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AGREEMENT

of the

PERRY CLASSROOM TEACHERS' ASSOCIATION

and the

PERRY LOCAL SCHOOLS BOARD OF EDUCATION
(Stark County, Ohio)

for

July 1, 2024 – June 30, 2027

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ARTICLE I – RECOGNITION

Recognition/Instructional Staff - The Perry Local Board of Education, hereinafter the "Board", hereby recognizes the Perry Classroom Teachers' Association/OEA/NEA, hereinafter the "ASSOCIATION", as the sole and exclusive representative for all certificated, non-supervisory personnel, both full and part-time including Individual/Small Group Instructors (tutors), Title/Project funded instructors; employed under contract, or on leave; except substitutes, those hired on a per diem basis and the Athletic Director and those employees excluded under ORC 417.01 (c) 1-14 (http://codes.ohio.gov/orc/417.01).

All work currently performed by bargaining unit members, as well as future work of a similar nature, shall be deemed bargaining unit work.

ARTICLE II – SCOPE OF BARGAINING

The scope of negotiations shall be all matters pertaining to wages, hours, or terms and conditions of employment, and the continuation, modification, or deletion of existing provisions of the Negotiated Agreement.

ARTICLE III – NEGOTIATIONS PROCEDURE

A. Initiating Negotiations

If either of the parties desires to negotiate, it shall notify the other party in writing and begin negotiations on a mutually agreed upon date, said date shall not be later than March 1 in the year of contract expiration. Upon receipt of a written request for the opening of negotiations, the Board or the Association shall issue a Notice to Negotiate to the State Employment Relations Board (SERB) and the other party in accordance with ORC 4117.14 (http://codes.ohio.gov/orc/4117.14).

B. Ground Rules

The following ground rules shall be in effect unless modifications are agreed upon by both parties:

1. At any negotiation session, either party may be represented by no more than five representatives and up to one consultant.

2. Before each negotiation session adjourns, the time and place for the next session shall be mutually agreed upon by the chief negotiators. Meetings shall be in executive session.

3. Prior to and during negotiations, the parties agree to furnish, upon written request and in a reasonable time, available information as will assist the parties in the development and evaluations of proposals.

4. Either team may call a caucus at any time.

5. As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by a representative of each party. No item so initialed shall be considered final until agreement has been reached on the entire package.

C. Dispute Resolution

1. If, after 45 calendar days from the first negotiation session, agreement has not been reached on all items under negotiation, either party may call for the services of the Federal Mediation and Conciliation Service (FMCS) to assist in negotiations and dispute resolution. If either party calls for FMCS involvement, the other party shall join in a joint request.

2. In the event that all attempts to reach agreement through mediation have failed and the parties are unable to reach agreement within 15 days prior to the expiration of the existing Agreement or any extension thereof, then the Association shall have the right to proceed in accordance with ORC 4117 (http://codes.ohio.gov/orc/4117) to give notice of its right to strike and to exercise that right.

D. Agreement

When final agreement is reached through negotiations, the outcome shall be reduced to writing and submitted to the Association for ratification. Following ratification by the Association, the Agreement shall be submitted to the Board for adoption. Upon adoption by the Board, the Agreement shall be signed by both parties. Both teams shall recommend and urge approval.

E. Printing of Agreement

The parties agree that the contract shall be printed within 90 days of the conclusion of negotiations or within 30 days if negotiations continue beyond the start date of the successor agreement.

ARTICLE IV – ANNUITY PROGRAM

A. The Board will match a minimum $600 contribution by the teacher on a dollar-for-dollar basis up to $1200. If the teacher separates from Board employment prior to contributing at least $600, the District will withhold the equivalent of the match it has already contributed from the teacher's last paycheck.

B. The deadline to sign up for the annuity program for a school year in order to receive Board matching amount:

1. An individual already employed or hired on or prior to August 1: August 15.

2. An individual hired after August 1: September 30.

C. Requests for changes in the amount of contribution or the company contributed to must be done by:

1. August 15 for a change to commence in September contributions

2. December 15 for a change to commence in January contributions

3. March 15 for a change to commence in April contributions

D. The Board may limit the number of financial companies participating in the program to the extent permitted by law.

E. The Board's contribution shall be included as earnings for retirement purposes for all bargaining unit members.

F. Eligibility for the annuity program shall be limited to full-time certified employees (persons working at least 30 hours per week). Part-time certified employees hired prior to March 1, 2007 shall maintain their eligibility. Those part-time employees are eligible for a match prorated based on their hours worked. (For example, an employee who works half time is eligible for a 50 percent match on contributions of at least $600.)

ARTICLE V – CALENDAR & WORK DAY

A. The school calendar shall be 184 days and shall include six (6) teacher workdays (two (2) at the beginning of the school year and one at the end of each quarter), three (3) parent-teacher conference days, and up to two (2) days for professional development. The teacher-directed workdays at the end of each quarter shall not include any required building or district meeting. One additional day will be required as a new teacher workday. Teachers may choose to work one additional day in the two (2) weeks prior to the start of the school year in lieu of the final teacher workday at the end of the student year.

B. Whenever school is delayed or closed, all staff will be notified via the district's emergency phone calling system. Additionally, the notification will be posted on the district website and local radio and TV stations will be notified.

1. Personnel whose jobs depend upon the presence of children will be paid for all time lost when schools in which they are employed are closed because of an epidemic, public calamity, or inclement weather.

2. When school is in session, no staff member shall be paid when absent from work because of inclement weather or poor traveling conditions, unless the staff member is on approved leave.

C. The typical certified position is full-time except for hourly employees.

1. There can be no more than one part-time position within a license/certificate area.

2. No staff member can be required to move from a full-time to a part-time position.

3. The number of days/hours worked in a part-time position can be reduced or increased at the discretion of the superintendent.

4. When a full-time position becomes available, a part-time employee (excluding those employees who have contracts that are annually non-renewed) has the right to interview for a transfer to a full-time position.

D. Teachers in grades one through twelve shall be required to attend open house one evening per year. Kindergarten teachers shall be required to attend Kindergarten Orientation for parents one

evening per year. Both of these events shall last no more than 1.5 hours on a weekday evening and must be held no earlier than 3 weekdays before the first student day.

E. The normal workday for full-time teachers shall be 7.5 hours a day including lunch. The workday may be altered due to teachers' meetings, parent-teacher conference days, and an annual open house.

A teacher shall have a minimum of 40 minutes for a duty free lunch. The time may be reduced occasionally due to special circumstances such as assemblies and standardized testing days. This time may be also altered by mutual agreement between the teacher and building administrator as long as the teacher's planning time is increased accordingly.

F. Every attempt shall be made to ensure that the normal workweek for full-time teachers shall include a minimum of 40 minutes per day or 200 minutes per week of planning time. Administrators should make every attempt to schedule uninterrupted daily planning time. When this is not possible because of scheduling difficulties, the principal shall meet with the teacher to discuss the rationale of the decision.

All full-time elementary teachers (defined, based on current building configurations, as teachers for kindergarten through grade 4) shall also have 30 minutes per day of uninterrupted planning time in the morning or in the afternoon in addition to the planning time mentioned above. This planning time may include up to 30 minutes per week of required collaboration with grade level teachers and/or intervention specialists.

G. Principals for the intermediate school, middle school, and high school should avoid assigning teachers more than three preparations. When this is not possible because of scheduling difficulties, the principal shall meet with the teacher to discuss the rationale of the decision.

H. The building principal shall consider the level of difficulty of a teacher's assignment (first-year teachers, new/multiple preparations, dual credit/AP classes, and so on) when assigning duties.

I. Every effort will be made to secure substitute teachers for music, art, physical education, and library staff when they are absent.

J. The first staff day shall be Convocation day and will be from 8:00-3:30, and all meetings will be finished by 9:00 a.m. The second staff workday will be from 8:00-3:30, and all meetings shall be finished by 11:00 a.m.

K. Any ideas concerning the school calendar should be submitted in writing prior to November 15th.

L. All teachers may schedule with their principal one specified workday for 7.5 hours or two work days totaling 7.5 hours during the ten (10) work days prior to the first staff day. This will be in place of a workday at the end of the second semester. Any special arrangements shall be approved by the building administrator.

M. Required building meetings which extend beyond the normal work day or during common elementary planning time shall not be held more than 7 times per year except in the case of an emergency. These meetings could be at the building or district level, depending on need. Required meetings shall not extend longer than 1 hour. Administrators are encouraged to use written forms of communications in lieu of staff meetings where information can be effectively communicated without the need for staff input and interaction.

N. Any significant change to the teacher workday must be approved by a committee equally represented by members of the administration and the Association. The Superintendent shall appoint the committee members representing the Board and the PCTA President shall appoint the committee members representing the Association. Any decisions of the committee shall not supersede other items specified within this agreement.

ARTICLE VI – CONFERENCE SCHEDULING

Rules of common courtesy should be observed when scheduling a conference for another person. Principals, counselors and secretaries should try to make tentative appointments, which are subject to teacher approval.

Exceptions to this rule are:

1. Parent-teacher conference day scheduling which is made so that parents will not have repeat trips to the school.

2. Disciplinary or emergency situations where the teacher's presence is needed.

ARTICLE VII – DAMAGE TO EMPLOYEE'S PERSONAL PROPERTY

1. The Employer shall repair or replace damaged or destroyed personal property of an employee which is caused by a student when the damage or destruction occurs during the employee's scope of employment and when the act of the student is intentional and/or caused by the student's disability. Such repair or replacement shall be limited to a maximum reimbursement of five hundred dollars ($500.00) per year per employee and shall exclude any portion paid by insurance. Personal property which is damaged may be repaired rather than replaced if it is cost effective to do so. If the property is replaced, the damaged property is to be given to the Employer. This section shall not apply to accidently damaged property. Repair or replacement will be limited to the following personal property items: eyeglasses, torn clothing, hearing aids, watches, personal cell phones, or vehicle damage.

2. In order to receive any reimbursement for damaged or destroyed personal property, the employee must submit a receipt proving cost of the repair or comparable replacement. The Employer shall then reimburse the employee within a reasonable period of time not to exceed one month from submittal of receipt.

3. The employee shall give written notification to the employee's immediate supervisor as soon as reasonably possible after the incident occurs but no later than the end of the following workday. Any property that is damaged must be included in the accident report filed with the district.

ARTICLE VIII – DISCIPLINE

A member of the bargaining unit may be suspended from his or her duties without pay (but continuing other benefits) for a maximum of 3 days per school year, upon a determination by the superintendent that the conduct of the employee is detrimental to the goals and objectives of the District. No suspension shall

be imposed until the employee has had an opportunity to appear before the Superintendent to explain his or her actions.

The employee shall be provided written reasons for the suspension(s). The superintendent, upon request of the PCTA President, shall review the reasons for the suspension with the President.

Nothing herein shall preclude the Board from acting to non-renew or terminate any employment contract as permitted by the applicable laws and by the Agreement.

An employee shall be entitled to Association representation at any conference in which the employee will be advised of an impending disciplinary action.

ARTICLE IX – DRESS CODE

All teachers are expected to dress professionally and/or appropriately for their teaching assignment. Any exceptions to the following dress code may be made at the discretion of the principal.

A. Female Dress Code:

1. Dress, dress slacks or skirt with dress blouse/sweater/blazer or coordinated outfits
2. Dress shoes or boots, dress sandals
3. No blue jeans
4. Generally, no extremes or outlandish styles in clothing**,** or hair.

B. Male Dress Code:

1. Dress slacks and dress shirt/sweater; coats and ties are optional
2. Socks must be worn
3. Facial hair is to be kept neatly trimmed and cared for.
4. No blue jeans
5. Generally, no extremes or outlandish styles in clothing**,** or hair.

ARTICLE X – DRUG FREE WORKPLACE

A. The Board may suspend (with pay) an employee accused of a drug-related offense pending the outcome of any investigation and/or trial.

B. The conviction, guilty plea, or plea of no contest of an employee for possession, use, unlawfully manufacturing, distributing and/or dispensing any controlled substance as defined by federal and state law while engaged in work or in the workplace shall be sufficient grounds for termination of employment.

ARTICLE XI – E-LEARNING

A. Teachers who agree to teach Digital/On-Line courses that are in addition to regular, full-time teaching assignments shall be compensated as follows (percentages are computed on the beginning bachelor's base pay):

Per Course Per Semester Base Pay	1.50%
Per Enrolled Student Per Semester*	0.15%

* In addition to the base pay

B. Required in-service shall be paid at the base hourly rate (the date shall be established by the digital academy director and can not be part of a required teacher work day).

C. The teacher will only be compensated for semesters in which at least one student was enrolled and coursework was submitted and graded. However, if at least one student completes a full year course during one semester, the teacher shall be paid for the full course.

D. The teacher shall be compensated at the end of each semester.

E. Contracts for e-learning courses will be issued after the school year commences in order to determine the need for instructors.

F. Student enrollment will be determined by averaging the number of students enrolled at the end of the first and second grading periods of each semester (this number will be rounded up if the average is not a whole number).

G. Upon mutual agreement between the administration and teacher, an eLearning class can replace a regular class in the normal workday. If this occurs, no extra pay shall be given.

H. All attempts will be made to fill Perry eLearning positions with Perry teachers.

ARTICLE XII – EXTRA PAY

All calculation of extra pay shall be computed on the beginning bachelor's base pay (if applicable). The number of stipends listed at each position represents a minimum amount.

