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COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

CORY-RAWSON LOCAL BOARD OF EDUCATION

AND THE

CORY-RAWSON EDUCATION ASSOCIATION AFT/OFT

EFFECTIVE

JULY 1, 2024

THROUGH

JUNE 30, 2027

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ARTICLE I – RECOGNITION

A. Recognition

The Cory-Rawson Local School District Board of Education (hereafter "Board") recognizes the Cory-Rawson Education Association, A.F.T., O.F.T. (hereafter "C.R.E.A."), as the sole and exclusive bargaining representative for certified/licensed personnel and L.D. tutors hired under regular teaching contracts, excluding the Superintendent and principals. Hereafter bargaining unit members are referred to as "teachers" or "employees".

B. Term of Recognition

Recognition shall be continuous unless C.R.E.A. is removed or replaced in accordance with the provisions of the Ohio Revised Code Chapter 4117.

C. Scope of Negotiations

The subjects of negotiations will be all matters relating to wages, hours, terms and conditions of employment.

D. Recognition of Board

C.R.E.A. recognizes the Board as the locally elected body charged with the establishment of policies for public education in the Cory-Rawson Local School District (hereafter "District") and as the employer of all certified/licensed personnel.

E. Recognition of Superintendent

C.R.E.A. recognizes the Superintendent as the chief executive officer of the Board.

ARTICLE II – NEGOTIATIONS PROCEDURE

A. Negotiations Principles

If either the Board or C.R.E.A. desires to negotiate changes in terms and conditions of employment, it shall notify the other party, in writing, no later than three (3) months prior to the expiration of this Agreement of such desire. Notification from C.R.E.A. shall be submitted to the Superintendent. Notification from the Board shall be addressed to the C.R.E.A. President.

B. Choice of Format

Within ten (10) working days after receipt of such notice, an initial meeting will be held between the C.R.E.A. President and the Superintendent to determine whether to use the interest-based or traditional bargaining approach.

1. Interest-Based Bargaining

a. Good Faith Bargaining Definition

Good faith requires a commitment by the Board and C.R.E.A. to be willing to meet to identify for discussion and resolution items of concern, conflict,or disagreement related to salary, fringe benefits, and other terms and conditions of employment.

b. Outline of Process

Phase 1 I.B.B. training

Phase 2 Sharing of mission and issue statements
Establishment of ground rules

Phase 3 Establishment of categories

(1) Salary/Wages

(2) Benefits/Fringes

(3) Language – Rights/Procedures

(4) Working Conditions

(5) Housekeeping/Clean-up

Phase 4 Team resolution

Phase 5 Final contract writing

Phase 6 Joint ratification meeting

c. Facilitator

The Federal Mediation and Conciliation Service shall provide the facilitator.

d. I.B.B. Ground Rules

(1) Each team will consist of no more than five (5) members.

(2) No alternative team members are allowed.

(3) The Board will allow team members to attend all sessions. The Board will pay for substitutes when released time is given.

(4) As much as is possible, sessions will be scheduled not to conflict with anyone's work schedule.

(5) Each party must have at least three (3) members present to constitute a quorum.

(6) Negotiations dates will be established during Phase 2.

(7) Observers are not allowed. Experts and resource people are allowed if mutually agreed upon.

(8) No press releases are permitted unless wording is mutually agreed upon.

(9) Communications to constituents must be general in nature without identifying positions or specifics.

(10) All I.B.B. discussions are confidential.

(11) Caucuses are allowed but should be kept to a minimum with a usual length of 10-15 minutes. Disclosure of topic discussed need only be stated.

(12) The parties will furnish available information needed to resolve issues.

(13) Any costs will be shared equally.

2. Traditional Bargaining

a. Having chosen the traditional approach, negotiations shall begin within fifteen (15) working days.

b. The following I.B.B. ground rules shall apply: d. (1), (2), (4), (5), (7), (8),(9), and (12).

c. "Good faith" requires that the Board and C.R.E.A. be willing to react to each other's proposals. If a proposal is unacceptable, the other

side is obligated to give reasons why. Nothing shall compel either party to agree to a proposal or make a concession.

d. In the first session, proposals shall be in form and detail specifying that to which agreement is sought. Topical listings of items may be disregarded.

e. No new items may be submitted unless by mutual agreement.

f. Mediation – If agreement is not reached after sixty (60) days, either party may request mediation in an effort to reach a settlement. The teams shall request a mediator from the Federal Mediation and Conciliation Services whose rules shall cover the mediation.

If there are costs for such services, costs will be shared equally by the Board and C.R.E.A.

Mediation will continue for thirty (30) days unless both parties agree to extend this process.

C. Agreement

1. Tentative agreements shall be reduced to writing and initialed by a representative of each party.

2. If the successor agreement is ratified by C.R.E.A., the same shall be presented to the Board for ratification.

3. Within thirty (30) working days after signing, the agreement shall be made available to teachers and Board members. The Board shall be responsible for typing the final agreement. C.R.E.A. and the Board shall be responsible for the duplication and distribution to teachers as well as administrative personnel and Board members.

D. Transition from I.B.B. to Traditional Approach

1. Each party pledges an earnest effort to make I.B.B. successful; however, either party has the unilateral right to abandon the process at any time without being subjected to an unfair labor practice charge.

2. Tentative agreements remain tentative agreements. Once signed, they are done.

3. Issues discussed, but not resolved – each party has the right to establish fresh positions without regard to I.B.B. discussion.

4. Issues on agenda, but not discussed – same as 3.

5. Issues not on agenda for I.B.B. – no new issues allowed.

ARTICLE III – GRIEVANCE PROCEDURE

A. Definitions

1. Grievance: A grievance is defined as an alleged misapplication, misinterpretation, or violation of only the express written provisions of this Agreement or of established policy or practice.

2. Grievant: A teacher who files a grievance; or, in the event of a group grievance, C.R.E.A.

3. Days: Administrative work days.

B. General Provisions

1. Time Limits: The number of days indicated at each level shall be considered maximum, and every effort should be made to expedite the process. Any time limit may be extended by mutual written agreement. Failure of the employer to process a grievance within the time limits specified shall permit the grievant to proceed to the next step. Failure of the grievant to initiate the grievance or appeal a decision within the specified time limits shall result in the grievance being deemed waived and void.

2. Representation: The grievant may have a C.R.E.A. representative present at any formal meeting.

3. Written Decisions: Except at the informal level, all decisions at all levels of the grievance procedure shall be in writing and shall be transmitted promptly to all parties.

4. Reprisals: No reprisals of any kind shall be taken by the Board or any of its agents against any grievant, representative, C.R.E.A. member or any other participant in the grievance procedure by reason of such participation. Similarly, no reprisals of any kind shall be taken by the grievant or his/her C.R.E.A. representative against the Board or any of its agents.

C. Procedure

Step I. The grievant shall first discuss the grievance informally with the building principal.

Step II. If the discussion does not resolve the grievance, the grievant may

file a written grievance with the building principal within ten (10) days following the act or condition which is the basis of the grievance. The grievant shall be granted a conference within five (5) days after the principal's receipt of the request. The grievant shall be advised, in writing, of the time, place and date of such conference. The action taken shall be reduced to writing and copies sent to the grievant, C.R.E.A. President, and Superintendent.

Step III. If the Step II decision does not resolve the grievance, the grievant may appeal in writing to the Superintendent and request a conference. Failure to file such appeal within five (5) days from receipt of the written disposition at Step II shall constitute a waiver of the right to appeal. Upon request, a conference shall be conducted by the Superintendent within five (5) days. The Superintendent shall address the grievance, in writing, within five (5) days after the conclusion of the conference. Copies of the written disposition shall be sent to the grievant, building principal, and C.R.E.A. President.

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

Step V. If the action taken at Step IV does not resolve the grievance, the grievant may appeal to the Board within ten (10) days of receipt of the written Step IV disposition. The appeal shall be in writing and filed with the Board Treasurer. The Treasurer shall place the item on the agenda of the next regular meeting of the Board. If it chooses, the Board may conduct a special meeting to deal with the situation. The grievant shall be assured the right to present his/her case with representation before a subcommittee of the Board.

The Board shall act on the appeal no later than the next regular Board meeting following the Board meeting at which the grievance was received.

Step VI. If the Step V decision does not resolve the grievance, the grievant may, with the approval of C.R.E.A., submit the grievance to arbitration. The demand for arbitration shall be submitted to the Federal Mediation and Conciliation Service within ten (10) days after receipt of the Step V disposition. A copy will be mailed to the Superintendent at the same time as to FMCS with return receipt requested or hand delivered with the date of receipt noted. An arbitrator shall be selected in accordance with the rules of the FMCS. A hearing shall be held to permit each party the opportunity of presenting its case. The decision of the arbitrator shall be in writing and shall be rendered within thirty (30) days. The decision shall be final and binding. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. The Board and C.R.E.A. shall share the fees for and expenses of the arbitrator equally.

