director
Fishing

Supplemental Contracts issued to Non-Teaching Personnel shall be placed on the Schedule at the District's discretion.

Four-Tiered Teacher Licensure Structure

Tier 1

Alternative Resident Educator License Requirements
Designated Subjects, World Languages, Intervention Specialists

- Bachelor's degree and cumulative GPA of 2.5 or higher or graduate degree and GPA of 3.0 or higher from an accredited college or university
- Pass content area exams prescribed by Ohio State Board of Education
- Successful completion of Alternative Licensure Institute, approved by Chancellor of Ohio Dept. of Education

Resident Educator License Requirements
Traditional Teacher Preparation Program

- Bachelor's degree and approved teacher preparation program through an accredited college or university
- Pass examinations prescribed by Ohio State Board of Education
- Twelve semester hours of reading coursework, including a three-semester hour phonics course in the context of reading, writing and spelling, through an accredited college or university (required for middle childhood, primary and intervention specialist areas)

Resident Educator License Requirements
Teach for America (TFA)

- Bachelor's degree from an accredited college or university
- Grade point average (GPA) of 2.5 or higher
- Pass content area exams for licensure area
- Successful completion of TFA summer training institute and assignment to teach in Ohio TFA program

Alternative Resident Educator License Requirements
Montessori

- Bachelor's degree from an accredited college or university
- Successful completion of a teacher preparation program through the American Montessori Society, the Association Montessori Internationale or an institution accredited by the Montessori Accreditation Council for Teacher Education

Tier 2

Professional Educator License Requirements

- Bachelor's degree from an accredited college or university
- Successful completion of the Ohio Resident Educator Program and any coursework and exam limitations

Alternative Resident Educator and Montessori License Holders

- Four full school years of successful teaching experience in each licensure area

Out-of-State License Holders

- Three full school years of successful teaching experience under the standard out-of-state teaching license

Tier 3

Senior Professional Educator License Requirements

- Master's degree or higher from a regional accredited college or university
- Nine years of successful experience under a standard teaching license or certificate, of which at least five years must be under a professional or permanent license or certificate
- Demonstration of effective practice at the *accomplished* or *distinguished* level of performance as defined in the Ohio Standards for the Teaching Profession by successful completion of the Master Teacher portfolio and designation as a Master Teacher

Tier 4

Lead Professional Educator License Requirements

- Master's degree or higher from a regional accredited college or university
- Nine years of successful experience under a standard teaching license or certificate, of which at least five years must be under a professional or permanent license or certificate
- Demonstration of effective practice at the *distinguished* level of performance as defined by in the Ohio Standards for the Teaching Profession by ONE of the following:
  - Active National Board certification, OR
  - Successful completion of the Master Teacher portfolio AND hold the Teacher Leader endorsement (completion of the approved endorsement program through an accredited university required)

Professional, Senior and Lead licensure RENEWAL requires six semester hours (18 CEUs), as approved by the Local Professional Development Committee of the employing school or district (in accordance with the educator's Individual Professional Development Plan or IPDP). Educators must complete all renewal requirements and submit their renewal applications prior to October 1 of the expiration year of the license(s) to be renewed, or the renewal requirement increases to nine semester hours of coursework.

OAK HILL SALARY SCHEDULE

BASE $45,388

2024-2025

YRS EXP	BACHELORS DEGREE	%	5 YRS. TRAINING	%	MASTERS DEGREE	%	MASTERS +15 DEGREE	%
0	$45,388	100.00	$46,842	103.20	$49,052	108.07	$50,916	112.18
1	$46,842	103.20	$48,521	106.90	$50,884	112.11	$52,727	116.17
2	$48,328	106.48	$50,157	110.51	$52,714	116.14	$54,538	120.16
3	$49,778	109.67	$51,799	114.13	$54,584	120.26	$56,013	123.41
4	$51,227	112.87	$53,441	117.74	$56,420	124.31	$57,974	127.73
5	$52,677	116.06	$55,119	121.44	$58,248	128.33	$59,935	132.05
6	$54,165	119.34	$56,762	125.06	$60,120	132.46	$61,896	136.37
7	$55,613	122.53	$58,399	128.67	$61,949	136.49	$63,856	140.69
8	$57,063	125.72	$60,082	132.37	$63,782	140.53	$65,817	145.01
9	$58,517	128.93	$61,721	135.98	$65,653	144.65	$67,778	149.33
10	$60,004	132.20	$63,362	139.60	$67,482	148.68	$69,739	153.65
11	$61,454	135.40	$65,041	143.30	$70,574	155.49	$71,699	157.97
12	$62,598	137.92	$66,183	145.82	$73,624	162.21	$74,763	164.72
13	$63,746	140.45	$67,331	148.35	$74,772	164.74	$76,724	169.04
15	$64,889	142.97	$68,474	150.86	$75,915	167.26	$78,685	173.36
17	$66,183	145.82	$69,774	153.73	$77,824	171.46	$80,645	177.68
19	$67,366	148.42	$70,918	156.25	$79,730	175.66	$82,347	181.43
21	$68,032	149.89	$71,819	158.23	$80,239	176.78	$83,482	183.93
23	$68,731	151.43	$72,722	160.22	$80,749	177.91	$84,163	185.43
25	$69,431	152.97	$73,624	162.21	$81,257	179.03	$84,730	186.68
27	$70,191	154.65	$74,200	163.48	$82,785	182.40	$86,092	189.68
29	$70,991	156.41	$74,940	165.11	$84,353	185.85	$87,681	193.18
31	$71,791	158.17	$75,679	166.74	$85,922	189.30	$89,269	196.68
33	$72,591	159.94	$76,416	168.36	$87,490	192.76	$90,971	200.43