A.	Extra Pay Scale	% of B.A. Base
	7th & 8th Athletic Director	10
	Athletic Trainer	
	1 - Head (with no Assistant)	30
	- Head (with Assistant)	16
	- Assistant	14
	Football	
	1 - Head Coach	23
	7 - Assistant Varsity	13
	1 - Head 9th Grade	10.5
	2 - Assistant 9th Grade	10
	3 - 8th Grade	9
	4 - 7th Grade	9
	Boys' and Girls' Basketball	
	1 - Head Coach	23
	2 - Assistant Varsity	13
	1 - Junior Varsity	13
	1 - Head 9th Grade	10.5
	1 - Assistant 9th Grade	10
	2 - 8th Grade	9
	2 - 7th Grade	9
	Wrestling	
	1 - Head Coach	23
	2 - Assistant Varsity	13
	2 - 8th Grade	9
	2 - 7th Grade	9
	Baseball and Softball	
	1 - Head Coach	12
	1 - Assistant Varsity	9
	1 - Junior Varsity	9
	Junior Varsity Assistant	7
	1 - 9th Grade	7
	9th Grade Assistant	6
	Swimming	
	1 - Boys Head Coach	16
	1 - Assistant Varsity for boys & girls	9.5
	1 - Girls Head Coach	16
	1 - Diving Coach for boys & girls	6
	Intramurals	
	1 - Pfeiffer Intramural Advisor	4

Cheerleaders

1 - Head Advisor PHS (Fall)	8
1 - Head Advisor PHS (Winter)	8
1 - Assistant Varsity	7.5
1 - 9th Grade	6
1 - 8th Grade	5
1 - 7th Grade	5
Combined 7th/8th Grade	8.5

Boys' and Girls' Track

1 - Head Coach	12
3 - Assistant Varsity	9
1 - 8th Grade	7
- 7th Grade	7
- Indoor Track	2

Boys' and Girls' Bowling

1 - Head Coach	10
1 – Assistant	4

Boys' and Girls' Cross Country

1 - Head Coach	11
Assistant Varsity	8
1 - 8th Grade Boys and Girls	6
1 - 7th Grade Boys and Girls	6

Boys' and Girls' Golf

1 - Head Coach	11
Assistant Varsity	6

Boys' and Girls' Tennis

1 - Head Coach	11
1 - Junior Varsity	8

Volleyball

1 - Head Coach	12
1 - Assistant Varsity	9
1 - 9th Grade	7
1 - 8th Grade	6
1 - 7th Grade	6

Boys' and Girls' Soccer

1 - Head Coach	12
1 - Assistant Varsity	9
1 - Junior Varsity	9

Gymnastics Coach

1 - Head Coach	10
- Assistant Varsity	4

Weightlifting

1 – Fall Weightlifting Coach	9
1 – Spring Weightlifting Coach	9

Equipment Manager

1 – Fall Equipment Manager	13
1 – Winter Equipment Manager	5
1 – Spring Equipment Manager	5
1 – Football Videographer	5

Department Chairperson (Pfeiffer, Edison, Perry High School and District)

7 or more in department	7
5 or 6 in department	6
4 or less in department	5

Elementary Building Leaders

1 – Gifted Support	7
1 – Preschool	4
1 per grade level, per building	20 (per building)

Vocal Music

1 - High School Instructor	18
1 – PHS Assistant Vocal Music	4
1 – Middle School Instructor	6
1 – Middle School Instructor Assistant	3
1 – Intermediate School Instructor	4
1 – Intermediate School Instructor Assistant	2
3 - Elementary Instructors	2

Instrumental

1 - Marching Band Head	13
1 - Marching Band Assistant	10
1 - Marching Band Percussion	10
1 - Marching Band Assistant (Summer)	3
1 - High School Instructor	18
1 - High School Instructor Assistant	3
1 - High School Concert Band Instructor	4
1 - Instrumental Supervisor	8
1 - Middle School Instructor	6
1 - Middle School Instructor Assistant	3
1 - Intermediate School Instructor	4
1 - Intermediate School Instructor Assistant	2.5
1 - High School Percussion Instructor	6
1 - Middle/Intermediate School Percussion Instructor	13
1 - Percussion Ensemble Instructor	9
1 - Guard Instructor	10

Speech

1 - Head Drama	15
1 – Fall Production Manager	5
1 - Theater Manager / Ticket Sales	3

1 – Director of Speech and Debate	23
1 - Assistant Speech	9
1 - Assistant Debate	9
1 – Edison Drama Club	3
1 – Edison Assistant Drama Club	2

Entry-Year Program

Protégé Mentor	1
1-1 Mentor (per RE)	3
Cohort Leaders (Curriculum Support)	2
RESA Facilitators (Curriculum Support)	2
Program Coordinator (reduced teaching assignment)	3.5
Program Coordinator (full teaching assignment)	10

Other Stipends:

1 - High School Newspaper Advisor	7
1 - Middle School Newspaper Advisor	2
Intermediate School Newspaper Advisor	2
1 - High School Yearbook Advisor	8
1 - High School Yearbook Assistant	5
Middle School Yearbook Advisor	5
Intermediate School Yearbook Advisor	4
Psychologist	6
Vocational Club Advisors	2
BPA (Vocational Club Advisors)	2
Educators Rising (Vocational Club Advisors)	2
Elementary Library Supervisor	7
Club Advisors	1
All-in-Allies (Club Advisors)	1
2 - High School Class Advisor	2
HS Student Council	2
MS Student Council	2
Intermediate School Student Council	2
Perry Service League	2
HS National Honor Society	2
HS Career Tech National Honor Society	2
HS SADD	2
Teen Institute Coordinator	2
PHS Saturday School Monitor	Base Hourly Rate
1 Perry HS Detention/After School Testing Monitor (½ Hr. Guaranteed – Regardless of Student Presence) (No Compensation Beyond ½ hr. unless Students(s) Present)	Base Hourly Rate
1 Pfeiffer/Edison Detention/After School Testing Monitor (½ Hr. Guaranteed – Regardless of Student Presence) (No Compensation Beyond ½ hr. unless Students(s) Present)	Base Hourly Rate
District Clinical Counselor	6
2 split – Rifle and Color Guard Teams	8
Game Day Ticket Manager	3

Edison Model UN	2
PHS Model UN Advisor	3
2 split – Hot Shot Coach	4
Home Instruction	Base Hourly Rate
1 Extended School Year Teacher	Base Hourly Rate
1 Extended School Year Psychologist	Daily Rate
2 HS Art Instructors	5
1 – Preschool Coordinator	10
8 – 6th Grade Camp Chaperone	1
3 – Elementary School Yearbook Advisor	2
On-site CCP Instructor	1 (per year, regardless of number of courses taught)

B. Longevity Increase

There will be longevity pay added to each stipend for every 6 years served in athletic positions, vocal music positions, instrumental positions, visual art instructor positions, and speech positions: 0.5% for stipends less than 5%, 1% for stipends at least 5% but less than 15%, and 1.5% for stipends that are at least 15%. For instance, if someone has served 17 years in the football program at various paid positions, then there would be 2% added to that person's stipend for the following year (in that respective sport). For those receiving multiple stipends within one of the specific categories of vocal music positions, instrumental positions, and speech positions, longevity only applies to the largest stipend (largest percentage) within that category. Experience does not accumulate between different sports; such as football and basketball. However, boys' and girls' sports including baseball and softball would be credited. For instance, if a coach spent 12 years in boys' tennis and then switched to girls' tennis, those years of experience would count toward longevity pay.

C. Any teacher required by administration to work above and beyond contracted hours, with prior approval of the superintendent or designee, shall be compensated for actual time worked using the base hourly rate. Any school psychologist required by administration to work above and beyond contracted duties, with prior approval of the Superintendent or designee, shall be compensated at his or her hourly rate.

D. Summer school instruction, including approved preparation and grading time, shall be paid at the base hourly rate.

E. Any staff member required to work longer than the regular school year of 184 days shall be compensated for additional days worked at the daily rate. The daily rate is the sum of the salary schedule wage, professional growth stipend(s), longevity pay, and the department head stipend (if applicable).

F. All parent-teacher meeting attendance outside the contracted work day shall be strictly voluntary. However, meetings required by law that necessitate teachers attending or returning to school shall be compensated at the base hourly rate. Time worked outside the contracted school day shall be compensated at the base hourly rate if the meeting lasts at least fifteen (15) minutes outside the contracted day. Teachers will be paid for those first fifteen (15) minutes and any time after in fifteen (15) minute increments.

G. The administration shall attempt to plan so that as many non-teaching duties, i.e., money collection, etc., as possible will be handled by the school office in each building.

H. The Sophomore, Junior, and Senior Class Advisor will be given no other duties beyond the regular classroom assignments.

I. The mileage reimbursement rate shall be equivalent to 80% of the current Internal Revenue Service rate.

ARTICLE XIII – GRIEVANCE PROCEDURE

A. Definitions

1. Aggrieved Person

   An aggrieved person is any member of this bargaining unit initiating a grievance.

2. Grievance

   A grievance is any claim by an aggrieved person that there has been a violation, misinterpretation or misapplication of the provisions of the Negotiated Agreement.

3. Representation

   The aggrieved person may be represented at all steps of the grievance procedure by the Association.

4. Days: The term "days" when used in the Article, means calendar days, not including holidays.

B. General

It is the purpose of this procedure to achieve, at the lowest possible administrative level, equitable solutions to problems that arise. Both parties agree that the grievance proceedings shall be kept confidential at all levels of the procedure.

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

2. Copies of all written decisions of grievances shall be sent to all parties involved: the Association President, the aggrieved, and the appropriate administrators.

3. No records, documents, or communications concerning a grievance shall be placed in the personnel file of any of the participants in this grievance procedure except those records normally found in the personnel file if they were used in the course of the grievance. However, any records affected by the decision of the action shall be handled in accordance with such decision. A separate file will be maintained for grievance records dealing with members of the bargaining unit.

4. The aggrieved, the Association, the Board and administrative personnel shall openly share information not otherwise protected by law, in possession of any of the above which contributes to the processing of a grievance. Both the Association and the grievant shall receive written notification prior to all meetings and official action concerning the grievance.

5. Conferences required by this procedure will be scheduled at such times as will cause the least disruption to the operation of the schools. In the event the administration determines a meeting must be held during school hours, those persons whose presence is necessary will be released without loss of pay.

6. A grievance applicable to more than one teacher or more than one building concurrently may be submitted in writing by the Association directly to the Superintendent and the processing of such a grievance may begin at Level Two.

7. Failure to accept or reject a decision or move it to the next level within 10 days in the prescribed manner shall indicate that the grievance has been withdrawn.

8. The Association has the exclusive right to file grievances and to be present for the adjustment of any and all grievances.

9. The Association shall have the exclusive right to determine whether to proceed to the arbitration step of the procedure.

10. No reprisals or recriminations due to participation in a grievance shall be taken against any employee.

C. Informal Procedure

Within 30 days of the time an alleged violation, misinterpretation or misapplication occurs, the grievant shall first discuss the problem with the person's immediate supervisor. The objective of both parties should be to resolve the matter as soon as possible in an informal manner. If the grievance is not settled in this manner within 5 days, the aggrieved person may follow the formal grievance procedures.

D. Formal Procedures

1. Level One

a. In the event the aggrieved person is not satisfied with the results of the informal procedures, the aggrieved person shall file a formal grievance in triplicate: one for the grievant, one for the Principal, and one for the Association President.

b. A conference will be scheduled by the Principal within 5 days after receipt of the formal grievance.

c. Within 5 days after the conference, the Principal shall render a decision in writing to the grievant, chairperson of the Grievance Committee and/or the president of the Association.

2. Level Two

   a. If the aggrieved person is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered at Level One within 5 days, the aggrieved person may file a formal grievance in writing with the chairperson of the Grievance Committee. At this time, the chairperson of the Grievance Committee shall, within 2 days, refer said grievance in writing to the Superintendent.

   b. The Superintendent and/or a designee will represent the School Administration at this level of the grievance procedure. Within 5 days after the receipt of the written grievance by the Superintendent, the Superintendent and/or designee will meet with the aggrieved person and the chairperson of the Grievance Committee or a designee in an effort to resolve said grievance.

   c. Within 5 days after the conference, the Superintendent or designee shall render a decision in writing to the grievant and the president of the Association.

3. Level Three

   a. Within 10 days following the receipt of the written decision from the Superintendent, the aggrieved person may request the issue be submitted, through the Association, to arbitration by submitting a request in writing to the Association President and the Superintendent of Schools. The Association President and the Superintendent of Schools shall, within 5 days, jointly request the services of the American Arbitration Association (AAA) in providing an arbitrator.

   b. The arbitrator shall be selected from a list of 7 arbitrators which the Superintendent of Schools and the Association President shall request from the AAA. Within 10 days following receipt of this list, the Superintendent and the Association President and/or Association consultant shall meet for the purpose of naming the arbitrator either by mutual agreement or by a striking process, whereby each shall alternately strike a name from the list until a final name remains who shall be the arbitrator. The person striking first shall be determined by the single toss of a coin. The arbitrator shall hold a hearing and may request such additional data as may be required in arriving at recommendations.

   c. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Contract nor add to, subtract from, or modify the language therein in arriving at a determination of any issue presented. The arbitrator's decision shall be binding upon the Grievant, the Association, and the Board. The costs for the arbitration shall be shared equally by the Association and the Board.

ARTICLE XIV – HIRING/REHIRING OF RETIREES

The Board may, in its sole discretion, choose to hire/rehire individuals who have retired with any public retirement system. If such individuals are hired/rehired, the following terms and conditions shall govern:

A. The individual shall be issued one year limited contracts which shall automatically expire and as a condition of employment, the teacher waives his/her right to a continuing contract under ORC 3319.08 (http://codes.ohio.gov/orc/3319.08) and ORC 3319.11 (http://codes.ohio.gov/orc/3319.11).