ARTICLE IV – DEDUCTIONS

A. C.R.E.A. Dues

1. Teachers may elect to become members of C.R.E.A. Teachers shall be given until the 30th of September to make their decision as provided for in Ohio Revised Code Section 4117.09.

2. C.R.E.A. shall notify the Board Treasurer of those who will pay dues deduction by no later than October 15th of each year. This voluntary authorization and assignment shall be effective for a period of one year from the date of authorization and shall automatically renew from year to year unless the member revokes in writing this authorization by sending written notice to the CREA between September 1 and September 30. Upon receipt of such notification, the CREA shall notify the Treasurer within two (2) workdays.

3. Dues payments shall be by payroll deduction and automatic without authorization of the employee. If a member's employment is voluntarily or involuntarily terminated, the Board shall withhold the unpaid balance of the annual dues obligation from the teacher's final paycheck upon written notice from the Association received by the Treasurer at least one (1) week before the issuance of the member's final paycheck.

4. C.R.E.A. indemnifies and holds the Board harmless against any and all claims, demands, suits, or other liability arising out of action taken by, or on behalf of, any teacher in opposition to dues collection, including but not limited to claims, demands, suits or other liability arising out of action taken by the Board to cease withholding dues after a member revokes his/her authorization consistent with Paragraph 2 above and out of action taken by the Board to withhold dues after a member is voluntarily or

involuntarily terminated consistent with Paragraph 3 above.

5. The Board Treasurer shall remit the dues payments to the C.R.E.A. specified bank account within seven (7) calendar days of the teacher pay day.

6. The CREA President shall be notified of newly hired teachers within five (5) workdays from the date of hire.

B. Annuities

Employees may participate in the tax-sheltered annuity program with payroll deduction by the Treasurer. The initial sign-up may be made at any time during the calendar year. A change by the employee can be accommodated only once in any subsequent calendar year.

C. Voluntary Employee COPE Deductions

The Board agrees to deduct from the individual's wages and transmit to the treasurer ofthe Ohio Federation of Teachers the amount specified for each pay period worked from the salary/wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by OFT/COPE.

These transmittals shall occur monthly and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted from each such employee. The Board will provide an electronic copy of the above mentioned transmission to the C.R.E.A.'s Treasurer within ten (10) days of the transmission.

ARTICLE V – WORKING CONDITIONS

A. School Calendar

The Board shall determine annually the days and the hours when school shall be in session for instructional purposes. The school calendar shall consist of no fewer than one hundred eighty-three (183) days for teachers and one hundred eighty-four (184) days for newly hired teachers. On the first teacher work day (second work day in the case of newly hired teachers), teachers will be accorded not less than three (3) hours for the purpose of preparing their classrooms and/or other materials for the upcoming year.

The Superintendent shall prepare, in cooperation with staff groups, a tentative calendar for Board consideration. The Board reserves the right to alter the calendar when necessary due to calamity days or unforeseen problems. The Board may choose to make up missed student instructional days after the first five (5) calamity days.

In the event the District uses more than five (5) calamity days in a given school year, the superintendent may implement remote learning days. When a remote learning day is declared (through the District text alert system), teachers will be required to report for work virtually by 10:00 a.m.

After the District uses 3-4 calamity days in a school year, building principals will establish expectations for remote learning days and share that information with teachers and families.

After five (5) student calamity days, the Superintendent may direct all teachers to provide instruction to students from home via a District-approved online format.

If, after the school year begins, alterations affect any terms and conditions of employment, the Labor Management Committee will work on the resolutions of those problems.

Administration of the calendar is the responsibility of the Superintendent. The Superintendent is responsible for emergency closing of the schools.

B. School Day

Teachers must be in respective buildings by 7:45 A.M. each morning. Teachers are to remain in their building until 3:15 P.M., unless working on another school assignment. Exceptions may occur due to snow and fog day delays.

C. Class Lists

Class lists shall be provided to K-6 teachers no later than three (3) weeks prior to the first teacher workday at the start of the school year; 7-12 teachers should be provided class lists no later than one (1) week prior to this teacher workday.

D. Special Education Teachers

Special education teachers shall be provided release time for the purpose of writing IEP's and/or holding IEP meetings with parents based on the number of IEP's the teacher is required to complete by the end of the school year according to the following schedule:

1-6 IEP's… .....one-half (1/2) day
7-12 IEP's… .....one (1) day
13-18 IEP's… .....one and one-half (1½) days
19-24 IEP's… .....two (2) days
25+ IEP's with ODE waiver
additional one-half (½) day for each aggregate of five (5) students in excess of 24.

The number of required IEP's shall be determined by EMIS report, barring any late-year move-ins or other unforeseen occurrences. No more than two (2)

Special Education teachers at one time may utilize this release time.

Substitutes will be provided for this day(s).

E. Posting of Vacancies

As full-time teaching and supplemental vacancies occur during the school year and summer months, they shall be made known to the existing staff via school e-mail. The above procedures also apply to posting of vacancies for TESOL tutors and summer remediation teachers. Any summer remediation positions will be posted before the end of the school year if it has been determined that a summer remediation program will be necessary for the ensuing summer.

Vacancies for home instruction tutors will be posted via school e-mail to all teachers for two (2) days before interviewing candidates who have expressed an interest. In hiring home instruction tutors, priority will be given to candidates who are teaching the grade level of the student, or the subject area needed.

These notifications are intended to communicate with the staff as fully as possible on teaching and supplemental vacancies. This does not restrict the administrative staff in mid-year emergency replacement situations. All above mentioned vacancies will be held open for five (5) administrative days in order to allow teachers the opportunity to express their interest; however, with respect to any vacancy occurring in the summer, on or after June 1, the vacancy will be held open for only two (2) administrative days, with the further understanding that a summer vacancy occurring after July 10 may be filled without delay.

F. Passes to School-Sponsored Activities

Each teacher will receive a Cory-Rawson general admissions pass to all Board-sponsored home functions/activities. At the teacher's annual option, the teacher will be provided with an additional pass(es) without charge for either (1) a guest, or (2) the teacher's spouse and school age (high school and below) children at home sporting events only; a teacher who accepts an additional pass(es) will work a number of gates equal to the number of additional pass(es) taken. On-staff coaches are not required to work gates. Excluded from the use of the pass(es) are all Ohio High School Athletic Association Tournament games, and any function/activity at the Cory-Rawson Schools in which proceeds are shared by participating schools. The pass(es) exclude(s) any meal functions and is good for admission only.

G. Split Class

A class with more than one (1) grade level in a traditional self-contained program will contain no more than twenty (20) students.

H. Drug-Free Workplace

The Board and C.R.E.A. agree to establish and maintain an educational setting which is not tainted by the use, or evidence of use, of alcohol or any controlled substance by employees.

C.R.E.A. recognizes the Board's authority to establish policies and guidelines that ensure a drug-free workplace, including the right to discipline (which may result in termination) if the employee is found in violation of such policies.

If an employee exhibits a consistent problem relating to the use of alcohol or other drugs, the Administration may request the employee to work on their assumed problem in accordance with Board Policy 3170.01, "Employee Assistance Program (EAP)." If the employee refuses, the Administration may require the employee to submit to a drug test at the Board's cost.

I. Labor Management Committee

A Labor Management Committee will meet prior to the Board meeting in September, November, February, and April unless both the Superintendent and C.R.E.A. President agree a meeting is not needed. The time and duration of the meeting will be determined by mutual agreement. Other meetings may be called if necessary. Prior to each meeting, the C.R.E.A. President and the Superintendent will establish an agenda.The membership of the Committee will consist of the Superintendent, Treasurer, and two (2) Board members, the C.R.E.A. President and three (3) other C.R.E.A. members chosen by C.R.E.A. The purpose of the Committee is to discuss concerns of either C.R.E.A. or the Board and if possible reach decisions by the use of consensus. Decisions by the Committee on non-contractual issues will be in effect immediately. Decisions by the Committee on contractual issues need to be ratified by the C.R.E.A.Executive Committee and the Board in order to be added to this Agreement.

J. Professional Development

The district will utilize "Power Hour" professional development time scheduled before or after the typical teacher work day (before 7:45 a.m. or after 3:15 p.m.). The time for these sessions will be taken from existing professional development days within the school calendar. The Superintendent shall provide "Power Hour" meeting dates for the year by the first teacher workday and the days and times of "Power Hours" should be scheduled considering input from the teaching staff. Attendance is mandatory, but in the case of an unavoidable conflict arising out of a teacher's involvement with a Cory-Rawson school-sponsored activity, illness, or other valid reason, the building principal may excuse a teacher's attendance. All District and Building-level professional development time will be driven by building-level initiatives and goals related to the Ohio Improvement Plan (OIP) and/or the District's strategic plan.

K. Teacher's Children Enrollment

Children of District teachers may attend District schools through open enrollment. No child of a District teacher will be denied open enrollment.