OAK HILL SALARY SCHEDULE

BASE $46,750

2025-2026

YRS EXP	BACHELORS DEGREE	%	5 YRS. TRAINING	%	MASTERS DEGREE	%	MASTERS +15 DEGREE	%
0	$46,750	100.00	$48,247	103.20	$50,524	108.07	$52,444	112.18
1	$48,248	103.20	$49,977	106.90	$52,411	112.11	$54,309	116.17
2	$49,779	106.48	$51,662	110.51	$54,295	116.14	$56,175	120.16
3	$51,272	109.67	$53,353	114.13	$56,222	120.26	$57,694	123.41
4	$52,764	112.87	$55,045	117.74	$58,113	124.31	$59,714	127.73
5	$54,258	116.06	$56,773	121.44	$59,996	128.33	$61,733	132.05
6	$55,790	119.34	$58,466	125.06	$61,924	132.46	$63,753	136.37
7	$57,282	122.53	$60,152	128.67	$63,808	136.49	$65,773	140.69
8	$58,776	125.72	$61,885	132.37	$65,696	140.53	$67,792	145.01
9	$60,273	128.93	$63,573	135.98	$67,623	144.65	$69,812	149.33
10	$61,804	132.20	$65,263	139.60	$69,507	148.68	$71,831	153.65
11	$63,299	135.40	$66,992	143.30	$72,692	155.49	$73,851	157.97
12	$64,476	137.92	$68,169	145.82	$75,834	162.21	$77,007	164.72
13	$65,659	140.45	$69,352	148.35	$77,015	164.74	$79,026	169.04
15	$66,836	142.97	$70,528	150.86	$78,193	167.26	$81,046	173.36
17	$68,169	145.82	$71,868	153.73	$80,159	171.46	$83,065	177.68
19	$69,387	148.42	$73,046	156.25	$82,123	175.66	$84,819	181.43
21	$70,073	149.89	$73,974	158.23	$82,647	176.78	$85,987	183.93
23	$70,794	151.43	$74,904	160.22	$83,172	177.91	$86,689	185.43
25	$71,514	152.97	$75,834	162.21	$83,695	179.03	$87,273	186.68
27	$72,297	154.65	$76,427	163.48	$85,270	182.40	$88,675	189.68
29	$73,122	156.41	$77,188	165.11	$86,884	185.85	$90,312	193.18
31	$73,945	158.17	$77,950	166.74	$88,500	189.30	$91,948	196.68
33	$74,770	159.94	$78,709	168.36	$90,115	192.76	$93,701	200.43

OAK HILL SALARY SCHEDULE

BASE $47,919 **2026-2027**

YRS EXP	BACHELORS DEGREE	%	5 YRS. TRAINING	%	MASTERS DEGREE	%	MASTERS +15 DEGREE	%
0	$47,919	100.00	$49,454	103.20	$51,788	108.07	$53,756	112.18
1	$49,455	103.20	$51,227	106.90	$53,722	112.11	$55,668	116.17
2	$51,023	106.48	$52,954	110.51	$55,653	116.14	$57,579	120.16
3	$52,554	109.67	$54,688	114.13	$57,628	120.26	$59,137	123.41
4	$54,084	112.87	$56,421	117.74	$59,566	124.31	$61,207	127.73
5	$55,615	116.06	$58,193	121.44	$61,496	128.33	$63,277	132.05
6	$57,185	119.34	$59,928	125.06	$63,472	132.46	$65,347	136.37
7	$58,715	122.53	$61,656	128.67	$65,403	136.49	$67,417	140.69
8	$60,245	125.72	$63,432	132.37	$67,339	140.53	$69,487	145.01
9	$61,781	128.93	$65,162	135.98	$69,314	144.65	$71,557	149.33
10	$63,350	132.20	$66,895	139.60	$71,245	148.68	$73,628	153.65
11	$64,881	135.40	$68,667	143.30	$74,509	155.49	$75,698	157.97
12	$66,089	137.92	$69,874	145.82	$77,730	162.21	$78,932	164.72
13	$67,300	140.45	$71,086	148.35	$78,941	164.74	$81,002	169.04
15	$68,507	142.97	$72,292	150.86	$80,148	167.26	$83,072	173.36
17	$69,874	145.82	$73,665	153.73	$82,164	171.46	$85,142	177.68
19	$71,122	148.42	$74,872	156.25	$84,176	175.66	$86,939	181.43
21	$71,825	149.89	$75,824	158.23	$84,713	176.78	$88,137	183.93
23	$72,564	151.43	$76,777	160.22	$85,251	177.91	$88,856	185.43
25	$73,302	152.97	$77,730	162.21	$85,788	179.03	$89,455	186.68
27	$74,105	154.65	$78,338	163.48	$87,402	182.40	$90,893	189.68
29	$74,950	156.41	$79,119	165.11	$89,057	185.85	$92,570	193.18
31	$75,794	158.17	$79,899	166.74	$90,713	189.30	$94,247	196.68
33	$76,639	159.94	$80,677	168.36	$92,369	192.76	$96,044	200.43