B. ORC 3319.11 (http://codes.ohio.gov/orc/3319.11 or provisions of the collective bargaining agreement regarding non-renewal shall not apply. Retire/rehire individuals must be evaluated according to ORC 3319.111. In the event this law changes and these individuals are not required to be evaluated, ORC 3319.111 (http://codes.ohio.gov/orc/3319.111) or provisions of the collective bargaining agreement regarding evaluation shall not apply.

C. The Board, at its sole discretion, may offer insurance benefits under the Insurance Article of this agreement. However, insurance benefits must be offered if STRS guidelines require it.

D. The following Articles shall not apply: Annuities, ERI or Retirement Incentives, Professional Growth Stipends, Longevity, Reduction in Force nor ORC 3319.17 (http://codes.ohio.gov/orc/3319.17), Regular Salary, Severance Pay, Vacancies and Transfers.

E. The number of retirees the board may hire shall be capped at no more than 5% of the total bargaining unit.

F. Salary placement shall be at the discretion of the Superintendent.

ARTICLE XV – INSURANCES

In order to be eligible for insurance, an employee must be contracted for at least 30 hours per week.

Employees may not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet COG adopted coverage information

A. Medical

1. The Board will pay eighty percent (80%) of the premium and the employee will pay twenty percent (20%) for full-time employees.

2. Stark County Schools Council of Governments

   The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council of Governments (COG). The Board shall provide health, dental and life insurance through the COG. The coverage shall be the standardized COG specifications.

3. Preferred Provider - Doctors/Hospitals

   a. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program.

b. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County/Canton OEA office representative.

4. Preferred Provider - Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

a. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.

b. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.

c. The deductible will be waived.

d. The list of covered expenses shall be agreed upon by the COG and the Stark County OEA office representative.

e. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.

f. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

B. Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of $65,000 for each full-time teacher. Bargaining unit members who begin part-time positions or who begin participating in position sharing will not be eligible for life insurance benefits through the Board. Any bargaining unit member who began a part-time or position sharing role prior to the beginning of the 2018-2021 contract will remain eligible for $65,000 life and accidental death and dismemberment coverage.

Bargaining unit members may purchase additional term life insurance at the group rate, in $5,000 increments, up to a maximum of $60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

C. Dental Insurance

The Board shall provide dental coverage and pay eighty percent (80%) of the premium.

D. Section 125-Tax Shelter

Tax sheltering of the individual’s contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under IRS Section 125.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. The IRS Section 125 Tax Shelter allows for health insurance premiums to be deducted on a pre-tax basis. IRS Section 125 also governs Flexible Spending Accounts (FSAs). All COG employers must offer a Health Care Reimbursement Account and a Dependent Care FSA which will allow pre-tax payroll deductions for certain medical and dependent care expenses. There is no separate administrative fee for these services.

E. Premium Holidays: If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

F. Spousal Coverage: Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who was employed with one COG employer prior to June 30, 2015, and moved thereafter to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

ARTICLE XVI – LABOR/MANAGEMENT COMMITTEE

The Perry Local Board/Administration and the Perry Classroom Teachers' Association have collaboratively established the Labor/Management Guidelines. A committee equally represented by members of the Board/Administration and the Association must approve any changes to these guidelines. The Board President/Superintendent shall appoint the committee members representing the Board/Administration and the PCTA President shall appoint the committee members representing the Association. Any decisions of the committee shall not supersede other provisions specified within this agreement.

The Labor/Management Committee shall meet every nine (9) week period (each quarter) from September until May of each school year to share information, facilitate communication and to discuss issues. The Labor/Management Committee does not replace the grievance process.

ARTICLE XVII – LEAVES

A. Absence Policy

A reasonable attempt shall be made to provide substitutes for all teaching areas including special area bargaining unit members. In the event that no regular substitute is available, a principal may ask a bargaining unit member to cover the class. Bargaining unit members may refuse this request. A bargaining unit member shall be paid at a rate of twenty-five dollars ($25.00) per hour for class coverage if the member gives up their planning period or lunch period to cover the class. A bargaining unit member who accepts five (5) students or more from an absent member's class shall be paid twenty-five dollars ($25.00) per hour for class coverage. Payment shall be included in the next regularly scheduled pay. If a substitute cannot be obtained, the principal will, under normal conditions, cover the class. This section shall not apply to Board employees who provide substitute coverage for an entire day, as opposed to one class period. Those employees shall receive their regular pay for the day. If a Board employee who provides substitute coverage

extends their contracted day to provide that coverage, the employee will be paid their daily rate for any additional time beyond their contracted day.

Teachers will be offered substitute class coverage prior to other employees being offered coverage opportunities.

B. Sick Leave

1. A Day of Sick Leave – A day of sick leave is defined as the actual number of hours an individual works daily, whether he/she is a full-time or part-time employee.

2. Immediate Household – Immediate household is construed to mean those relatives living under the same roof at the same time of illness.

3. Immediate Family – Immediate family is construed to mean those relatives not living under the same roof at the time of illness or death. They include: spouse, mother/mother-in-law, father/father-in-law, son/son-in-law, daughter/daughter-in-law, brother/brother-in-law, sister/sister-in-law, stepchildren, grandparents, grandchildren, and stepparents**.**

4. Accrual of Sick Leave

   a. Individuals shall be granted sick leave on the following basis: 1.25 days for each completed month of service, or 15 days for each completed year of service.

   b. Accumulated Sick Leave – The maximum number of sick leave days accumulated shall be 340 days. The District shall follow Ohio law regarding advancement of sick leave. Because no salary or wages are held in escrow, hourly or daily employees will be given sick leave only for those days actually earned at the rate of 1.25 days per month.

5. Use of Sick Leave

   a. Employees may use sick leave for the following reasons limited to the total accumulation of sick leave:

      (1) personal illness, injury, pregnancy, exposure to contagious disease

      (2) illness, injury, death in the immediate family or household

   b. If medical attention is required, the doctor's name, address, and dates the employee consulted with the doctor shall be indicated on the sick leave form.

   c. Extension:

      Upon approval of the Superintendent, extension of sick leave limitations may be granted if the Superintendent believes the circumstances, as explained by the employee in writing, justify the extension.

6. Transfer of Sick Leave

According to the provisions of state law, accumulated sick leave from other positions will be accepted by the Perry Local Board of Education. Accumulated sick leave shall also be transferred to other positions inside or outside the school system.

7. Adjustment of Sick Leave within the School System:

a. There is no change in accumulated days when a full-time employee goes from one full-time position to another.

b. When a full-time employee goes to a half-time position, his/her total accumulation doubles. However, the total accumulation cannot be greater than the maximum provided for in this agreement.

c. When a half-time employee goes to a full-time position, his/her total accumulation is divided in half. The employee still has the same total number of hours accumulated, but the total number of days are merely cut in half.

d. Other part-time employees' sick leave shall be adjusted accordingly.

C. Absence Due to Legal Commitments:

1. Jury Duty – The Board shall pay a full-time certified teacher his/her regular salary. The employee shall reimburse the board the amount of jury remuneration minus parking expenses.

2. Being a Witness – Any employee who is a subpoenaed witness will receive the difference from his/her pay and that received for being a witness, if any pay is received. This is not to exceed 2 days.

3. Not Guilty Decision – If an accusation has been made against a school employee and he/she is proved not guilty in a school lawsuit, the days in court shall be considered authorized absence with pay. If an employee is a plaintiff or defendant in a non-school suit, it is your own responsibility.

D. Absence for School Visitation (Not a special request day):

Employees, in order to learn more about their jobs in the realm of different methods, techniques, etc., may want to visit other schools to observe their operations. Employees may make school visitations without losing any wages or sick leave. They may do so if the following conditions are met (no mileage or food allowance is granted for this):

1. Written Request: Employees must submit a written request of their plans two weeks prior to the actual date.

2. Arrangements: Arrangements will be made by the central office with the school to be visited.

3. Approval: The employee must receive written approval from his/her immediate superior prior to sending his/her request to central office.

4. Conflict: The school visitation cannot conflict with the on-going education programs.

E. Personal Leave

1. Three unrestricted personal days of non-accumulative personal leave per school year shall be available. Unused personal days shall convert to sick leave at the end of each school year. Sick leave accumulation shall not exceed the maximum number of days as defined in Article XXXII – Severance Pay.

2. Requests for personal leave shall be made to the Superintendent at least 3 days in advance of the anticipated absence on the form prescribed by the Board. Provided, however, that in cases of emergency, requests to the Superintendent shall be made as far in advance of the absence as is practicable. If circumstances make advance requests impossible, the employee shall notify the Superintendent of the reasons for leave under this policy as soon as is practicable, and approval by the superintendent or the Superintendent's designee will, when appropriate, be granted after the fact.

3. Restrictions for personal leave:

   a. Personal leave shall not be granted during the first or last five student days of the school year or the day before or the day after regularly scheduled vacation and/or holiday unless such a request is approved by the Superintendent prior to the usage. Teacher may use up to one (1) unrestricted personal day during the first five (5) student days of the school year for the following reasons:

      1) Taking a child to college;

      2) Death of close personal friend or relative not covered under sick leave.

   b. Personal leave may not be used for profit-making business.

   c. Personal leave may not be used in a manner prohibited by law.

   d. Only 10 percent of a building's staff may have personal leave granted on any given day.

F. Parental Leave

1. Birth mothers may use up to six (6) weeks of paid sick leave upon the birth of a child. All other parents (including fathers and all adoptive parents) may use up to five (5) days paid sick leave upon the birth of a child.

2. An individual shall be entitled to an unpaid leave of absence for the birth, adoption or foster care under this section and subject to the following conditions:

   a. If delivery of the child occurs on the first mandatory work day of the school year through the last day of the first semester, child care leave shall be for the balance of the school year in which the delivery occurs.

b. If delivery of the child occurs subsequent to the first semester through the day prior to the first mandatory workday of the subsequent school year, child care leave shall be for the balance of the school year in which the delivery occurs and, if requested no later than May 20, shall be extended for one additional school year. In cases where the leave is granted for the next full year, the Superintendent shall be notified on or before April 10 of the teachers' intention to return or not return for the following year. Otherwise, the position will be filled.

c. For adoptions or foster care the date the child is received shall be considered being equivalent to the date of delivery.

d. Within 3 weeks after delivery, the employee must notify the Superintendent in writing of the anticipated date of return to work.

e. If the lapsed time between delivery and actual date of return to work is more than 6 weeks, the employee must submit a physician's statement attesting to the continuing disability. Upon return to work, a statement from the physician attesting to the employee's ability to resume the full performance of the duties and responsibilities must be submitted to the Superintendent in writing.

f. Upon return from approved child care leave, the teacher shall be entitled to reinstatement to the same position with the same contractual status which the teacher held prior to the leave or to an equivalent position for which the teacher holds valid certification.

g. Where the group insurance policy permits, a teacher on child care leave may continue to participate in those benefits which are provided to other teachers by payment of the group rate for such benefits.

G. Assault Leave

If any member of the instructional staff is assaulted while performing his/her assignment or duties, the Board shall grant leave of absence for the period so designated by the employee's physician, not to exceed beyond the school year. This period may be extended at the discretion of the Superintendent. The leave shall be granted with full pay and benefits accruing and usable, less any benefits paid to the bargaining unit member for Worker's Compensation. The Board reserves the right to demand the second opinion from a physician if it deems necessary.

H. Sabbatical Leave

Any teacher who has completed 5 years of service in the Perry Local School District may be entitled to take a leave of absence for one or two semesters subject to the following restrictions:

1. The applicant must submit an application by March 1 of the school year prior to the leave.

2. A plan of study in education must be approved by the Superintendent.

3. The applicant will notify the Perry Local Schools by December 15th and/or April 15th during his/her leave of his/her intent for the following semester.

4. No more than two people may be on leave at one time.

5. A person on leave does not receive service credit.

6. An employee on sabbatical leave may continue to participate in insurance benefits which are provided to other employees if payment is made in advance by the employee at the group rate to the Board for such benefits.

I. Family Medical Leave Act

1. If an employee takes a leave granted under this Article for a reason covered by the Family and Medical Leave Act, the leave shall be administered under the provisions of the FMLA.

2. Upon approval of the Superintendent and Association President, this Section may be modified as necessary to comply with federal law and rules and regulations.

3. The Board shall provide a copy of the policy on FMLA in the library of each building.

J. Falsification/abuse of any type of leave shall be grounds for discipline up to and including termination.

K. Trauma Leave

1. An employee who suffers medically diagnosable psychological or emotional trauma resulting in the course of the employee's employment that precludes the employee from working may be granted trauma leave.

2. An employee who is unable to work because of a psychological/emotional disability resulting from trauma received in the course of employment, or in the discharge of other official assigned duties for the District, shall be maintained in full pay status, on trauma leave, for the period of time set forth in paragraph 3 herein. Trauma leave granted under these conditions shall not be charged against sick leave, earned or unearned. A certificate from a licensed counselor or physician stating the nature of the disability and its anticipated duration should accompany a trauma leave form furnished by the District, unless the leave extends beyond two (2) weeks, in which case the certificate must be from a licensed physician. Any trauma leave extending to five (5) days or longer shall be subject to review by a District-appointed physician, including a physical or psychiatric examination at the physician's direction to justify the use of trauma leave. Falsification of either a signed statement or a counselor or physician's certificate will be grounds for suspension or termination of employment.

3. An employee shall be granted a trauma leave of up to two (2) weeks in a school year, which may be taken consecutively or intermittently.

L. Discretionary Leave

Up to five (5) days of other paid or unpaid leave of absence not specified in Article XVII may be granted by the Superintendent at his/her discretion.