L. Substitute Lesson Plans

If teachers are absent, they will submit (or have submitted previous to the absence) substitute lesson plans directly to the principal or maintain them in a known location in the classroom for substitute use. Exceptions may be made by the principal in instances of extenuating circumstances. Additionally, teachers will provide ten (10) working days of substitute lesson plans for approved long-term absences, except in cases of significant and immediate catastrophic situations, either prior to or during the absences as determined by the principal and teacher.

M. Building Access

Permanent substitutes will be furnished with appropriate interior keys.

ARTICLE VI – EVALUATION

A. The evaluation procedure and forms for teachers and guidance counselors appear in the District's Standards-Based Teacher Evaluation policy and Standards-Based Counselor Evaluation policy (respectively) and its related forms are incorporated by reference as part of this Agreement.

B. Violation of procedural matters set forth in Board Policy for evaluations are subject to the grievance procedure appearing in Article III of this Agreement. However, the contents and merit of any evaluation shall be at the determination of the evaluator and are not subject to the grievance procedure.

C. If the procedures of the Standards-Based Teacher Evaluation policy or the Standards-Based Counselor Evaluation policy are not followed, a limited contract teacher or counselor cannot be non-renewed in that school year. This provision will supersede the non-renewal portions of Ohio Revised Code Section 3319.11(G)(1) through (7), in that a non-renewed teacher or counselor shall have no entitlement to a hearing or any other recourse provided for in this Section of the Ohio Revised Code.

ARTICLE VII – PROFESSIONAL MEETINGS

A. Teachers are to request, in writing, from their respective principals or supervisor, permission to attend professional meetings. It is expected that a relationship exists between the meeting to be attended and the employee's responsibilities at the District. Principals or supervisors are to manage the number of staff requesting to attend meetings so that the local educational program is not unduly interrupted. Requests are to be filed as much in advance of the meeting as possible. Approval must be granted before the meeting is attended. After attending the meeting, the member will provide feedback on the content of said

meeting to the appropriate building administrator.

B. Estimated expenses are to accompany all requests. Yearly appropriations will be the limiting factor regarding number of meetings approved. All requests should be weighed in relationship to local returns. A yearly rate of maximum per diem reimbursement for food, and lodging will be set by the Board. Registration fees and mileage at current rate will be paid for approved meetings.

ARTICLE VIII – S.T.R.S. PICK-UP

A. The Board shall "pick-up" the teacher's full contribution to the State Teachers Retirement System as authorized by S.T.R.S. Rule 3307-1-23, Federal Revenue Ruling No. 77-462 and OAG 82-097. Under these provisions the Board, upon proper application with S.T.R.S., shall not deduct state or federal taxes on the amount of the teacher's total required contributions to the S.T.R.S., and such shall be noted on or with the individual teacher's W-2 form.

B. If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service rulings, Ohio Attorney General Opinions, or other governing regulations, the Board will be held harmless and this Article of the Agreement shall be declared null and void.

ARTICLE IX – LEAVES

A. Maternity/Paternity

A leave of absence will be provided for childbirth under the Family Medical Leave Act as illustrated in Section I of this Article. Any teacher who does not qualify under Section I will be provided up to six (6) weeks of unpaid leave following the birth of the child and may use any of his or her accumulated sick leave for this specified leave period.

The need for any absences immediately preceding the birth of a child shall be documented by the attending physician and will be charged against accumulated sick leave.

B. Personal

A teacher will be granted up to three (3) days of paid personal leave per school year. With the exception of emergencies, these days will be based on the availability of substitutes with the further understanding that in no event will personal leave be approved for no more than 6 teachers/district on the same day. The following guidelines apply to the personal leave days:

1. May not be granted on parent/teacher conference days except in an emergency situation, as determined by the Superintendent.

2. May not be granted the first and last five (5) student days of any school year except for an immediate family event, i.e., attend graduation ceremonies, attend awards assembly, etc.

3. May not be granted for seeking or engaging in gainful employment.

If possible, written request for approval must be submitted at least one (1) week in advance through the building principal or supervisor to the Superintendent.

C. Sick

Sick leave is earned at the rate of one and one-fourth (1¼) days per month for a total possible of fifteen (15) days per year, accumulated to two hundred five (205) days.

Part-time teachers will continue to earn sick leave proportionately in accordance with past practice notwithstanding the formula appearing in Ohio Revised Code Section 3319.141. Teachers, upon approval of the responsible administrative office of the District, may use sick leave for absence due to personal illness, pregnancy, injury, exposure to contagious diseases which could be communicated to others, and for absence due to illness, injury, or death in the employee's immediate family. "Immediate family" is interpreted to include mother, father, step-parent, child, step-child, spouse, in-law (limited to mother in-law and father in-law), sibling, grandparent, grandchild, foster child and any individual living in the same household in permanent residency. Sick leave may be used for doctors/dentists appointments only if said appointments cannot be scheduled outside the school day. Sick leave use for this purpose can be used in full, half day or quarter day increments.

Teachers are required to furnish a written, signed statement via the Kiosk within five (5) workdays of using sick leave. Failure to report within five (5) workdays will result in a dock day. If a teacher uses more than ten (10) sick leave days in any given school year, the Superintendent may require a medical certificate from a physician that specifies the reason for the absence. Further, the teacher may be required to meet with the Principal or Superintendent upon his/her return to work. This meeting may result in a letter of counseling or an attendance review plan.

If a teacher has no accumulated sick leave remaining, the Board will advance a maximum of five (5) days in any one (1) school year. The teacher will return the advanced days out of future accumulation. If the teacher leaves employment prior to repayment of advanced days, he/she will be obligated to pay back to the District equivalent amounts for the advanced days that have not been regained plus the District's cost for providing coverage with a substitute on such days.

D. General

A teacher desiring a leave of absence shall apply in writing to the Superintendent

stating the purpose and length of the proposed leave. A leave may be granted upon recommendation by the Superintendent and approved by the Board. All leaves shall be without pay, accumulation of sick leave days, payment of retirement, medical, dental and vision insurance. However, a teacher may continue the group insurance at his/her own expense while on leave. Premiums will be paid quarterly, the first of which will be deducted from the teacher's last pay from the Board prior to the leave. Failure to pay the premium prior to the first day of any quarter will result in termination of the benefits as of that date.

Previously established rights to tenure shall be maintained. A year's leave shall not advance a teacher on the salary schedule unless he/she was in the armed services of the United States or any auxiliary thereof, (as per Ohio Revised Code Section 3319.14) or in a position of full-time teaching.

E. Peace Corps, Exchange Teacher Leave

A leave of absence without pay up to two (2) years may, upon the approval of the Superintendent, be granted to any teacher who joins the Peace Corps, VISTA, or serves as an exchange teacher and is a full-time participant in any of these programs. Upon return from such leave, a teacher will be considered as if he/she had been actively employed by the Board during the leave and will be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent, provided he/she was engaged in teaching during the leave.

F. Jury Duty

A teacher who is called to jury duty or subpoenaed as a witness in a non-school related case will be paid his/her per diem rate.

G. Assault or Injury Leave

1. Leave for employee absences resulting from assault or injury, while the employee is engaged in the performance of job-related duties, shall be granted without loss of pay and/or benefits.
2. Assault leave will be limited to a maximum of thirty (30) working days per school year, not chargeable to sick leave or personal leave, and shall be non-accumulative from year to year.
3. If upon the exhaustion of the allowed thirty (30) assault leave days, the individual is unable to perform his/her contracted duties, he/she may apply for sick leave, Workers' Compensation (if eligible), an unpaid leave of absence, or disability retirement. Should the individual qualify for Workers' Compensation, he/she shall receive the difference in pay between his/her regular rate of pay and the Workers' Compensation benefit until such time as the benefit terminates.

H. Bereavement Leave

Up to three (3) work days will be granted with pay to attend the funeral/ memorial service of a member of the teacher's immediate family and to take care of family business. (See Section C of this Article for the definition of "immediate family".) For purposes of this provision aunts and uncles will be considered immediate family. It is the teacher's responsibility to reasonably determine the number of days that will be necessary. These days will not accumulate and will not be deducted from sick leave.

If there is a funeral/memorial service for a person not in the teacher's immediate family, personal leave may be taken to attend the service. If all personal days have been taken, the employee may use sick leave (maximum of three (3) days) for this purpose.

I. Family Medical Leave Act

Teachers are entitled to the benefits provided by Federal Family Medical Leave Act of 1993 and in accordance with Board Policy 3430.01.

Such leaves shall provide for twelve (12) weeks of maintenance of medical benefits by the Board, while a teacher is on a leave and such absence is a result of the birth or care of a child, the adoption or foster care of a child, the care of a spouse, child, or parent if such individual has a serious health condition, a serious health condition of the teacher which disables him/her from performing the functions of his/her position, or for one of the military-related circumstances that justify leave under the Act. For purposes of this Section, a year shall be defined on an individualized and rolling basis.

For further information concerning this Act, contact the Superintendent's office.