The Superintendent, at his/her sole discretion, may extend the provisions of any of the leaves contained in Article XVII.

M. Leave may be taken in half-day increments.

ARTICLE XVIII– LICENSURE/CERTIFICATION/CONTINUING CONTRACTS

A. Continuing contracts eligibility shall be governed by ORC 3319.11 (http://codes.ohio.gov/orc/3319.11) unless otherwise provided herein, except that teacher who works less than 30 hours per week shall not become eligible for continuing contracts.

B. It is the teacher's responsibility to insure that his/her licensure/certification is kept up to date according to Ohio Department of Education requirements.

C. A teacher who becomes eligible for a continuing contract according to the requirements outlined in the Ohio Revised Code (http://codes.ohio.gov/orc/3319.11) must notify the superintendent prior to September 15 of the year which he/she would become eligible for said contract. Failure to provide this notification will result in a delay of eligibility.

ARTICLE XIX – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A. A seven member Local Professional Development Committee (hereinafter referred to as "LPDC") who are employees of the Perry Local Schools Board of Education (hereinafter referred to as "BOARD") shall exist to oversee and review professional development plans for continuing education and CEU credits (if approved by the State of Ohio). A majority of the members of the LPDC shall be members of the bargaining unit and shall be appointed for terms of three years and one member appointed for a term of two years, and one member appointed for a term of one year. Non-bargaining unit members of the LPDC will be appointed by the Superintendent, with one LPDC member appointed for a term of three years and one member appointed for a term of two years and one appointed to a term of one year. Thereafter, all members will have three-year terms. The LPDC shall be in place no later than September 1, 1998.

In any vote/decision affecting a license, certification or professional development plan of a non-bargaining unit member, only two of the four bargaining unit members of the LPDC may vote.

B. Meetings of the LPDC

The LPDC may only act when a quorum is present. A quorum of the LPDC consists of no fewer than three members of the Association and two members appointed by the BOARD. All action must be recorded in LPDC minutes.

The LPDC shall meet four times annually and at other times as it may determine. Additional meetings may be convened by a majority of its membership. Location and time of the meetings shall be established by the LPDC.

Minutes of meetings and records of actions and proceedings of the LPDC shall be prepared and maintained, copies of which shall be sent to the PCTA president. The LPDC shall have an

adequate and secure place to store and maintain records of the LPDC, which shall be separate from teachers' personnel files.

C. Duties and Powers of the LPDC

The duties of the LPDC shall be strictly limited to the review and approval of professional development plans for re-certification and licensure as specified in Ohio Law governing such committee; and to the adoption and amendment of its bylaws. The LPDC shall adopt bylaws governing its operations and reflecting the mission of the LPDC. Such policies must be adopted by the LPDC prior to any action related to re-certification or licensure.

The LPDC shall report on its actions in a prompt and timely manner to the BOARD and the ASSOCIATION. Members of the LPDC shall be immune from liability for any official action of the LPDC.

D. Limitations

The LPDC shall have no duties other than those explicitly stated herein. Only those teachers or administrators seeking to renew their certificates/licenses under the 1998 standards will be required to submit an IPDP.

No action of the LPDC shall bind the BOARD and ASSOCIATION in any manner that may be contrary to any provision of the Negotiated Agreement, this policy, other Board policy or any law or regulation governing the operation of local school districts. No action of the LPDC shall bind the BOARD or ASSOCIATION in any manner that may be construed as requiring the expenditure of any funds without express prior approval of the BOARD.

E. Appeal of a Decision of the LPDC

The bylaws of the LPDC shall include provisions for the appeal of LPDC decisions denying the approval of professional development plans. Such appeal provisions shall include methods for the designation of an independent panel to hear and decide such appeals.

F. So long as hours earned comply with Article XXVI, Section E, any hours earned toward a new license (whether or not they are university or other credit) as approved by the LPDC, may be used as credit towards the Professional Growth Stipend, as outlined in the Master Agreement.

G. Compensation

1. LPDC member may, upon approval of the Superintendent, be released from their responsibilities for meetings during the regular school day.

2. LPDC members who are members of the bargaining unit will be compensated at the Base hourly rate for any work done outside of the school day for service on the LPDC and related responsibilities. LPDC members shall have the responsibility to provide an accurate accounting of hours for compensation.

ARTICLE XX – LONGEVITY

A. A year of service for longevity shall follow STRS guidelines for service credit.

B. Longevity pay shall be determined by a percentage of the beginning bachelor's base salary based upon Perry years of experience:

Years of Experience	Percentage of Base Salary
15	1.5
20	3.0
25	4.5
30	6.0
35	7.5

C. Part-time teachers shall receive longevity pay proportional to the number of hours worked each week.

ARTICLE XXI – MANAGEMENT RIGHTS

The Board hereby retains and reserves unto itself without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and of the United States including, but without limiting the generality of the foregoing, all of the rights identified in Section 4117.08 of the Ohio Revised Code (http://codes.ohio.gov/orc/4117.08). These include:

A. Determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the Board, standards of school services, its overall budget, utilization of technology, and the School District organizational structure;

B. Direct, supervise, evaluate and hire employees;

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

D. Determine the overall methods, process, means, or personnel by which school district operations are to be conducted, including the opening and closing of buildings, the hours such buildings are open, student assignments, and the purchasing and distribution of all Board-owned equipment;

E. Suspend, terminate, lay off, transfer, assign, schedule, promote or retain employees;

F. Determine the adequacy of the work force;

G. Determine the overall mission of the School District, including the establishment of curriculum, special programs, athletic, recreational and social events for students;

H. Effectively manage the work force, including the determination of building schedules, hours of operations, and the duties, responsibilities and assignments of staff members;

I. Take actions to carry out the mission of the School District.

The exercise of the foregoing powers, rights, authority, duties and responsibilities, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this contract and Ohio statutes, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Ohio and the rules and regulations promulgated by the Ohio State Board of Education and the Constitution and laws of the United States.

The management rights set forth above shall not be subject to the arbitration procedure or otherwise except to the extent that they are limited by specific provisions of this Agreement. Failure to exercise a right or exercising it in a particular way shall not be deemed a waiver of any management right.

ARTICLE XXII – ORGANIZATIONAL RIGHTS

Rights and privileges provided in this section shall be granted to the Association/OEA/NEA as the sole and exclusive bargaining agent and not to any other competing organization.

The Board and administration agree to continue Association rights presently permitted as listed. These include:

1. Use of teacher mailboxes, interschool mail, and district e-mail to conduct Association business.

2. Representatives of the Association may transact official Association business on school property as long as they do not interfere with or interrupt any instructional programs or work schedules of employees. Association representatives should report their arrival to the building office.

3. Use of the buildings for meetings during the school year and when the custodians are on duty.

4. Complete roster of teachers and their assignments each year.

5. Forty-five minutes shall be set aside after the general meeting for Association business at the beginning of the school year. Attendance at this meeting shall be voluntary.

6. Name, address and phone number of teachers each year, unless prohibited by law.

7. Released time for elected Association representatives to attend OEA Representative Assembly (limited to six).

8. Use of copying machine if Association furnishes supplies.

9. The Board shall move Association materials from building to building if requested.

10. Space for Association materials shall be provided in the school.

11. Any district-wide study group dealing with curriculum and/or instruction whose decisions directly affect classroom teachers must include at least one classroom teacher. The Superintendent shall solicit input into which classroom teachers should serve.

12. Released Time for Officers – The President, Vice-President, and Treasurer of the PCTA shall not be assigned any duties outside their classroom responsibilities.

13. The President shall be provided with a copy of the Board agenda at the same time it is given to the Board members. A summary of policy changes will be enclosed with the Board of Education agenda that is sent to the President of the Association.

14. Association Officers designated by name in written notice to the District Treasurer by the Association Treasurer no later than April 1 of each year shall be paid a teacher professional organization (TPO) supplemental stipend in addition to the Officer's base compensation (Regular Salary) and any extra pay (supplemental) stipends paid pursuant to this Agreement. The annual notice from the Association Treasurer also shall state the amount of the TPO supplemental stipends, which shall not exceed the amount allowed under rules of the STRS. The TPO supplemental stipend shall be paid to the respective Officers with the second regular paycheck in May of each year. The Board shall make all required retirement deductions from the TPO supplemental stipend and shall contribute both the Board's and the employee's contributions to the State Teachers Retirement System (STRS) for the TPO supplemental stipend in addition to all other required STRS contributions. Pursuant to an itemized billing from the District Treasurer, the Association shall reimburse the Board for the full amount of the TPO supplemental stipend as well as for the amount of the employer and employee STRS contributions and taxes required to be paid on the TPO supplemental stipend.

15. The Association president shall be released from one additional class period during the school day in order to perform Association business. This release time will be in addition to the contracted planning time outlined in the collective bargaining agreement. The president will suffer no loss in salary, fringe benefits, or other contractual or statutory advantages to which he/she would have been entitled if working full-time. The Association president shall meet with the Superintendent/Designee and the building principal not later than June 1 of each year to determine the schedule of the release time.

ARTICLE XXIII – PAYROLL DEDUCTIONS

A. The Board shall provide payroll deductions for Association dues, OEA Fund for Children and public education, additional life insurance, United Way, annuities, and any other items agreed upon.

B. Paychecks will be automatically deposited in the bank of the employee's choice. The program will be at no cost to the employees. Deposits must be made on or before the day of the scheduled payment.

C. Employees will have access to paycheck information electronically.

D. The Board agrees to payroll deduction for payment of membership dues in the Association. Dues shall be deducted starting with the first pay in October. Dues shall not be discounted without

notice to the Association. Unless revoked or changed in keeping with procedures herein, an authorization will continue from year to year if continuing membership is authorized by the marking of the individual's PCTA/OEA/NEA membership form. In the event a refund is due a member, it shall be the responsibility of the Association to make such a refund. In the event an employee severs employment, the Board shall deduct allowed and remaining dues from that employee's last check. The Board further agrees to accompany the initial transmittal with a list of the names of employees for whom all such deductions are made.

ARTICLE XXIV – PERSONNEL FILE

Ohio Revised Code shall be followed with regards to personnel files (http://codes.ohio.gov/orc/1347).

ARTICLE XXV – POSITION SHARE

A Position Sharing Program is designed to provide an alternative work option that allows a teacher to better meet the dual responsibilities of family and work. It is imperative that the parameters of the program are fair to all involved, fiscally responsible for the district, and educationally viable. It is always the intention of Perry Local Schools to maintain continuity and consistency of the instructional program.

A. Assignments

1. Position sharing teams may propose to fill the present full-time position of one of the team members and, if the proposal is accepted, shall be committed to this position for one year. The position shall be divided by mutual agreement between the affected parties.

2. Both teachers must agree before the position share begins that if one teacher leaves the job before the end of the school year, the remaining teacher will work full-time in the shared position for the remainder of that school year.

3. A teacher who desires to participate in position sharing must locate his/her own position sharing partner. No teacher shall be required to position share against his/her will.

4. The team must present a proposed schedule to the Building Principal/Supervisor, the Association President, and the District Superintendent by April 1 of the school year prior to when the position share will begin. The proposed schedule shall include teaching and all non-teaching responsibilities and must adhere to the following guidelines:

    a. The hours of work and the overall responsibilities are to be divided in accordance with the percentage of time mutually agreed upon between the affected parties.

    b. Members of a team shall not be assigned duties or responsibilities in excess of a regular fulltime position.

    c. At least one member of a team must attend each Teacher Based Team (TBT) and building meeting.

    d. Both members of a team must attend professional growth days, required IEP meetings, parent-teacher conferences, and open house.

5. Each Building Principal/Supervisor shall determine if the position sharing proposal is educationally viable and the work schedule meets all of the requirements stated in part 4 above. Final approval must be obtained from the Superintendent. The individuals shall be notified as to whether the proposal is approved by June 1 of the school year prior to when the position share will begin. Once a proposal is approved, any changes must be mutually agreed upon by all parties. These changes must be consistent with the terms of this article.

B. Contract Provisions

1. Neither the decision to approve/reject a request nor the terms of the position sharing plan itself can be grieved under the terms of the negotiated agreement.

2. Teachers must have at least three years teaching experience in Perry Local Schools in order to position share.

3. Position sharing teachers shall receive a pro-rata share of a full-time salary based on the amount of time the teacher is contracted for the position share (including but not necessarily limited to longevity, professional growth stipends, and the Board contribution to the annuity).

4. Bargaining unit members who begin participating in position sharing will not be eligible for health insurance benefits through the Board. Any bargaining unit member who began a position sharing role prior to the beginning of the 2018-2021 contract will remain eligible for health benefits at a cost of 55.5% of the monthly premium and dental benefits at 50% of the monthly premium.

5. Position sharing teachers shall acquire one year of credit toward longevity and seniority for each year of position sharing worked.

6. A teacher shall acquire one year of credit toward placement on the salary schedule if he/she works a minimum of 120 days. If the teacher works 90 to 119 days, then a year of credit shall be awarded every other year. If the teacher works less than 90 days, then no credit shall be awarded.

7. Position sharing teachers shall be considered for changes in contractual status, evaluation, and reduction in force on the same basis as full-time teachers.

8. Position sharing teachers shall receive a pro-rata amount based on the amount of time the teacher is contracted for the position share of sick days and personal days of a full-time employee.

9. Teachers who wish to continue position sharing must reapply by March 15. If a team chooses not to continue the partnership, or the Superintendent does not grant a continuation of the position sharing, the employees shall be reinstated to their original position (not necessarily the same assignment) for the following school year. Reinstatement may be affected by a Reduction in Force within the District.

10. The terms of this article shall not supersede any provisions of the RIF Article of this agreement.

11. Staff hired to fill positions vacated by position sharing teams shall be given a one-year contract and non-renewed each April pending the continuation of the position sharing.

12. Certified substitutes shall be obtained for position sharing teachers when they are absent.

C. STRS Service Credit: The District shall report service credit according to STRS guidelines.

ARTICLE XXVI – PROFESSIONAL GROWTH PROGRAM

A. Once a teacher has reached 10 years of experience on the salary schedule, he/she may receive a maximum of 5 additional professional growth stipends (PGS), the second, third, fourth, and fifth of which will only be granted after respective 5-, 10-, 15-, and 20-year intervals from the first. The third, fourth, and fifth PGS shall only be awarded for teachers on the master's column unless section 1.b. has been satisfied. Teachers employed after April 1, 2010 must be on the master's column in order to be eligible for any PGS. The professional growth stipends are cumulative and may be obtained as follows in any order:

1. A PGS of 3.48% of the base salary will be granted upon the successful completion of 6 semester hours that are taken in the field of education or in the teacher's licensure/certification areas. Course credit must be earned from an accredited university that is listed in the *Higher Education Directory*. Hours for the second, third, fourth, and fifth PGS must be obtained after receiving the previous PGS.

2. A PGS of 3.48% shall be granted upon completion of National Board Certification.

3. A PGS of 3.48% shall be granted upon renewal of National Board Certification.

B. The same semester hours may not be used to move a teacher from one salary classification to another as well as to apply to a PGS.

C. It is the teacher's responsibility to insure that all training experience must be properly certified and kept up to date and filed at the Superintendent's office. Any teacher who will complete the requirements for a PGS must notify the central office in writing by July 1st of the school year in which the PGS is to take effect. In order to receive the PGS for that school year, a transcript or notification from the college registrar that a transcript will be forthcoming should be in the central office before the beginning of the new school year. Due to possible delays in the arrival of the transcripts that are beyond the control of the employee, the deadline may be extended as long as the employee has been in communication with central office personnel with regard to the arrival of the transcript.

D. Part-time teachers shall receive PGS pay proportional to the number of hours worked each week.

E. No credits shall be recognized for the purpose of advancing a teacher's PGS unless the teacher has completed coursework or other training beyond the teacher's contracted duties with the District except for District approved Professional Development.

ARTICLE XXVII – PROTÉGÉ PROGRAM

A. Definition: "Protégé Program" means a program of support for teachers new to Perry Local Schools, not required to participate in the Resident Educator Program as defined by ODE.

B. Requirements

1. Protégés shall attend the New Teacher Orientation

2. Protégés are required to meet with their mentor, outside of the school day, for a total of four (4) hours throughout the year.

C. Compensation: Protégé Mentors – One percent (1%) of the base salary.

ARTICLE XXVIII – RESIDENT EDUCATOR

A. Purpose

1. The Resident Educator Program for beginning teachers will provide Ohio's newest educators with coaching, mentoring and guidance that are critical to improving *their* skills and knowledge *and* student achievement.

B. Definitions

1. Resident Educator Program

The program created by statute designed to provide newly licensed Ohio educators quality mentoring and guidance. Successful completion of the residency program is required to advance to a five-year professional educator license.

2. Mentor

A mentor is a teacher trained and assigned to provide professional support to a Resident Educator following the guidelines and protocols of the Resident Educator Program.

a. 1-1 Mentor – a mentor that is mentoring an RE-1 or an RE in his/her first year in the Perry Local School District. A 1-1 mentor can have a maximum of two (2) mentees.

b. Cohort Leaders– mentoring a cohort of two (2) to four (4) RE-2s.

c. RESA Facilitators– mentoring a cohort of up to four (4) RE-3s and RE-4s.

3. Resident Educator

A Resident Educator is a teacher employed under a Resident Educator license.

a. Resident Educator-1 (RE-1) – holds a four-year RE license; 1st year in the Resident Educator Program

b. Resident Educator-2 (RE-2) – holds a four-year RE license; 2nd year in the Resident Educator Program

c. Resident Educator-3 (RE-3) – holds a four-year RE license; 3rd year in the Resident Educator Program

d. Resident Educator-4 (RE-4) – holds a four-year RE license; 4th year in the Resident Educator Program

C. Program Coordinator

1. Responsibilities

a. Planning and administration of the program;

b. Coordinate selection and assignment of mentors with building principals;

c. Coordinate the training of mentors and resident educators.

2. Compensation

a. 10% of the base salary or;

b. 3.5% of the base salary with at least 40% reduction in teaching duties as mutually agreed upon between the program coordinator and administration.

c. Five (5) days extended time

D. Committee

1. Responsibilities

a. Collaborate in the planning and administration of the program;

b. Review the program's effectiveness;

c. Address/solve, mentor/resident educator concerns, issues, problems, and

d. Comply with ODE and statutory requirements.

2. Committee Makeup

a. This committee will include the program coordinator, assistant superintendent, and a representative from each building.

b. Committee members shall be trained mentors.

3. Release Time

a. Committee members attending the entire orientation day, who are not acting mentors for that school year, may use it as their optional work day.

E. Mentors

1. Qualifications

a. Mentors must have the qualifications set forth by ODE.

2. Selections

a. A mentor teacher shall be assigned to a resident educator with consideration given to common grade level, content area, and building. Should no mentor be available in the area of certification/licensure, a mentor from in the grade level or subject area most closely related to that of the resident educator may be assigned.

b. Participation in the program as a mentor teacher is voluntary.

3. Training

Mentor teachers shall be provided ODE required mentor training.

4. Responsibilities

a. The mentor teacher shall carry out the Resident Educator Program in conjunction with the resident educator as developed by ODE. The mentor does not have a formal evaluative role. The mentor's role is to support the growth of the resident educator as an instructional mentor through formative assessment tools.

b. Mentor teachers shall communicate directly with the Resident Educators and shall not discuss/report the performance and progress of the Resident Educator with any administrator, assessor, or other teacher, except for direct communication to the Resident Educator's Program Coordinator about the Resident Educator's progress in regards to the residency program requirements.

5. Release Time

a. Each mentor teacher shall be granted release time for observations. Release time shall be separate from any other release time covered under this agreement and shall be coordinated by the superintendent.

1) 1-1 Mentor – One (1) day per RE. The days may be used in half (1/2) day increments and shall be coordinated by the building principal/immediate supervisor.

2) Cohort Leader/RESA Facilitator – at least half (½) day release for each resident educator in his/her cohort.

b. Each mentor teacher shall be granted release time to attend necessary training.

F. Compensation

1. In addition to the mutually agreed upon released time, each mentor teacher shall receive a stipend to be paid in June of that school year.

a. 1-1 Mentor – 3% of the base salary for each resident educator

b. Cohort Leaders (Curriculum Support) – 2% of the base salary

c. RESA Facilitators (Curriculum Support) – 2% of the base salary

2. The district will pay all training fees required for mentors to receive the current mandatory ODE state mentor training.

G. Resident Educator

1. The resident educator shall receive all resources required to complete the current mandated program by ODE.

2. The resident educator shall be provided release time not to exceed three (3) days per year for the purpose of observing classes, meetings with his/her mentor, attending recommended workshops, assessment preparation, etc. The days may be used in half (1/2) day increments and shall be coordinated by the building principal/immediate supervisor.

H. Protections

1. Other than a notation to the effect that a teacher served as a Mentor teacher, the teacher's activities as a Mentor teacher shall not be part of that resident educator's evaluation.

2. No resident educator shall be required to remain in a Resident Educator Program after advancing to a professional educator license.

3. Mentor teachers shall not participate in the evaluation of any resident educator.

4. Mentor teacher shall not be requested or directed to make any recommendation regarding the continued employment of the teacher.

5. No mentor teacher shall be requested or directed to divulge information from the written documentation, or confidential mentor/resident educator discussions.

6. All interaction, written or oral, between the mentor teacher and the resident educator shall be confidential. Any violation of this tenet by the mentor shall constitute grounds for immediate removal from his/her role as mentor teacher.

7. After the first observation but prior to the start of the second semester, unless there are extenuating circumstances, either the mentor teacher or the resident educator may exercise the option to have a new mentor assigned. No specifics shall be given as to the exercise of the option and no prejudice or evaluation is to be given such change.

8. All members of the committee, mentor teachers, and resident educators shall keep confidential all discussions, actions, materials and other information to the extent permitted by law.

9. Mentor teachers shall communicate directly with the resident educators and shall not discuss/report the performance and progress of the resident educator with any administrator, assessor, or other teacher.

10. The regular evaluation of the mentor teacher shall not be affected in any aspect by the Resident Educator Program or its demands.

I. Records

1. The committee shall keep and retain records of its meetings, decisions, actions and recommendations to the extent permitted by law.

ARTICLE XXIX – RETIREMENT CONTRIBUTION

STRS Pick-Up With Reduction

The Board shall designate each employee's mandatory contributions to the State Teachers' Retirement System of Ohio as "picked-up" by the Board as contemplated by Internal Revenue Service Ruling 77-464 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the employee's income reported by the Board as subject to Federal and Ohio Income Tax shall be the employee's income reported by the then current percentage amount of the employee's mandatory State Teacher's Retirement System's contribution which has been designated as picked-up by the board, and that the amount designated as picked-up by the Board shall be included in computing final average salary, provided that no employee's total salary is increased by such "pick-up", nor is the Board's total contribution to the State Teacher's Retirement System of Ohio increased.

ARTICLE XXX – RIF POLICY

A reduction in force (RIF) shall have occurred when the Employer reduces or eliminates a bargaining unit position. When it is necessary to reduce staff because of decreased enrollment of pupils, suspension of schools or territorial changes affecting the district or for financial reasons, the following procedure shall apply:

A. Attrition

The number of persons affected by a reduction in force (RIF) will be kept to a minimum by not employing replacements for teachers who retire, resign or whose limited contract is not renewed. Certification/license must be considered in filling positions created through attrition.

B. Reduction Other than Attrition:

1. The Board shall suspend contracts in accordance with the recommendation of the superintendent who shall use certification/license, contractual status and competency as determined by formal evaluation, and Perry years of experience, respectively, as a basis for the recommendation.

2. Certification/License: Teachers will only be considered for teaching fields that appear on their teaching certificate/license on file in the board office. Additional training fields added to the teaching certificate/license after May 30 of the year the reduction is made will not affect the structure of the RIF list.

3. Contractual Status and Competency as Determined by Formal Evaluation
In making such reduction, the Board shall proceed to suspend contracts in accordance with the recommendations of the Superintendent based on the following:

   a. Limited contract teachers shall be reduced first utilizing the following order:

      1) Licensure/Certification

      2) Competency as determined by formal evaluation

      3) When evaluations are comparable, seniority in the District shall prevail.

      4) For the purpose of determining "comparable final evaluative rating", anyone with an evaluation of Accomplished, Skilled, or Developing will be considered comparable. Ineffective teachers shall not be defined as "comparable" when utilizing the Reduction in Force procedure.

   b. Next continuing contract teachers shall be reduced by the utilizing the following order:

      1) Licensure/Certification

      2) Competency as determined by formal evaluation

      3) When evaluations are comparable, seniority in the District shall prevail.

      4) For the purpose of determining "comparable final evaluative rating", anyone with an evaluation of Accomplished, Skilled, or Developing will be considered comparable. Ineffective teachers shall not be defined as "comparable" when utilizing the Reduction in Force procedure.

   c. Using the criteria in this provision, the District will establish the order in which members' contracts are suspended and will recall members in reverse order.

4. Seniority: Seniority shall be defined as the length of continuous service under a regular contract in the Perry Local Schools. A year of part-time service shall be credited with a full year of Perry experience for the purpose of seniority. Leaves of absence will not cancel seniority but time spent on leave will not count toward seniority. Ties shall be resolved by which employee has the earliest hiring date with respect to official Board action. If a tie still exists, the Superintendent will decide which employee(s) is (are) retained.

5. In the event of a reduction in force, Title Funded teachers cannot replace classroom teachers nor can classroom teachers replace them. Separate seniority lists will be used for Title Funded teachers.

Beginning with the 2022-2023 school year, ISG teachers will move into intervention specialist positions. At that time, all individuals employed as ISGs as of June 30, 2022, will be placed at the bottom of the intervention specialist seniority list, with the most senior ISG being placed immediately after the least senior intervention specialist, and the remaining ISGs placed in decreasing seniority order below the first. (Placement of the former ISGs on the seniority list shall not impact placement on the salary schedule.) Once former ISGs have been moved to the intervention specialist seniority list, they shall begin earning additional seniority per Section B(4), above.

6. By October 15th of each school year, the Board will furnish to the PCTA President an updated seniority list. Each employee shall have a period of thirty (30) days after posting of the seniority list in which to advise the Employer or its agents in writing of any inaccuracies which affect his/her seniority. The Employer or its agents shall investigate all reported inaccuracies to make such adjustments as may be in order and post the updated list in a timely fashion.

C. RIF List: Once the teachers have been selected for suspension, a list will be made available showing the order of recall within each area of certification/license. The Board shall recall members in reverse order of layoff.

D. Notification: Prior to a RIF, the Board shall give written notice, not less than forty-five (45) days prior to the date the RIF is to be implemented, to the Association of its intent to effect a RIF. Such notice shall contain the reason for the RIF, the date of Employer action to implement the RIF, the effective date of the RIF, and the teacher or teachers who may be initially affected in the District. Within ten (10) days of receipt of the notification, representatives of the Employer and the Association shall meet to review the proposed RIF. If the Association disagrees with the reason(s) for the implementation of the proposed RIF, the Association may demand that the matter be submitted to expedited arbitration, in accordance with the Expedited Rules of the American Arbitration Association.