J. Dock Days

Dock Days should only be requested and approved under very limited circumstances. An employee may request a dock (unpaid) day based on the following conditions:

1. All personal leave days must be used or approved for use prior to any request, unless there is a unique situation that has prior approval of the Superintendent.
2. A request must be made in writing to the Superintendent at least three (3) work days in advance of the requested day off, except in the case of an emergency.
3. The Superintendent may grant up to three (3) dock days per year at his/her discretion. If there is a unique situation, additional dock days may be approved by the Board.

K. Late Arrival/Early Departure

Teachers who need to arrive late or leave early for appointments may request permission from the Administration to do so. If approved, the teacher is responsible for securing coverage for any missed class periods.

L. Sick Leave Donation

A sick leave donation committee consisting of four (4) members shall administer a sick leave donation plan for use in catastrophic cases. The Superintendent shall appoint two (2) members and the CREA President shall appoint two (2) members.

The eligibility criteria shall include the following:

a. The requesting employee must have exhausted all paid leave before requesting donation days (all sick leave, personal leave, and advanced sick leave days);
b. The plan pertains only to the requesting employee's personal illness/injury or the illness/injury of the employee's immediate family member, defined for purposes of this plan as spouse, child, or stepchild.

An employee seeking donation days shall submit to the Superintendent the number of days requested and specific details of the catastrophic situation in writing. The committee shall approve or deny the application and send a letter of notification of the approval or denial to the applicant. In the event the committee is unable to reach consensus, the Superintendent shall make the final determination.

If the application is approved:

a. The CREA is responsible for sharing the donation request with its members and seeking donations.
b. The CREA shall notify the Treasurer of the Board, in writing, of the number of sick leave days to be deducted, from whom, and the person receiving the donated days. Included in the notice shall be a signed statement by the donating employee authorizing the Treasurer to transfer the days. The following limitations apply:
    i. The donating employee must contribute sick leave days in units of one day;
    ii. The maximum number of sick leave days a donating employee can contribute to the plan in any one school year is five (5) sick days;
    iii. The donating employee may not donate earned "bonus" severance days.
c. Sick leave days will be paid at 100% of the receiving employee's daily rate of pay.

d. The receiving employee will not earn sick leave while using donated days.

e. If multiple employees donate sick time to the recipient: for each day donated, a "ticket" will be composed with the donor's name. Each time the recipient needs a donated sick day, a ticket will be drawn to determine whose day to use. The Treasurer will notify the donor that a day will be deducted from his/her donated days. If any donated days remain that were not needed by the recipient, those days will be "returned" to the donor(s) who are left in the drawing.

f. For administration purposes, days will not be deducted from the donor's accumulated leave bank until the days are used by the recipient. In the same respect, the sick leave days will not be added to the recipient's accumulated sick leave bank until needed and will be immediately deducted for use.

ARTICLE X – SEVERANCE PAY

A. At retirement, severance pay will be granted to a teacher for sick leave accumulated in his/her primary position of employment. The retiree will be reimbursed at his/her daily rate at the time of retirement. The employee will receive payment for one-third (1/3) of the accumulated days.

Severance days will be granted at retirement according to the following scale:

Up to 9 years in the District = 30 days maximum
10-15 years in the District = 45 days maximum
16-20 years in the District = 50 days maximum
21-25 years in the District = 55 days maximum
26 or more years in the District = 60 days maximum

This payment will be made within two and one-half (2-1/2) months after the effective date of retirement, as certified by S.T.R.S.

An employee that has more than ten (10) bonus severance days to his/her credit (under Article X, Section B of the 2021-2024 negotiated agreement) as of June 30, 2024, shall be paid a one-time stipend payment at the employee's 2023-2024 daily rate of pay as of June 30, 2024 for bonus severance days earned in excess of ten (10). For illustration purposes, an employee that has earned 10 bonus severance days under Article X, Section B of the 2021-2024 negotiated agreement as of June 30, 2024 is not entitled to payment under this provision. An employee that has earned 11 bonus severance days under Article X, Section B of the 2021-2024 negotiated agreement as of June 30, 2024 is entitled to a one-time stipend payment calculated as follows: 1*(2023-2024 per diem rate of pay).

The Board shall make the payment by August 31, 2024.

ARTICLE XI – REIMBURSEMENT

A. Third Grade Guarantee

Any teacher required by the Board to take the Third Grade Reading Guarantee Test shall be reimbursed for the actual cost of the test, up to a maximum reimbursement of $130, upon proof of passage. If a teacher leaves the District within one (1) year, the teacher will repay the cost of the test.

B. Graduate Classes

The Board will reimburse a portion of the cost per semester hour for coursework that is preapproved by the Superintendent. Coursework should place emphasis on the member's teaching field or related teaching field. This could include administration, curriculum, and/or counseling coursework. The maximum payment for a course is up to Two Hundred Fifty Dollars ($250) per semester hour. A maximum of nine (9) semester hours per year will be eligible for reimbursement on a first-come first-served basis. The maximum amount to be budgeted by the Board will be Sixteen Thousand Dollars ($16,000) each fiscal year. If during any fiscal year of this Agreement the maximum is not reached, the amount left over will be divided on an hourly pro-rated basis among teachers who submit more than nine (9) semester hours. The maximum reimbursement for each additional hour will not exceed the dollar maximums set above. If the maximum amount during any fiscal year of this agreement is reached, then that amount will be increased by One Thousand Dollars ($1,000) for the following fiscal year; and the reimbursement concept stated above will be applied if appropriate for that fiscal year.

Only grades of A, B, or S will be reimbursed.

Reimbursement payments for graduate classes will be made four (4) times per fiscal year: September 20th, December 20th, March 20th, June 20th . Proof of payment and the grade report must be filed with the Treasurer of the Board no later than ten (10) calendar days prior to any of these dates.

If a teacher resigns or retires from the District on or after May 1, he/she will be obligated to pay back to the District any graduate class reimbursement received on June 20th.

C. Local Professional Development Committee (LPDC)

1. Purposes. The purposes of this organization are as follows:

    a. To determine if course work and other continuing education activities completed by educators meet the requirements for renewal of certificates and licenses;
    b. To plan, promote and facilitate effective and efficient teacher training and staff development as it relates to licensure;

c. To promote professional relations and cooperation among professionals.

2. Name. The name of this LPDC shall be the Cory-Rawson Local Schools Local Professional Development Committee.

3. Representation of Members. The Cory-Rawson Local Schools Local Professional Development Committee shall consist of representatives of the Cory-Rawson Education Association and the Cory-Rawson Local Schools administration.

4. Structure. The Cory-Rawson Local Schools Local Professional Development Committee will consist of one committee with district-level scope. It shall be comprised of three members of the Cory-Rawson Education Association (including one officer), the Cory-Rawson Director of Curriculum, Instruction & Career Development, and one administrator as appointed by the superintendent. It is recommended that the teachers represent the areas of early childhood, adolescent/young adult, and intervention specialists. The LPDC will be established in accordance with any collective bargaining agreement in effect with the district. In the absence of a collective bargaining agreement, the exclusive representative of the district's teachers will call for volunteers or appointed or elected members to serve on the LPDC and shall designate replacement members in the case of vacancies, unless the collective bargaining agreement specifies a different method of selecting such members. The superintendent shall appoint or call for an administrator volunteer.

   In all cases there shall be a majority of teacher members of the Cory-Rawson Local Schools Local Professional Development Committee. Officers will be elected from among the LPDC members and will perform necessary duties including those designated in this agreement.

   a. The LPDC committee will establish an appeals process and committee.
   b. Teaching members of the LPDC will receive a stipend of $25 per hour for meetings.
   c. The chair of the committee will receive a stipend of $25 per hour for meetings and $225 for duties outside of meetings.
      i. Any non-routine LPDC-related meetings or tasks will be paid at the $25 hourly rate with superintendent's approval.

5. Selection of Officers. The election of chair shall be conducted at the last meeting of the academic year. Candidates receiving the highest number of votes shall be declared elected to a term of office beginning on July 1st of the

ensuing year. The duties of the officers shall be determined by the LPDC and will include but not be limited to the following:

(1) Chair

a. Shall preside at all meetings of the LPDC;

b. Shall call a meeting of the officers within thirty (30) days after election and shall call other meetings which are deemed necessary for the carrying out of the policies and business of the LPDC (typically 3 times annually—following each turn-in date);

c. Shall work closely with any consultant or advisor utilized by the LPDC;

d. Shall represent the LPDC as the liaison to the Ohio Department of Education, and may attend required meetings on behalf of the LPDC;

e. Shall notify the district treasurer in writing at the end of the school year the names of the committee members who have fulfilled their duties and are to be paid the stipend;

f. Shall coordinate committee communications;

g. Shall appoint a committee member to take and keep accurate minutes at meetings.

6. Member Replacement. The district superintendent shall appoint a replacement to fill any vacancy that occurs on the Cory-Rawson Local Schools Local Professional Development Committee, except in the case of vacancies among the elected classroom teacher members which shall be filled by the exclusive representative. Any member appointed to fill a vacancy prior to the expiration date of the term for which a predecessor was appointed shall hold office as a member for the remainder of the term.

7. Committee Meetings. The initial meeting of the Cory-Rawson Local Schools Local Professional Development Committee shall be called by a member designated by the district superintendent upon election and/or appointment of all committee members.

   At this initial meeting, the committee shall select a chairperson, chair-elect, and other such officers the committee deems necessary, and shall adopt rules for the conduct of its meetings.

   Thereafter the committee shall establish a timeline for regular meetings. Special meetings may be scheduled as necessary.

8. Resolutions.

   (1) A majority of all the LPDC members, including any vacant positions, shall constitute a quorum to transact business. Each member shall have one vote. All legislative action of the LPDC shall be by resolution entered on its records. The affirmative vote of a majority of all committee members present and voting shall be required for the enactment of every resolution. All resolutions shall be effective immediately upon enactment, subject to any authorizations or certifications required by the Revised Code.

   The Cory-Rawson Local Schools Local Professional Development Committee will follow all rules and regulations as prescribed by Ohio Revised Code.

   The Cory-Rawson Local Schools Local Professional Development Committee will be established as soon as practical.

D. College Credit Plus (CCP)

1. The administration will identify educator(s) to be eligible to teach CCP courses using past CCP course data and priority areas. Only teachers with skilled or accomplished OTES ratings are eligible. Said teachers will be notified of their eligibility and, if interested, will submit a letter to the superintendent stating such by a deadline outlined in the notification.

   a. The administration reserves the right to choose teachers to teach CCP and be eligible for CCP reimbursement;

   b. One teacher at a time will be eligible for CCP course reimbursement and he/she will be asked to sign an agreement specific to these terms.

2. The district will create a temporary reimbursement fund of at least $5,000 per year for the purpose of CCP certification.

   a. CCP reimbursement will be up to $500/credit hour

   b. If a teacher fails to complete the CCP certification coursework, he/she will repay the district for any reimbursement paid above and beyond the typical course reimbursement rate of $250/semester hour

c. Only courses in which a teacher earns an A, B, or S will be reimbursed.

3. The teacher will remain employed by the district (unless non-renewed or terminated for cause) for at least five years upon completion of the CCP course work.

    a. If the teacher's employment is ended due to a reduction-in-force or through a retirement buy-out, the teacher will not be required to repay any of the reimbursed CCP courses to the district.

4. If the teacher takes another position outside the district within five years (year one is the year he/she first taught CCP courses connected to this coursework), he/she will reimburse the district according to the below schedule:

    a. Leaving in years 1-2 = 100% of course costs already paid
    b. Leaving in year 3 = 75% of total course costs already paid
    c. Leaving in year 4 = 50% of total course costs already paid
    d. Leaving in year 5 = 25% of total course costs already paid

5. The teacher will not advance horizontally (including MA+30 stipend) on the salary schedule as a result of the CCP coursework until the start of year 6, but will continue vertical (step) advancement.

6. One professional development day provided during each semester of CCP courses taught for the purpose of professional development or other commitments to the provider university.
7. The teacher will teach CCP courses as assigned by administration.

8. Upon signing the above agreement for CCP reimbursement, the teacher will meet with the superintendent and treasurer to plan out coursework.

9. Because the district will fully reimburse the teacher for CCP coursework, the district will not pay a CCP course stipend.

    a. For teachers who did not utilize the CCP reimbursement in order to teach CCP coursework, a stipend of $200 per CCP course (not section) will be paid.

ARTICLE XII – INSURANCE

A. Medical Insurance

Effective January 1, 2022, all employees who participate in medical insurance benefits are required to choose between the Cory-Rawson B Plan and the Cory-Rawson High Deductible Health Savings Account Plan (Cory-Rawson HSA Plan).

1. Cory-Rawson B Plan (expiring on December 31, 2024)

The Board will pay eighty-five percent (85%) of the monthly cost (family or single coverage) for the Cory-Rawson B Plan medical insurance for each full-time employee who chooses to participate. To be considered full-time for purposes of health insurance, an employee must work at least seven and a half (7 ½) hours per day.

For part-time employees, the Board will pay a percentage of the above costs equal to the percentage of time worked.

If both married spouses are regularly employed by the Board, and are full-time employees, the Board will pay one hundred percent (100%) of the monthly cost of either the Cory-Rawson Plan B family coverage or two Cory-Rawson Plan B single coverages. Participation in the Medical Insurance Waiver Pool is not available when both spouses are employed by the Board.

2. Cory-Rawson HDHP/HSA Plan

Effective with the first day of the next insurance year as determined by the Consortium (currently, the insurance year begins on October 1, but the Consortium is considering a January 1 insurance year), the Board will provide the Cory-Rawson HSA insurance plan for eligible bargaining unit members. The deductible amounts shall be the minimum required by the IRS regulations for HSA Plans.

The Board will pay eighty-five percent (85%) of the monthly cost (family or single coverage) for the Cory-Rawson HSA medical insurance for each full-time employee who chooses to participate.

If both married spouses are regularly employed by the Board and are full-time employees, the Board will pay one hundred percent (100%) of the monthly cost of either the Cory-Rawson HSA Plan family coverage or two Cory-Rawson HSA Plan single coverages.

The Board will contribute to each participant's HSA account the following amounts per year.

For the time between July 1, 2024 through December 31, 2024, including employees newly hired between July 1, 2024 and December 31, 2024:

Single Contribution: $500
Family Contribution: $1,000

Effective January 1, 2025:

Single Contribution: $2,500
Family Contribution: $5,000

Effective January 1, 2026:

Single Contribution: $1,500
Family Contribution: $3,000

Board HSA contributions shall be made in installments, half in the first payroll in January and the other half in the second pay in July for bargaining unit members who remain under contract at that time. A member experiencing financial hardship due to medical expenses may submit a written request to the Superintendent for consideration to receive the July board contribution funds early.

Bargaining unit members hired after the first day of the insurance year shall receive a pro-rated Board contribution based on the number of months in District employment during the initial year. Bargaining unit members who leave the insurance plan for any reason during the calendar year will reimburse the Board at the rate of one-twelfth of the Board contribution for every month that the bargaining unit member is no longer in the plan.

Effective January 1, 2025, the Board will match an employee's contributions to his/her HSA account up to the following amounts per calendar year as follows:

Effective January 1, 2025:

Single: up to $250
Family: up to $500

Effective January 1, 2026:

Single: up to $800
Family: up to $1,500

The Board shall pay the HSA match contributions in December. A member experiencing financial hardship due to medical expenses may submit a written request to the Superintendent for consideration to receive Board matching funds early.

3. Miscellaneous

It is mutually recognized and understood that withholding of the employee's contribution toward the October monthly cost of insurance occurs with the preceding September payrolls.

B. Dental Insurance

The Board will pay eighty-five percent (85%) of the full cost of family or single dental insurance for each full-time employee. If both married spouses are regularly employed by the Board, and are full-time employees, the Board will pay one hundred percent (100%) of the dental premium.

C. Life Insurance

The Board shall pay the cost of Thirty Thousand Dollars ($30,000.00) life insurance for all full-time employees who wish to participate. To be considered full-time, an employer must work at least six (6) hours per day. For part-time employees, the Board will pay a percentage of the cost equal to the percentage of time worked.

If the employee desires more life insurance coverage, he/she must pay the additional premium.

D. Vision Insurance

The Board will pay the full cost of family or single vision care insurance, which includes annual examinations, for each full-time employee. If both married spouses are regularly employed by the Board, and are full-time employees, the Board will pay one hundred percent (100%) of the family or single vision care insurance.

E. Cafeteria Plan

The Board will continue to provide premium conversion, flexible spending accounts and dependent care accounts for employees.

F. Insurance Carriers

The Board may change medical, dental, life and/or vision insurance carriers only if coverage is equal to or better than the coverage provided by the Hancock County Group Insurance Consortium during the previous insurance year.

G. Waiver of Coverage

The Board will award a cash stipend to be paid to all full-time employees who decide to waive their medical insurance coverage provided by the Board. This stipend is not available when both spouses are employed by the Board.

A written waiver must be presented to the Treasurer only during the open insurance enrollment period in the month of September each year. If an employee has need to resume the medical insurance program of the Board, he/she can do so only for the following reasons spelled out by the present carrier: adoption, birth, death, divorce, marriage, legal separation, spouse's employment status from full-time to part-time or vice versa, significant change in the spouse's health coverage at his/her place of employment or loss of other group coverage.

These reasons will be provided by the medical insurance carrier. Employees who resume the medical insurance program of the Board will be ineligible to receive the stipend for that year.

The stipend will be paid out to each participant by the 15th of November following the October to September period of participation. The stipend will be paid only if the teacher has fulfilled the entire contract for the previous school year. Any employee who waives the medical insurance will have an amount put into the Waiver Pool equal to the Board contribution toward Plan B.