E. Recall:

1. If a vacancy becomes available, the board shall recall the teacher by giving written notice to the 3 highest teachers on the RIF list. This notice shall be sent to the teacher by registered or certified letter addressed to the teacher's last known address. It shall be the responsibility of each teacher to notify the Board of any change of address. Written notice of acceptance of re-employment must be post-marked within 15 calendar days from the date of delivery. After August 15 the notice of acceptance must be postmarked within 5 days of receipt of notice. The position will be given to the teacher highest on the list who replies affirmatively to the notice. The above paragraph shall accompany the recall letter.

2. If a teacher fails to respond affirmatively to a recall notice, his/her name shall be removed from the recall list.

3. All teachers on the recall list shall be required to notify the board by April 1 if they wish to remain on the recall list for the following school year.

4. The recall list shall be maintained for 2 school years.

5. A teacher who is recalled will retain the same seniority, accumulation of sick leave, and salary schedule placement he/she had at the time of layoff.

6. Until all suspended teachers are recalled, there cannot be hiring from outside in a position that a suspended teacher is qualified to teach.

7. As each teacher is reinstated, the Board shall notify the Association President in writing.

8. No current, non-bargaining unit employee shall be assigned to fill a bargaining unit position while an eligible employee remains on layoff status.

F. Compliance with Law: Nothing within this policy shall abridge the board's right to non-renew limited contracts for reasons other than Reduction in Force in accordance with 3319.11 (http://codes.ohio.gov/orc/3319.11) of the Revised Code or to utilize the procedures provided by 3319.17 (http://codes.ohio.gov/orc/3319.17).

ARTICLE XXXI –SALARY SCHEDULE

A. Pay will be issued in 24 payments on the 5th and 20th of each month. If the payday falls on a Saturday, then the payment will be made on the Friday before. If the payday falls on a Sunday, then the payment will be made on the Monday after. If the payday falls on a bank holiday, then the payment will be made on the weekday before, except for when a bank holiday falls on a Monday, in which the payment will be made on the first weekday after the bank holiday.

B. Base Salary

Year	Teachers hired before July 1, 1989	Teachers hired after June 30, 1989 and before July 1, 1998	Teachers hired July 1, 1998 and after
2024-2025	$41,908	$41,118	$41,118
2025-2026	$42,746	$41,940	$41,940
2026-2027	$43,601	$42,779	$42,779

In the 2024-2025 school year there shall be a three percent (3%) increase on the base salary.

In the 2025-2026 school year there shall be a two percent (2%) increase on the base salary.

In the 2026-2027 school year, there shall be a two percent (2%) increase on the base salary.

C. Supplementals will be increased by the same percentage as the base salary. Title I will be increased to reflect the new base salary and number of workdays.

	Index A1 (hired before July 1, 1989)	Index A2 (hired after June 30, 1989 and before July 1, 1998)	Index B (hired July 1, 1998 and after)	Index A1 (hired before July 1, 1989)	Index A2 (hired after June 30, 1989 and before July 1, 1998)	Index B (hired July 1, 1998 and after)	Index A1 (hired before July 1, 1989)	Index A2 (hired after June 30, 1989 and before July 1, 1998)	Index B (hired July 1, 1998 and after)
Step	BA	BA	BA	BA 150	BA 150	BA + 15	Masters	Masters	Masters
1	1.000	1.000	1.000	1.046	1.046	1.046	1.094	1.094	1.094
2	1.046	1.046	1.046	1.094	1.094	1.094	1.152	1.152	1.142
3	1.092	1.092	1.092	1.142	1.142	1.142	1.210	1.210	1.190
4	1.138	1.138	1.138	1.190	1.190	1.190	1.268	1.268	1.238
5	1.184	1.184	1.184	1.238	1.238	1.238	1.326	1.326	1.286
6	1.230	1.230	1.230	1.286	1.286	1.286	1.384	1.384	1.334
7	1.278	1.278	1.278	1.344	1.344	1.344	1.452	1.452	1.402
8	1.326	1.326	1.326	1.402	1.402	1.402	1.520	1.520	1.470
9	1.374	1.374	1.374	1.460	1.460	1.460	1.588	1.588	1.538
10	1.422	1.422	1.422	1.518	1.518	1.518	1.656	1.656	1.606
11	1.470	1.470	1.470	1.576	1.576	1.576	1.724	1.724	1.674
12	1.546	1.546	1.546	1.652	1.652	1.644	1.804	1.804	1.742
13	1.622	1.622	1.622	1.728	1.728	1.712	1.884	1.884	1.810
14	1.698	1.698	1.698	1.804	1.804	1.780	1.964	1.964	1.878
16	1.698	1.698	1.698	1.804	1.804	1.810	1.964	1.964	1.918
19	1.698	1.698	1.698	1.804	1.804	1.820	1.964	1.964	1.928
21	1.698	1.698	1.698	1.804	1.804	1.840	1.964	1.964	1.958
24	1.698	1.698	1.698	1.804	1.804	1.850	1.964	1.964	1.968
26	1.698	1.698	1.698	1.840	1.840	1.870	1.998	1.998	1.998
29	1.698	1.698	1.698	1.840	1.840	1.880	1.998	2.008	2.008
31	1.698	1.698	1.698	1.870	1.870	1.880	2.038	2.038	2.038
32	1.698	1.698	1.698	1.870	1.880	1.890	2.038	2.048	2.048

D. A teacher must notify the central office in writing by July 1st of the school year in which a horizontal move on the salary schedule is to take effect. In order to receive the increase in pay for that school year, a transcript or notification from the college registrar that a transcript will be forthcoming should be in the central office before the beginning of the new school year. Due to possible delays in the arrival of transcripts that are beyond the control of the employee, the deadline may be extended as long as the employee has been in communication with central office personnel with regard to the arrival of the transcript.

1. Courses must be taken in the field of education or in the teacher's teaching field only.

2. Course credit must be earned from an accredited university that is listed in the *Higher Education Directory*.

E. For a teacher to be placed in the BA+15 column, the additional hours must be earned after the acquisition of a bachelor's degree.

F. A teacher shall acquire one year of credit toward placement on the salary schedule if he/she works a minimum of 120 days. If the teacher works 90 to 119 days, then a year of credit shall be awarded every other year. If the teacher works less than 90 days, then no credit shall be awarded.

G. A contract stipulating annual salary will be provided to each certified employee.

H. A teacher equivalency shall be recognized for salary schedule placement of career technical teachers to whom such regulations apply.

1. This Section H shall apply only to teachers assigned to a career technical program. A teacher who holds an Alternative Educator License in addition to a non-career technical teaching license, and who is assigned outside of a career technical program, shall be paid consistent with Sections B through F, above.

2. Having the minimum requirements to acquire the relevant Alternative Educator License shall equate to a minimum of step zero on the BA salary schedule.

a. Every two (2) years of work experience in the area of licensure beyond the minimum requirements shall equate to a minimum of one (1) year of additional experience on the pay column, up to a maximum of Step 11. The Superintendent may authorize placement beyond Step 11 at his/her discretion.

b. Work experience in the area of licensure will be credited only if the employee provides documentation of full-time employment (as defined in the area of licensure) from a previous employer and/or trade union. For licensed professions, only years of experience earned after a license was awarded will be credited; for apprenticeship professions, only years of experience earned after the completion of the apprenticeship will be credited.

3. Upon completion of the twenty-four (24) hours required for the career-technical teacher preparation program, the Career and Technical Education teacher shall qualify for the BA + 15 column on the pay schedule.

4. Upon the completion of an additional twelve (12) semester hours after placement on the BA + 15 column, the Career and Technical education teacher shall qualify for the Masters column on the pay schedule.

5. Timing of advancement on the CTE salary schedule shall be pursuant to Article XXXI(D).

6. Current Career and Technical Education teachers placed higher on the salary schedule shall not be reduced in placement on the salary schedule.

I. JROTC Program

1. JROTC teachers will be issued teacher contracts, but will receive the pay treatment required by the federal government for percentage reimbursement to Perry Local Schools.

2. Article IV(A) (Board match for annuity programs); Article XXXI (Salary Schedules); Article XXVI (Professional Growth Program); and Appendix A, the teachers' salary

schedule, do not apply to the JROTC teachers, as their salary is determined by the federal required minimum salary in effect at any given time and will be established in each contract issued under Paragraph 1 above.

3. JROTC teachers' contract length (i.e. number of workdays) and entitlement to vacation days is set by the federal government and will be established in each contract issued under Paragraph 1 above.

4. Except as otherwise specified in this Article, the rest of this Agreement applies to JROTC teachers in the same way and to the same extent as any other bargaining unit member.

J. Title I instructor(s) shall be paid for each hour (prorated for portions of an hour) for all contracted time.

ARTICLE XXXII – SEVERANCE PAY

A. Severance pay shall be awarded to employees when they go on Regular Service Retirement, according to provisions of ORC 124.39 (http://codes.ohio.gov/orc/124.39).

B. To be eligible for severance pay, the employee must have a minimum of 10 years experience or years of service. The service must be with the State of Ohio or any of its political subdivisions.

C. Severance pay benefits for a teacher eligible for benefits under this Section who dies while on active status, or on approved leave of absence, shall be paid to the member's life insurance beneficiary.

D. The maximum number of days allowable by the Perry Board of Education shall be 30% of the unused accumulated sick leave, which may not exceed 90 days for the 2024-2025, 2025-2026 and 2026-2027 school years.

E. Severance pay is to be computed in the following manner: Days allowable times the employee's daily rate of pay at the time of retirement equals severance pay. The employee's daily rate of pay will be averaged if the daily rate varies throughout the workweek. The daily rate is the sum of the salary schedule wage, professional growth stipend(s), longevity pay, the department head stipend, and Board paid STRS pick-up of the employee share.

F. No retirement deductions will be taken from the severance pay. Income tax deductions will be taken from severance pay.

G. Severance pay will be awarded within the parameters of IRS regulations (provided the employee has complied with Section H of this article). The date of the payment must satisfy the IRS regulations stipulated in Section J of this article.

H. To authorize the payment of severance, the retiree must present a copy of his/her first retirement check to the Treasurer's office within four (4) months of separation from Board employment. Payment will be made in the first payroll following receipt of the copy of the retiree's first retirement check, unless the employee designates in writing that they wish payment to be delayed until the next calendar year. Severance pay shall be made no later than February 1 of the calendar year following retirement.

I. Provisions in this policy not permitted by law shall be considered null and void.

J. If IRS regulations permit, then employees shall be given the opportunity to tax shelter severance pay to a tax sheltered annuity plan. In order to do so, a written request must be submitted to the Treasurer's Office prior to the employee's last day of employment. This payment shall be made within the parameters of IRS regulations (provided the employee has complied with Section H of this article). It is the sole responsibility of the employee to ensure that any of the deferral limits on income as stated in the IRS code have not been exceeded.

ARTICLE XXXIII – SIGNING IN AND OUT

Members of the bargaining unit must sign in and out of their building if they leave the building during the school day. Signing in and out may be accomplished in person at the principal's office or electronically from the individual's classroom computer.

ARTICLE XXXIV – SPECIAL EDUCATION GUIDELINES

The Perry Local Administration and the Perry Classroom Teachers' Association agree to follow the Special Education Guidelines established by the Special Education Committee in 2010. A committee that shall be equally represented by members of the Administration and the Association must approve any changes to these guidelines. The Superintendent shall appoint the committee members representing the Board and the PCTA President shall appoint the committee members representing the Association. Any decisions of the committee shall not supersede other provisions specified within this Agreement. The committee will meet periodically or as requested by either party as needed to resolve problems/issues in the special education area, and when necessary, to update the guidelines.

ARTICLE XXXV – SPLIT CLASSES

There shall not be any split classes in the elementary schools. Exceptions may be made by mutual agreement of the teacher involved and the administration.

ARTICLE XXXVI – TEACHER BASED TEAMS GUIDELINES

The Perry Local Administration and the Perry Classroom Teachers' Association have collaboratively established the Teacher Based Teams Guidelines. A committee equally represented by members of the Administration and the Association must approve any changes to these guidelines. The Superintendent shall appoint the committee members representing the Board and the PCTA President shall appoint the committee members representing the Association. Any decisions of the committee shall not supersede other provisions specified within this agreement.

ARTICLE XXXVII – TEACHER/COUNSELOR OBSERVATION, EVALUATION, NON-RENEWAL, TERMINATION

A. The Board and Association agree to follow ORC 3319.11 (http://codes.ohio.gov/orc/3319.11), ORC 3319.111 (http://codes.ohio.gov/orc/3319.111) and ORC 3319.16 (http://codes.ohio.gov/orc/3319.16) regarding the observation, evaluation, non-renewal and termination of employees except ORC 3319.11 and ORC 3319.111 shall not apply for any limited contract teacher who has not begun his/her fourth year of service in the district.

B. Limited contract teachers who have not begun their fourth year of service shall have no right to challenge evaluations and/or non-renewals under ORC 3319.11 or ORC 3319.111 or through the negotiated grievance procedure.

Limited contract teachers who have begun their fourth year of service and all continuing contract teachers shall have the right to pursue and resolve evaluations and/or non-renewals through the negotiated grievance procedure.

C. The tool used for the purpose of observation, evaluation, non-renewal, or termination for classroom teachers and counselors was created by a team of administration and Association members. This tool will be made available in hard copy form upon request by bargaining unit members. The tool will also be made available on the district website. This tool will be improved if changes are warranted; however, no changes can be made to any evaluation tool unless mutually agreed upon by the Board and Association.

D. A teacher or counselor shall be entitled to Association representation at any conference held during this procedure in which the teacher or counselor will be advised of an impending adverse personnel action.