The stipend amount is as follows:
2024-2025 Single $10,000/Family $12,000
2025-2026 Single $8,000/Family $10,000
2026-2027 Single $6,000/Family $8,000

ARTICLE XIII – SALARY

A. Home Instruction

For the duration of this Agreement the home instruction rate of pay is Twenty-Five Dollars ($25.00) with a maximum of five (5) hours per week.

B. TESOL Tutoring

For the duration of this Agreement the pay rate for a TESOL Tutor is Twenty-Five Dollars ($25.00) per hour.

C. Summer Remediation Teacher

For the duration of this Agreement the pay rate for a summer remediation teacher is Twenty-Five Dollars ($25.00) per hour.

D. Certified Schedule

The teachers' salary schedule is attached as Appendix A. Graduate and/or undergraduate credits may be used to advance to the B.A. + 30 column. Only graduate credits may be used to advance to the M.A. + 15 column. The B.A. + 30 (150 hrs.) and M.A. + 15 columns refer to semester credits or the equivalent quarter credits.

Teachers new to the District will be granted up to ten (10) years of service credit on the salary schedule for years of service as defined in Ohio Revised Code Section 3317.13. The Board may grant more than ten (10) years of service credit to any newly hired teacher in its sole discretion.

E. Horizontal Movement on Salary Schedule

The Board will continue its practice under Ohio Revised Code Section 3317.14 of moving a teacher horizontally on the teachers' salary schedule to a higher-rated column,effective with the September 20th pay and thereafter, if satisfactory evidence of completed coursework that justifies the teacher's move to the higher bracket is received by the District Treasurer by the immediately preceding September 15. In addition, the Board will move a teacher horizontally to a higher-rated column, effective with the January 20th pay and thereafter, if satisfactory evidence of completed coursework that justifies the teacher's move to the higher bracket is received by the District Treasurer after the immediately preceding September 15 but on or before January 15.

F. Supplemental Schedule

The salary schedule for extra activity responsibility is attached as Appendix B.

Head coaches/advisors/directors may hire more assistants than what is listed on the supplemental contract provided the percent of pay allotted for each position is not increased. For example, an assistant position listed as (1) at 10% may be filled by (2) at 5%. The number of assistants hired cannot be less than the number stated on the supplemental contract.

Supplementals will be paid utilizing one (1) of these three (3) methods:

1. Payment will occur with the regular pays and will be a part of the regular pay with regular tax deductions.

2. Payment in one (1) separate pay with regular tax deductions when duties are completed as certified by the building principal and in the case of athletics, certified by the Athletic Director.

3. Payment in two (2) separate pays with regular tax deductions. The first to be approximately half way through the season, and the other at the completion ofthe activity.

Pay options 2 and 3 will be paid as follows: fall activities will be paid on September 20th and November 20th, winter activities will be paid on December 20th, and March 5th, and spring activities will be paid on April 5th and June 5th.

The choice of option will be made when the supplemental contract is signed.

If any teacher leaves or fails to finish the responsibilities of his/her supplemental contract and has chosen #1 above for payment of that supplemental, the Treasurer will deduct an amount equal to the pro-rated part of the unfinished supplemental contract work from the teacher's regular pay.

G. Personal Leave Incentive

Each full-time teacher will receive Ninety Dollars ($90.00) for each personal leave day not used. If the teacher does not use any personal days they will receive One-Hundred Dollars ($100.00) for each personal day not used. This payment will be made the second payday in June.

H. National Board Certification

Any teacher who has achieved National Board Certification from the National Board for Professional Teaching Standards will receive a one-time stipend of Five Hundred Dollars ($500.00) with the second pay following the granting of the Certification.

I. Direct Deposit

Salary payments will be made only by direct electronic deposit and pay stub information will be given to the employee by e-mail to the employee's school e-mail address (or to such e-mail address as the employee designates in writing to the Treasurer). It is mutually understood that a paper check may still be occasionally needed and will be issued under extenuating circumstances.

J. Retirement Notification Incentive

An employee who, by not later than the Board's organizational meeting in January, gives written notice to the Treasurer that he/she will retire under S.T.R.S. effective at the end of that school year, and who does in fact retire at the end of the year, will receive a lump-sum payment of $500 (subject to applicable payroll withholdings) payable by the last regularly scheduled pay day in June.

K. Masters Plus Thirty (30) Stipend

The Board will pay a stipend in December in the gross amount of $1250 to a full-time bargaining unit employee who is placed on the 10th vertical step (or above) on the salary schedule and who has earned thirty (30) or more graduate credit hours above and beyond the Masters degree. In the case of part-time employees, this stipend will be prorated.

L. Mentor Stipend

The Board will pay a $2000.00 stipend to mentors who are trained by the Ohio Department of Education (ODE) and agree to fulfill the mentoring duties pursuant to ODE Resident Educator program requirements. If a mentor does not complete the entire mentorship, he/she will be paid a prorated amount of $1,000 for the first year completed.

Mentors will be paid the appropriate stipend for each Resident Educator they mentor, but every effort will be made to assign only one (1) Resident Educator per mentor.

Independent of the above provisions, trained mentors may receive a $250 stipend per semester if assigned to mentor a teacher who is not subject to the ODE Resident Educator program (such as a veteran educator newly employed by the Board and exempt from the ODE's Resident Educator requirements).

In addition to the ODE mentoring duties, the duties of a mentor position shall include:

- Attend quarterly meetings with mentee and lead mentor teacher.
- Work with the mentee to complete the curriculum (task logs) for year 1 and 2. During year 2, the mentor will act as the "facilitator" while the Resident Educator completes the Summative Assessment.
- Hold a weekly check-in with the mentee to answer questions and/or discuss strengths and areas for reinforcement.

Additionally, the Board may employee a lead mentor who will coordinate the Resident Educator Program for the District. The duties of the lead mentor position shall include:

- Working with principals and instructional coach to select and assign mentors
- Serving as a resource for district mentors and Resident Educators
- Conduct a minimum of quarterly district meetings with mentors and Resident Educators
- Support mentors and Resident educators in completing RESA requirements

CREA and the Board recognize that the legislative or ODE policy may necessitate changes in the future to the duties and will work collaboratively to revise the duties of the lead mentor to ensure they accurately reflect the requirements of the program. The lead mentor will be supervised by the Superintendent and building principals and work closely with the instructional

coach. The position will be employed annually and automatically non-renewed on June 1 if no action has been taken to re-employ. The position will receive a supplemental contract with an annual stipend of $2000.

M. Online Courses

A teacher assigned the responsibility of monitoring student progress and proctoring/grading online coursework will be provided with one (1) class period per week for each student in the course, if feasible. If one (1) class period per week is not feasible, the teacher can agree to monitor student progress and grade online coursework outside of the regular school day at a rate of $200 per completed student per course. In addition to monitoring student progress and proctoring/grading online coursework, teachers must be available to answer student questions and reinforce academic lessons if needed. In the event a student does not complete the assigned course, the assigned teacher will receive a prorated payment equal to the percentage of student course completion.

No teacher will receive compensation when a student completes less than twenty-five percent (25%) of an online course. In this circumstance, a teacher may be eligible for a prorated payment if they provide written evidence to the building principal that he/she has put forth a substantial and sustained effort to connect with and assist the student with course completion.

Teachers who are asked and agree to create an on-line course shall receive $750 per course upon fulfillment of the obligation and course approval by the Administration. It ismutually understood that any such course and its content shall be the property of the Board.

O. Detention Monitor

The detention monitor rate of pay is twenty-five dollars ($25) per hour.

P. Study Table

The study table rate of pay is twenty-five dollars ($25) per hour with a maximum number of hours per week determined by the building principal.

Q. Class Coverage

Teachers who have agreed to forego their conference period to serve as a substitute teacher at the request of an administrator shall be paid at a rate of Twenty-Five Dollars ($25.00) per hour calculated to the nearest quarter-of-an-hour.

Compensation does not apply when additional students are required to report to a teacher's assigned study hall. However, payment will be received if a teacher is asked to forego his/her conference period when an additional study hall is

needed due to an overflow of students reporting to study hall. Similarly, this provision is not invoked when special education students are dispersed to their regular education classrooms. It is also understood that this provision does not apply to any voluntary arrangement between teachers to cover a class that is not requested by the administration.

Upon completion of coverage, the teachers is required to fill out a timesheet (available in building offices) with the exact time(s) covered. This timesheet should be submitted to the respective building principal for approval at the end of each nine (9) week grading period. Once approved, the building principal will submit the timesheet to the treasurer's office for processing. Payment will be made on the first pay period following the end of each grading period.

ARTICLE XIV – C.R.E.A. PRIVILEGES

A. C.R.E.A. shall have the exclusive right to the items enumerated in this Article.

B. C.R.E.A. will have the right to use faculty lounge bulletin boards, e-mail, and mailboxes for C.R.E.A. business as long as it does not interfere with the orderly conduct of work asdetermined by the building principal.

C. C.R.E.A. shall have the right to use school facilities according to school procedures as long as it does not interfere with previously scheduled events. C.R.E.A. shall be responsible for any custodial overtime associated with such use.