E. The Evaluation procedures set forth in this agreement follow statutory obligations established under Sections 3319.111**,** 3319.12 and 3319.113 of the Ohio Revised Code and align to the framework for the evaluation of teachers/counselors developed under section 3319.112 and 3319.113 of the Ohio Revised Code. This procedure shall only apply to teachers/counselors working under a license issued under sections 3319.22, 3319.26, 3319.222 or 3319.226 of the Ohio Revised Code and spend at least fifty percent (50%) of their time providing student instruction. In the event a bargaining unit member does not spend at least fifty percent (50%) of their time providing student instruction or is not under the counselor evaluation procedure, the evaluation procedures will continue to follow past evaluation procedures unless mutually agreed upon and reduced to writing by both the administration and the association.

1. Teachers and counselors will be given one summative evaluation each school year. Each evaluation must include a minimum of two thirty-minute formal observations along with walkthroughs (at least two with a maximum of four). The first evaluation shall be conducted before January 15, and the second shall be completed prior to May 1. The final summative evaluation for teachers will be based on the evidence provided by the teacher and on the formal observations and walkthroughs by the teacher's assigned evaluator. The final summative evaluation will be delivered to the teacher or counselor no later than May 10.

2. Teachers and counselors on a one-year contract, or in the final year of a limited contract whom the employer intends to not recommend for renewal of their contract will be given

the final summative rating as specified in section 1 of this Article, with the exception that the evaluation must include a minimum of three (3) thirty (30)-minute formal observations along with at least two (2) walkthroughs as required under ORC 3319.11.

3. Teachers and counselors who received a rating of "accomplished" on their most recent evaluation and have begun their fourth year of service in the district shall not be subject to another evaluation cycle until the third school year following the rating, unless it is determined, in writing and through a preponderance of evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

   Teachers and counselors who received a rating of "skilled" on their most recent evaluation and who have begun their fourth year of service in the district shall not be subject to another evaluation cycle until the second school year following the rating, unless it is determined, in writing and through a preponderance of evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

   In any year in which a teacher or counselor who has been formally evaluated as a result of having previously received a rating of accomplished or skilled, a credentialed evaluator shall conduct at least one (1) observation of the teacher or counselor and hold at least one (1) conference with the teacher or counselor.

   A formal evaluation shall not be conducted for any teacher or counselor who was on leave for fifty percent (50%) or more of the school year or has submitted notice of retirement, and such notice has been acted upon by the Board of Education, on or before December 1 of the school year in which they plan to retire.

   Absent extenuating circumstances or by mutual agreement between teacher or counselor and evaluator, a post-observation conference shall be held within 15 workdays following the final thirty (30)-minute formal observation during which areas of reinforcement and refinement shall be discussed.

4. Formal observations shall not be scheduled the first or last week of school or the day before or after a holiday.

5. If a teacher or counselor is rated Ineffective, a Professional Improvement Plan noting a desired level of performance, including a specific plan of action, supports, as well as opportunities for professional development shall be given in writing and will be provided to the teacher or counselor.

   a. A follow-up observation will be held to assess the teacher's or counselor's progress as contained in the Professional Improvement Plan.

   b. Absent extenuating circumstances or by mutual agreement between teacher or counselor and evaluator, a Professional Improvement Plan conference will be held within 10 workdays after this follow-up observation to discuss improvements and continuing deficiencies. Due dates for desired level of performance shall be noted on the Professional Improvement Plan.

6. Nothing shall be added to an evaluation that has not been discussed with the person being evaluated.

7. The final summative evaluation form shall be signed by the evaluator. The form should then be signed by the teacher or counselor to verify notification to the teacher or counselor that the evaluation will be placed in the personnel file. However, the teacher's or counselor's signature should not be construed as evidence that the teacher or counselor agrees with the content of the evaluation report.

8. The teacher or counselor shall have the right to make a written response to the evaluation which shall be attached to the evaluation report and placed in the teacher's or counselor's personnel file. This right must be exercised within thirty (30) days of receipt of the summative evaluation. A copy signed by both parties shall be retained by the teacher or counselor. The evaluator's signature shall be construed as evidence of the evaluator's knowledge of such rebuttal.

9. The Evaluation Forms will be the only forms used in the formal evaluation process.

10. The evaluation procedure contained in this agreement shall not be used in any decision concerning the retention, promotion, removal, reduction or recall of any teacher until three (3) evaluation cycles have been completed.

11. The Association and the Board agree to establish a standing joint evaluation committee (OTES/OSCES Committee) for the purpose of establishing policy, procedure and processes, including the High Quality Student Data (HQSD) and the evaluation instruments for the evaluation of teachers and counselors in the District and to regularly review the effectiveness of said factors of the evaluation of teachers and counselors in the District.

12. The OTES/OSCES committee shall be comprised of no more than five (5) association members appointed by the Association President and five (5) members appointed by the Superintendent and/or designee.

13. The Association and the Board agree to establish a standing joint committee (HQSD Committee) for the sole purpose of assessing, reviewing, and approving the many facets of HQSD and providing professional development on HQSD for the employees of Perry Local Schools.

14. The Teacher Evaluation committee shall not have the authority to negotiate wages, hours, or terms and conditions of employment.

15. The HQSD committee shall consist of teachers and administrators representing elementary schools, the intermediate school, the middle school, high school, and the specialty areas within the District. At the intermediate, middle, and high schools, the HQSD Committee shall be comprised of department chairs and administration. At the elementary schools, the HQSD Committee shall comprise of only building administration. If the HQSD resources are denied at the elementary school by the building administration twice, the teacher may request the building PCTA representative or other person appointed by the PCTA president may review and provide feedback on the submission. If a teacher so requests, the administration shall grant the request.

16. Any committee work performed outside of the contractual work day shall be paid at the Base hourly rate.

17. An evaluator must be a full-time, credentialed contracted employee of the Perry Local School District unless waived by the teacher. Every effort will be made for teachers and counselors to be evaluated by their building administrator(s).

18. After the first observation, the teacher or counselor may request that another evaluator be assigned by the Superintendent to conduct the second observation. The request must be directed to the principal who will present the request to the Superintendent. The Superintendent will use his/her discretion in providing a second evaluator, if any. If a second evaluator is brought in per the above, any contract recommendation shall reflect all observations and evaluations.

19. Each traveling teacher or counselor shall be assigned to only one administrator for the purpose of the evaluation procedure. The administrator may seek input from other administrator(s) (in whose building(s) said traveling bargaining unit member is assigned during the school year) in making the evaluation. Any said input shall be provided to the bargaining unit member as part of the evaluation process.

20. When utilizing vendor assessments to construct HQSD, all related materials shall be purchased, and all affected staff shall be trained on utilization and other considerations by September 15.

21. When determining the HQSD:

    1. Students who are absent forty-five (45) days of school shall not be included in the value-added data.

    2. Students who are absent forty-five (45) days and/or class periods will not be included in the locally determined data.

22. HIGH QUALITY STUDENT DATA (HQSD):

    1. Each evaluation shall contain two (2) measures of high quality student data (HQSD). When applicable to the grade level or subject area taught by the teacher being evaluated, HQSD shall include the value-added progress dimension as one (1) source of HQSD.

    2. When utilizing vendor assessments to construct HQSD, all related teaching, student, and other educational materials shall be purchased, and all affected staff shall be trained on utilization of the assessment program

    3. The OTES Committee shall provide a recommendation to the Superintendent and Association President on the use of a proposed vendor assessment prior to submission to the Board of Education. The committee may ask for the vendor to make a presentation to the committee.

23. In the event that a teacher and evaluator are unable to agree on the evaluator's expectations for the Improvement plan, the teacher may request a mutually agreed teacher/administrator team of the district to facilitate further discussion between the teacher and the evaluator toward development of the Improvement plan.

24. The Superintendent shall annually file a report to the Department of Education including only the following information: the number of teachers and counselors for whom an evaluation was conducted as well as the number of teachers and counselors assigned each rating (Accomplished, Skilled, Developing or Ineffective) aggregated by teacher preparation programs and the years in which the teachers and counselors graduated. All other information and documents obtained through the evaluation process shall be stored and maintained by district.

25. Seniority shall not be the basis for making retention decisions, except when choosing between teachers and counselors who have comparable ratings. Teachers and counselors who are designated as Accomplished, Skilled, or Developing shall be considered comparable. In no instance shall Ineffective be comparable.

26. Any decisions to change or in any way alter the provisions set forth in this Article shall be obtained by mutual agreement from the evaluation committee and then ratified by both the Association and the Board through a Memorandum of Understanding.

27. In the event of legislative action by the Ohio General Assembly or action by the Ohio Department of Education that impacts in any way on this topic, the parties to this agreement shall discuss this topic to determine whether adjustments are appropriate during the term of this agreement. The implications of changes made to the Ohio Revised Code regarding evaluation may be bargained without opening the entire negotiated agreement. In the event of any legislative or ODE changes only those articles that are affected shall be amended.

ARTICLE XXXVIII – VACANCIES AND TRANSFERS

A. The Board and Association agree that it is the sole responsibility of the administration to place the best possible staff member in each position throughout the district. Therefore, each building administrator has the right to determine the subject(s), course(s), and grade level(s) that each staff member in his/her building is assigned.

B. All retirements, resignations, and non-renewals shall be communicated through the Board agenda. If an opening exists after all staff members in a building are assigned, then that position must be communicated to all bargaining members by sending a general e-mail to all users. All administrative openings, excluding superintendent or assistant superintendent positions, supplemental openings, and newly created positions must also be communicated in similar manner. Leave of absence positions and openings that occur from August 1 to the end of the fifth (5^{th}) student contact day do not need to be posted.

A position is defined by the certification/license required for the position and the building(s) in which the job is housed. The posting should identify the assignment whenever possible. For instance, it should state “Whipple fourth grade” or “PHS social studies.” The specifics of the assignment (e.g. which courses taught) do not have to be identified on the posting.

C. Bargaining unit members applying for a posted opening should submit a Position Interest Form (PIF) to the superintendent or designee within five (5) days of the posting. The PIF will serve as the letter of intent. Members may be granted an interview with the superintendent or his/her designee before the position is filled.

Administrative positions shall be posted for at least five (5) days. After June 30, the Board shall have the right to post an administrative position for a minimum of two (2) days. Administrative positions that occur from August 1 to the end of the fifth (5^{th}) student contact day do not need to be posted. After the fifth student contact day, and prior to June 30, any positions still unfilled or that newly open, shall be posted for five (5) days.

Further, the Board shall have the right to post a position for less than five (5) days but no less than three (3) days when closing the posting is necessary to secure staffing prior to the July 10 deadline for individuals to give notice of intent to leave their current districts.

D. A teacher may withdraw a request for transfer anytime prior to the actual notice of transfer.

E. The administration will advise candidates of the outcome as soon as possible following selection of a candidate for a given position. If so requested, a post conference may be arranged by the applicant to discuss with the superintendent or his/her designee reasons for the applicant's rejection.

F. A transfer between buildings, any change of assignment at the elementary level, or a significant reassignment within the same building that is initiated by the administration will be made only after written notice by personal delivery or email during the school year, and email and regular mail during the summer of the intended change provided to the teacher and the Association president. The written notice shall include notice that the teacher has the right to request a meeting with the Superintendent or his/her designee prior to the effective date of the transfer to discuss the change.

ARTICLE XXXIX – TITLE-FUNDED INSTRUCTORS

A. The Title-funded instructors shall be contracted for 5.5 hours per day, in addition to a 30-minute unpaid lunch. Within the 5.5 contracted hours, each Title-funded instructor shall receive 30 minutes of planning time. Any time worked beyond that workday shall be compensated by timesheet. Title-funded instructors must receive approval in advance from their supervisor to work beyond the workday.

B. Title-funded instructors will follow the same work calendar as the other certified teachers.

C. Title-funded instructors ***shall*** attend staff meetings and data check-ins and shall be paid by timesheet for the time spent in those meetings beyond the contracted workday. Title-funded instructors ***may*** attend Open House and shall be paid by timesheet for that time.

D. Title-funded instructors are required to attend parent teacher conferences and fulfill their contracted hours between the two evenings in both the fall and spring in order to receive the exchange days.

E. Title-funded instructors are required to plan and host up to two Family Nights. The District shall have sole discretion to determine the number of Family Nights, up to two. They shall be paid by timesheet for up to two (2) hours of planning/creating activities for each event. They shall be paid by timesheet for up to four (4) hours for each event itself; this includes setup, the event and cleanup.

F. Title-funded instructors are not eligible for continuing contract.

G. In the event of a Reduction in Force, Title-funded instructors cannot replace classroom teachers, nor can classroom teachers replace them. A separate seniority list shall be used for Title-funded instructors.

H. To the extent this Article conflicts with other portions of the Agreement, Title-funded instructors are governed by this Article.

ARTICLE XL – EFFECTS OF AGREEMENT

A. All items shall be in effect for 3 years, from July 1, 2024, and remain in effect through June 30, 2027.

B. Negotiations shall be pursued as per the Negotiation and Recognition Procedure herein.

C. If any provision of this document or any application of the document to any certified person or persons shall be found contrary to law in a manner not permitted by ORC 4117 (http://codes.ohio.gov/orc/4117), then this provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force. The parties shall meet within 10 days of a request by either party to determine the extent, if any, to which changes must be made. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

D. These agreements shall be the basis from which future negotiations shall proceed, and if any item is not changed through future negotiations, it shall be carried forward, in writing, to each future Agreement.

E. If during the term of this Agreement the Board is required by law to negotiate mid-term on terms and conditions of employment, then the parties will meet to negotiate within 30 days.

When impasse is reached over items not contained in the contract, the Board may implement its last best offer. The Board is not required to participate in the dispute resolution process prior to Board implementation.