D. The Superintendent shall authorize up to a combined total of eight (8) days per year to members elected to represent C.R.E.A. or chosen to serve on programs in any other capacity at C.R.E.A. meetings, conferences or conventions. C.R.E.A. can be granted an additional six (6) days for C.R.E.A. activities. C.R.E.A. will reimburse the Board forthe cost of substitutes for the additional six (6) days.

Within one week of hiring by the Board, the names, addresses, and phone numbers of new teachers will be provided to the C.R.E.A. President.

ARTICLE XV – BUILDING LEADERSHIP TEAM

A. For the purpose of improving communication among building staff and administration and discussing topics for professional development, a K-6 and 7-12 Building Leadership Team (BLT) will be established.

B. The BLT shall be comprised of district employees, one of whom is the building principal and one of whom is an elected officer or building representative of CREA. The remaining members shall be jointly selected by the building principal and CREA.

C. The BLT will meet monthly as needed.

ARTICLE XVI – MANAGEMENT RIGHTS

A. The Board retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Ohio and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, 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 Agreement 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 bythe Ohio State Board of Education and the Constitution and laws of the United States.

ARTICLE XVII – EMPLOYMENT CONTRACTS

A. Limited Contracts

Beginning with the 2022-2023 school year, limited contracts for teachers employed on teaching contracts shall have the following duration:

- First Contract 1 year
- Second Contract 1 year
- Third Contract 2 years
- Fourth Contract 2 years
- Fifth Contract and thereafter 3 years

At the Superintendent's discretion, the term of the contract of a teacher employed by the Board as a teacher for 2 consecutive years or more may be 1 year. Thereafter, if his/her services are evaluated to be satisfactory, all subsequent contracts granted such person shall be for a term of not less than 2 years and not more than 3 years.

B. Eligibility for Continuing Contract Status

Teachers shall be eligible for continuing contract status in accordance with Ohio Revised CodeSection 3319.11; provided, however, that a teacher shall neither be eligible for nor obtain a continuing contract by operation of law unless all requirements of Ohio Revised Code Section 3319.08 have been met and all required documents (i.e., teaching certificate, license, etc.) have been filed with the Superintendent by January 15 of the year in which the teacher's limited contract expires.

ARTICLE XVIII – REDUCTION IN FORCE

If the Board determines it necessary to reduce the number of bargaining unit positions, the following procedures shall apply.

A. RIF

A RIF may occur for the following reasons:

1. Decrease in overall pupil enrollment from the previous school year and/or grade level in program area.

2. Suspension of schools or territorial changes.

3. Return to duty of a teacher from a leave of absence.

4. Curriculum changes.

5. Financial reasons.

B. Procedure

1. C.R.E.A. shall be notified of the extent of any staff reduction at such a time a decision is made by the Board and shall be further notified as to which teacher(s) shall be suspended.

2. Reduction shall first be covered by attrition; however, the Board shall not be required to fill any vacancy.

3. If additional reductions are necessary, those teachers on limited contracts in an area of certification/licensure shall have their contracts suspended first. As required by Ohio Revised Code Section 3319.17, the Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. In the event that no limited contract employees in the area of certification/licensure remains and a further reduction is needed, teachers on continuing contracts shall then have their contracts suspended.

4. Recall shall be done in inverse order, subject to the requirement in Ohio revised Code Section 3319.17 that seniority shall not be the basis for recalling a teacher except when making a decision between teachers who have comparable evaluations. Continuing contracts with most seniority first, then limited contracts with the most seniority. Recall shall be to a position for which the individual is properly certified/licensed. No new employees may be hired until laid-off employee(s) have been offered the position and have rejected the offer, or until the laid-off employee is removed from the recall list as outlined below.

C. Seniority

1. For purposes of this Agreement, seniority shall be defined as the continuous number of years of service with the District. Part-time teachers' seniority shall bedetermined on a percentage basis. The percent shall be equal to the percent of the part-time employment. If two (2) or more individuals have equal seniority, the following shall apply:

   a. The date of the Board meeting at which the teacher was hired, then by;

   b. the date on which the employee submitted a completed job application, then by;

   c. total S.T.R.S. service credits.

2. The Superintendent shall provide the C.R.E.A. President with a seniority list by September 1 of each school year. The seniority list shall be made up for each area of certification/licensure with certified/licensed personnel placed on all listsfor which they are certified/licensed.

D. Rights While on Suspension

1. If recalled, the individual shall have the right to return to the same seniority level and total sick leave accumulation.

2. The employee shall have the right to all insurance benefits for a period of thirty-six (36) months providing the employee meets the eligibility requirements set forth by the carrier. The employee must pay the full cost of the premium fifteen (15) days prior to the due date.

E. Recall Rights

1. Employees who are suspended shall be retained on the recall list for twenty-four (24) months.

2. An employee may be removed from the recall list if he/she:

   a. Waives his/her recall rights in writing.

   b. Resigns.

   c. Fails to accept recall to a position for which he/she is certified/licensed within five (5) days of notification.

   d. Fails to report to work within ten (10) working days after receipt of the notice of recall unless sick or injured.

3. The individual affected by a staff reduction shall be responsible for keeping an updated address and telephone number on file in the Superintendent's office.

4. All recall notice and acceptance notes shall be mailed by certified mail with knowledge of receipt provided to the Superintendent or by hand delivery.

ARTICLE XIX - EMPLOYMENT OF RETIREES

A. This Article governs the terms and conditions of employment of any S.T.R.S. or other retiree whom the Board may regularly employ in a position that falls within the bargaining unit described in Article I, Section A of this Agreement. It is mutually understood that there is no guarantee of employment for any retiree and that the Administration will consider such employment only under extraordinary circumstances where qualified available candidates for a position are in short supply or deemed unsuitable. Except as otherwise specified below, any regularly employed retiree will become a bargaining unit member upon employment and be subject to the provisions ofthis Agreement.

1. For placement purposes on the teachers' salary schedule, the employee will receive horizontal credit in accordance with the normal rules and three (3) years of vertical credit. If subsequently reemployed, this salary schedule placement willbe maintained.

2. The employee will receive a one-year limited contract of employment (if employed after the start of the school year, such contract will be for the remainder of that school year). If subsequently reemployed, the employee will be awarded another one-year limited contract. In no event will the employee qualify for a continuing contract or a multi-year limited contract.

3. The employee's limited contract awarded under Paragraph 2 above will automatically nonrenew as of the end of the school year without the necessity of Board action or notice. The procedures appearing in Ohio Revised Code Section3319.11 do not apply to such nonrenewal. The nonrenewal may not be challenged under Article III of this Agreement or otherwise challenged.

4. Upon employment, the employee will be credited with zero (0) years of seniority and thereafter will not accumulate seniority for any purpose under this Agreement.

5. Upon employment, the employee will be credited with zero (0) days of sick leave. Thereafter, the employee will receive sick leave in accordance with Article IX, Section C of this Agreement except that in no event will the employee accrue more than a maximum of fifteen (15) days.

6. The employee is not eligible to participate in insurance fringe benefits offered under Article XII of this Agreement, unless S.T.R.S. precludes the employee from participating in medical insurance benefits offered through S.T.R.S. If S.T.R.S. precludes the employee from participating in S.T.R.S. provided medical insurance, the employee may elect to participate in medical insurance benefits offered by the Board under Article XII.

7. The employee will in no event qualify for severance pay under Article X, tuition reimbursement under Article XI, Section B, a personal leave incentive under Article XIII, Section D, or a National Board Certification stipend under Article XIII,Section E of this Agreement.

B. The provisions of this Article prevail over any inconsistent terms that may appear elsewhere in this Agreement or in the Ohio Revised Code. It is mutually recognized that the requirements of Ohio Revised Code Section 3307.353 are not affected by this Article.

ARTICLE XX – PERSONNEL FILES

A. Each employee shall have only one (1) personnel file, which shall be maintained in the Superintendent's office.

B. No material derogatory to an employee's conduct, service or personality shall be placed in his/her official file unless the employee has had an opportunity to review the material. The employee will acknowledge that he/she had the opportunity to review such material by affixing his/her signature to the material with the understanding that such signature inno way indicates agreement with the contents thereof. Refusal to sign shall be noted, but not preclude placing it in the file. The employee shall have the right to submit a written response to such material, and the response shall be attached to the material in question.

C. The employee shall have the right, within a reasonable time and upon request to the Superintendent, to review and obtain one (1) copy of the material in the file excluding confidential pre-employment information, ratings, reports, or records which were obtained prior to the employment of the employee involved.

In addition to the employee, the Superintendent, immediate supervisor or other administrators who have justifiable employment reason shall be given access to the file. A log shall be kept of person(s) who have examined the file and the date of such examinations. This does not prohibit access to an individual's file by the public as cited in Ohio Revised Code Section 149.43. If a person other than the teacher, the Superintendent, immediate supervisor or other administrators who have justifiable employment reason, request to have access to a teacher's file, the teacher shall be notified of the request. The teacher will also be granted the ability to be present when the above request is fulfilled.