The parties have authorized their representatives to sign below.

For the Association

PCTA President

Negotiator

Negotiator

Negotiator

Negotiator

For the Board of Education

Board of Education President

Superintendent

Negotiator

Negotiator

Negotiator

SALARY SCHEDULE A1
2024-2025 School Year
(For bargaining unit members hired before July 1, 1989)

Step	B.A. Salary	B.A. 150 Salary	M.A. Salary
1	$41,908	$43,836	$45,847
2	$43,836	$45,847	$48,278
3	$45,764	$47,859	$50,709
4	$47,691	$49,871	$53,139
5	$49,619	$51,882	$55,570
6	$51,547	$53,894	$58,001
7	$53,558	$56,324	$60,850
8	$55,570	$58,755	$63,700
9	$57,582	$61,186	$66,550
10	$59,593	$63,616	$69,400
11	$61,605	$66,047	$72,249
12	$64,790	$69,232	$75,602
13	$67,975	$72,417	$78,955
14	$71,160	$75,602	$82,307
16	$71,160	$75,602	$82,307
19	$71,160	$75,602	$82,307
21	$71,160	$75,602	$82,307
24	$71,160	$75,602	$82,307
26	$71,160	$77,111	$83,732
29	$71,160	$77,111	$83,732
31	$71,160	$78,368	$85,409
32	$71,160	$78,368	$85,409

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$629
20	3.0%	$1,257
25	4.5%	$1,886
30	6.0%	$2,514
35	7.5%	$3,143

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,458
PG2	6.96%	$2,917
PG3	10.44%	$4,375
PG4	13.92%	$5,834
PG5	17.40%	$7,292

SALARY SCHEDULE A1
2025-2026 School Year
(For bargaining unit members hired before July 1, 1989)

Step	B.A. Salary	B.A. 150 Salary	M.A. Salary
1	$42,746	$44,712	$46,764
2	$44,712	$46,764	$49,243
3	$46,679	$48,816	$51,723
4	$48,645	$50,868	$54,202
5	$50,611	$52,920	$56,681
6	$52,578	$54,971	$59,160
7	$54,629	$57,451	$62,067
8	$56,681	$59,930	$64,974
9	$58,733	$62,409	$67,881
10	$60,785	$64,888	$70,787
11	$62,837	$67,368	$73,694
12	$66,085	$70,616	$77,114
13	$69,334	$73,865	$80,533
14	$72,583	$77,114	$83,953
16	$72,583	$77,114	$83,953
19	$72,583	$77,114	$83,953
21	$72,583	$77,114	$83,953
24	$72,583	$77,114	$83,953
26	$72,583	$78,653	$85,407
29	$72,583	$78,653	$85,407
31	$72,583	$79,935	$87,116
32	$72,583	$79,935	$87,116

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$641
20	3.0%	$1,282
25	4.5%	$1,924
30	6.0%	$2,565
35	7.5%	$3,206

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,488
PG2	6.96%	$2,975
PG3	10.44%	$4,463
PG4	13.92%	$5,950
PG5	17.40%	$7,438

SALARY SCHEDULE A1
2026-2027 School Year
(For bargaining unit members hired before July 1, 1989)

Step	B.A. Salary	B.A. 150 Salary	M.A. Salary
1	$43,601	$45,606	$47,698
2	$45,606	$47,698	$50,227
3	$47,611	$49,791	$52,756
4	$49,617	$51,884	$55,285
5	$51,622	$53,977	$57,814
6	$53,628	$56,070	$60,342
7	$55,721	$58,598	$63,307
8	$57,814	$61,127	$66,272
9	$59,906	$63,656	$69,237
10	$61,999	$66,185	$72,202
11	$64,092	$68,714	$75,166
12	$67,406	$72,027	$78,654
13	$70,719	$75,341	$82,142
14	$74,033	$78,654	$85,630
16	$74,033	$78,654	$85,630
19	$74,033	$78,654	$85,630
21	$74,033	$78,654	$85,630
24	$74,033	$78,654	$85,630
26	$74,033	$80,224	$87,113
29	$74,033	$80,224	$87,113
31	$74,033	$81,532	$88,859
32	$74,033	$81,532	$88,859

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$654
20	3.0%	$1,308
25	4.5%	$1,962
30	6.0%	$2,616
35	7.5%	$3,270

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,517
PG2	6.96%	$3,035
PG3	10.44%	$4,552
PG4	13.92%	$6,069
PG5	17.40%	$7,587

SALARY SCHEDULE A2
2024-2025 School Year
(For bargaining unit members hired after June 30, 1989 and before July 1, 1998)

Step	B.A. Salary	B.A. 150 Salary	M.A. Salary
1	$41,118	$43,009	$44,983
2	$43,009	$44,983	$47,368
3	$44,901	$46,957	$49,753
4	$46,792	$48,930	$52,138
5	$48,684	$50,904	$54,522
6	$50,575	$52,878	$56,907
7	$52,549	$55,263	$59,703
8	$54,522	$57,647	$62,499
9	$56,496	$60,032	$65,295
10	$58,470	$62,417	$68,091
11	$60,443	$64,802	$70,887
12	$63,568	$67,927	$74,177
13	$66,693	$71,052	$77,466
14	$69,818	$74,177	$80,756
16	$69,818	$74,177	$80,756
19	$69,818	$74,177	$80,756
21	$69,818	$74,177	$80,756
24	$69,818	$74,177	$80,756
26	$69,818	$75,657	$82,154
29	$69,818	$75,657	$82,565
31	$69,818	$76,891	$83,798
32	$69,818	$77,302	$84,210

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$617
20	3.0%	$1,234
25	4.5%	$1,850
30	6.0%	$2,467
35	7.5%	$3,084

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,431
PG2	6.96%	$2,862
PG3	10.44%	$4,293
PG4	13.92%	$5,724
PG5	17.40%	$7,155

SALARY SCHEDULE A2
2025-2026 School Year
(For bargaining unit members hired after June 30, 1989 and before July 1, 1998)

Step	B.A.	B.A. 150 Salary	M.A. Salary
1	$41,940	$43,869	$45,882
2	$43,869	$45,882	$48,315
3	$45,798	$47,895	$50,747
4	$47,728	$49,909	$53,180
5	$49,657	$51,922	$55,612
6	$51,586	$53,935	$58,045
7	$53,599	$56,367	$60,897
8	$55,612	$58,800	$63,749
9	$57,626	$61,232	$66,601
10	$59,639	$63,665	$69,453
11	$61,652	$66,097	$72,305
12	$64,839	$69,285	$75,660
13	$68,027	$72,472	$79,015
14	$71,214	$75,660	$82,370
16	$71,214	$75,660	$82,370
19	$71,214	$75,660	$82,370
21	$71,214	$75,660	$82,370
24	$71,214	$75,660	$82,370
26	$71,214	$77,170	$83,796
29	$71,214	$77,170	$84,216
31	$71,214	$78,428	$85,474
32	$71,214	$78,847	$85,893

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$629
20	3.0%	$1,258
25	4.5%	$1,887
30	6.0%	$2,516
35	7.5%	$3,146

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,460
PG2	6.96%	$2,919
PG3	10.44%	$4,379
PG4	13.92%	$5,838
PG5	17.40%	$7,298

SALARY SCHEDULE A2
2026-2027 School Year
(For bargaining unit members hired after June 30, 1989 and before July 1, 1998)

Step	B.A. Salary	B.A. 150 Salary	M.A. Salary
1	$42,779	$44,747	$46,800
2	$44,747	$46,800	$49,281
3	$46,715	$48,854	$51,763
4	$48,683	$50,907	$54,244
5	$50,650	$52,960	$56,725
6	$52,618	$55,014	$59,206
7	$54,672	$57,495	$62,115
8	$56,725	$59,976	$65,024
9	$58,778	$62,457	$67,933
10	$60,832	$64,939	$70,842
11	$62,885	$67,420	$73,751
12	$66,136	$70,671	$77,173
13	$69,388	$73,922	$80,596
14	$72,639	$77,173	$84,018
16	$72,639	$77,173	$84,018
19	$72,639	$77,173	$84,018
21	$72,639	$77,173	$84,018
24	$72,639	$77,173	$84,018
26	$72,639	$78,713	$85,472
29	$72,639	$78,713	$85,900
31	$72,639	$79,997	$87,184
32	$72,639	$80,425	$87,611

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$642
20	3.0%	$1,283
25	4.5%	$1,925
30	6.0%	$2,567
35	7.5%	$3,208

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,489
PG2	6.96%	$2,977
PG3	10.44%	$4,466
PG4	13.92%	$5,955
PG5	17.40%	$7,444

SALARY SCHEDULE B
2024-2025 School Year
(For bargaining unit members hired after June 30, 1998)

Step	B.A. Salary	B.A. +15 Salary	M.A. Salary
1	$41,118	$43,009	$44,983
2	$43,009	$44,983	$46,957
3	$44,901	$46,957	$48,930
4	$46,792	$48,930	$50,904
5	$48,684	$50,904	$52,878
6	$50,575	$52,878	$54,851
7	$52,549	$55,263	$57,647
8	$54,522	$57,647	$60,443
9	$56,496	$60,032	$63,239
10	$58,470	$62,417	$66,036
11	$60,443	$64,802	$68,832
12	$63,568	$67,598	$71,628
13	$66,693	$70,394	$74,424
14	$69,818	$73,190	$77,220
16	$69,818	$74,424	$78,864
19	$69,818	$74,835	$79,276
21	$69,818	$75,657	$80,509
24	$69,818	$76,068	$80,920
26	$69,818	$76,891	$82,154
29	$69,818	$77,302	$82,565
31	$69,818	$77,302	$83,798
32	$69,818	$77,713	$84,210

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$617
20	3.0%	$1,234
25	4.5%	$1,850
30	6.0%	$2,467
35	7.5%	$3,084

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,431
PG2	6.96%	$2,862
PG3	10.44%	$4,293
PG4	13.92%	$5,724
PG5	17.40%	$7,155

SALARY SCHEDULE B
2025-2026 School Year
(For bargaining unit members hired after June 30, 1998)

Step	B.A. Salary	B.A. +15 Salary	M.A. Salary
1	$41,940	$43,869	$45,882
2	$43,869	$45,882	$47,895
3	$45,798	$47,895	$49,909
4	$47,728	$49,909	$51,922
5	$49,657	$51,922	$53,935
6	$51,586	$53,935	$55,948
7	$53,599	$56,367	$58,800
8	$55,612	$58,800	$61,652
9	$57,626	$61,232	$64,504
10	$59,639	$63,665	$67,356
11	$61,652	$66,097	$70,208
12	$64,839	$68,949	$73,059
13	$68,027	$71,801	$75,911
14	$71,214	$74,653	$78,763
16	$71,214	$75,911	$80,441
19	$71,214	$76,331	$80,860
21	$71,214	$77,170	$82,119
24	$71,214	$77,589	$82,538
26	$71,214	$78,428	$83,796
29	$71,214	$78,847	$84,216
31	$71,214	$78,847	$85,474
32	$71,214	$79,267	$85,893

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$629
20	3.0%	$1,258
25	4.5%	$1,887
30	6.0%	$2,516
35	7.5%	$3,146

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,460
PG2	6.96%	$2,919
PG3	10.44%	$4,379
PG4	13.92%	$5,838
PG5	17.40%	$7,298

SALARY SCHEDULE B
2026-2027 School Year
(For bargaining unit members hired after June 30, 1998)

Step	B.A. Salary	BA +15 Salary	M.A. Salary
1	$42,779	$44,747	$46,800
2	$44,747	$46,800	$48,854
3	$46,715	$48,854	$50,907
4	$48,683	$50,907	$52,960
5	$50,650	$52,960	$55,014
6	$52,618	$55,014	$57,067
7	$54,672	$57,495	$59,976
8	$56,725	$59,976	$62,885
9	$58,778	$62,457	$65,794
10	$60,832	$64,939	$68,703
11	$62,885	$67,420	$71,612
12	$66,136	$70,329	$74,521
13	$69,388	$73,238	$77,430
14	$72,639	$76,147	$80,339
16	$72,639	$77,430	$82,050
19	$72,639	$77,858	$82,478
21	$72,639	$78,713	$83,761
24	$72,639	$79,141	$84,189
26	$72,639	$79,997	$85,472
29	$72,639	$80,425	$85,900
31	$72,639	$80,425	$87,184
32	$72,639	$80,852	$87,611

Longevity		
Years of Experience	Percent of Base Salary	Amount
15	1.5%	$642
20	3.0%	$1,283
25	4.5%	$1,925
30	6.0%	$2,567
35	7.5%	$3,208

Professional Growth Stipends		
Years of Experience	Percent of Base Salary	Amount
PG1	3.48%	$1,489
PG2	6.96%	$2,977
PG3	10.44%	$4,466
PG4	13.92%	$5,955
PG5	17.40%	$7,444

TITLE I

TITLE I 2024-2025				
Step	Hourly Rate	Hours Per Day	Contracted Days	Base Salary
1	$31.98	5.50	184	$32,364
5	$32.48	5.50	184	$32,870
10	$32.98	5.50	184	$33,376

TITLE I 2025-2026				
Step	Hourly Rate	Hours Per Day	Contracted Days	Base Salary
1	$32.62	5.50	184	$33,011
5	$33.12	5.50	184	$33,517
10	$33.62	5.50	184	$34,023

TITLE I 2026-2027				
Step	Hourly Rate	Hours Per Day	Contracted Days	Base Salary
1	$33.27	5.50	184	$33,669
5	$33.77	5.50	184	$34,175
10	$34.27	5.50	184	$34,681