D. Records shall not be removed from the office of the Board.

E. Any person who places written material or drafts written material for placement in an employee's file shall sign the material and signify the date on which such material was drafted. Any written materials placed in a personnel file shall indicate the date of such placement. No material shall be placed in a personnel file without the teacher receiving a copy.

F. Reprimands and disciplinary material placed in the employee's file, per Section B. of this Article, will be removed two (2) years after being placed in the file if requested by the employee.

G. The provisions of this Article do not limit the rights accorded to a teacher under Ohio Revised Code Chapters 1347 and 4117.

Only the procedural aspects of this Article (not the substantive content) shall be subject to the grievance procedure.

ARTICLE XXI –TEACHER DISCIPLINE

A. Progressive Discipline

Discipline will be progressive but will be decided on an individual basis.

1. verbal reprimand;

2. written reprimand;

3. suspension without pay.

B. Suspension without Pay

The Superintendent may suspend an employee without pay for up to five (5) workdays for insubordination, neglect of duty, violation of rules and regulations of the Board of Education, for violation of administrative policies or directives, or for other just cause. Before any such suspension is imposed, the teacher will be furnished with written notification of the intended suspension, including the dates and reasons therefore, and provided an opportunity to present his/her side of the story. The teacher may be accompanied in the conference with the Superintendent by a representative of the Association.

ARTICLE XXII – NO STRIKE AGREEMENT

For the duration of this Agreement, neither C.R.E.A., its agents, nor the employees represented by C.R.E.A. shall engage in any strike, slowdown or withholding of services designed to interfere with the normal operations of the District.

ARTICLE XXIII – COMPLETE AGREEMENT

The parties acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make proposals on any subject. The understandings and agreements arrived at after the exercise of the right and opportunity are set forth herein, and the parties agree that this Agreement constitutes the entire agreement between them and settles all issues on all matters.

As required by Ohio Revised Code Section 3302.10(P), the provisions of Section 3302.10 are incorporated by reference as part of this Agreement.

Except as otherwise specifically provided in this Agreement, the Board has the sole and exclusive right to make all decisions relevant to the conduct and management of the District as prescribed by law.

ARTICLE XIV – DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2024 through June 30, 2027.

President
Cory-Rawson Board of Education

Wendi Bechtol-Davis
Co-President
Cory-Rawson Education Association

Superintendent
Cory-Rawson Local Schools

Emily M Boerger
Co-President
Cory-Rawson Education Association

4/22/24
Date

4/22/2024
Date

2024-25
Certified

Cory-Rawson Local Schools
3.00%

	B		B+30 150 hours		M		M +15	
	B	B Index	B+30	B +30 Ind	M	M Ind	M+15	M +15 Ind
0	36,050	1.00	37,672	1.05	39,655	1.10	40,737	1.13
1	37,492	1.04	39,295	1.09	41,458	1.15	42,900	1.19
2	38,934	1.08	40,917	1.14	43,260	1.20	45,063	1.25
3	40,376	1.12	42,539	1.18	45,063	1.25	47,226	1.31
4	41,818	1.16	44,161	1.23	46,865	1.30	49,389	1.37
5	43,260	1.20	45,784	1.27	48,668	1.35	51,552	1.43
6	44,702	1.24	47,406	1.32	50,470	1.40	53,715	1.49
7	46,144	1.28	49,028	1.36	52,273	1.45	55,878	1.55
8	47,586	1.32	50,650	1.41	54,075	1.50	58,041	1.61
9	49,028	1.36	52,273	1.45	55,878	1.55	60,204	1.67
10	50,470	1.40	53,895	1.50	57,680	1.60	62,367	1.73
11	51,912	1.44	55,517	1.54	59,483	1.65	64,530	1.79
12	53,354	1.48	57,139	1.59	61,285	1.70	66,693	1.85
13	54,796	1.52	58,762	1.63	63,088	1.75	68,856	1.91
14	56,238	1.56	60,384	1.68	64,890	1.80	71,019	1.97
15	57,680	1.60	62,006	1.72	66,693	1.85	73,182	2.03
16	59,122	1.64	63,628	1.77	68,495	1.90	75,345	2.09
17	59,843	1.66	64,457	1.79	69,396	1.93	76,426	2.12
18	59,843	1.66	64,457	1.79	69,396	1.93	76,426	2.12
19	59,843	1.66	64,457	1.79	69,396	1.93	76,426	2.12
20	60,564	1.68	65,251	1.81	70,298	1.95	77,508	2.15
21	60,564	1.68	65,251	1.81	70,298	1.95	77,508	2.15
22	60,564	1.68	65,251	1.81	70,298	1.95	77,508	2.15
23	61,285	1.70	66,080	1.83	71,199	1.98	78,589	2.18
24	61,285	1.70	66,080	1.83	71,199	1.98	78,589	2.18
25	61,285	1.70	66,080	1.83	71,199	1.98	78,589	2.18
26	62,006	1.72	66,873	1.86	72,100	2.00	79,671	2.21
27	62,006	1.72	66,873	1.86	72,100	2.00	79,671	2.21
28	62,006	1.72	66,873	1.86	72,100	2.00	79,671	2.21
29	62,727	1.74	67,702	1.88	73,001	2.03	80,752	2.24
30	62,727	1.74	67,702	1.88	73,001	2.03	80,752	2.24
31	62,727	1.74	67,702	1.88	73,001	2.03	80,752	2.24
32	62,727	1.74	67,702	1.88	73,001	2.03	80,752	2.24
33	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
34	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
35	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
36	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
37	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
38	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
39	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27
40	63,448	1.76	68,856	1.91	73,903	2.05	81,834	2.27

Special Education	Additional 3% of base
Library	Extended time - 5 days
Guidance	Extended time, 150 hours paid at the employee's daily rate. Hours can be logged for all authorized work performed outside of the scheduled school day.
Home Economics	Additional 1/18
Vocational Agriculture	Extended time granted on basis of one (1) day per student (unduplicated student count) up to a maximum of 45 days. Student count is the number of students enrolled in Vocational Agriculture classes as of September 12th each school year.
Split Class	Additional 3% of base
Transitional Class	Additional 3% of base
Elementary Guidance	Additional 8% of salary (includes 6 extended service days per year).
Elem Music/Vocal Music	5% of B column-not a supplemental
Instrumental Music	16% of B column-not a supplemental

2025-26
Certified

Cory-Rawson Local Schools
3.00%

	B		B+30 150 hours		M		M +15	
	B	B Index	B+30	B +30 Ind	M	M Ind	M+15	M +15 Ind
0	37,132	1.00	38,803	1.05	40,845	1.10	41,959	1.13
1	38,617	1.04	40,474	1.09	42,702	1.15	44,187	1.19
2	40,103	1.08	42,145	1.14	44,558	1.20	46,415	1.25
3	41,588	1.12	43,816	1.18	46,415	1.25	48,643	1.31
4	43,073	1.16	45,487	1.23	48,272	1.30	50,871	1.37
5	44,558	1.20	47,158	1.27	50,128	1.35	53,099	1.43
6	46,044	1.24	48,829	1.32	51,985	1.40	55,327	1.49
7	47,529	1.28	50,500	1.36	53,841	1.45	57,555	1.55
8	49,014	1.32	52,170	1.41	55,698	1.50	59,783	1.61
9	50,500	1.36	53,841	1.45	57,555	1.55	62,010	1.67
10	51,985	1.40	55,512	1.50	59,411	1.60	64,238	1.73
11	53,470	1.44	57,183	1.54	61,268	1.65	66,466	1.79
12	54,955	1.48	58,854	1.59	63,124	1.70	68,694	1.85
13	56,441	1.52	60,525	1.63	64,981	1.75	70,922	1.91
14	57,926	1.56	62,196	1.68	66,838	1.80	73,150	1.97
15	59,411	1.60	63,867	1.72	68,694	1.85	75,378	2.03
16	60,896	1.64	65,538	1.77	70,551	1.90	77,606	2.09
17	61,639	1.66	66,392	1.79	71,479	1.93	78,720	2.12
18	61,639	1.66	66,392	1.79	71,479	1.93	78,720	2.12
19	61,639	1.66	66,392	1.79	71,479	1.93	78,720	2.12
20	62,382	1.68	67,209	1.81	72,407	1.95	79,834	2.15
21	62,382	1.68	67,209	1.81	72,407	1.95	79,834	2.15
22	62,382	1.68	67,209	1.81	72,407	1.95	79,834	2.15
23	63,124	1.70	68,063	1.83	73,336	1.98	80,948	2.18
24	63,124	1.70	68,063	1.83	73,336	1.98	80,948	2.18
25	63,124	1.70	68,063	1.83	73,336	1.98	80,948	2.18
26	63,867	1.72	68,880	1.86	74,264	2.00	82,062	2.21
27	63,867	1.72	68,880	1.86	74,264	2.00	82,062	2.21
28	63,867	1.72	68,880	1.86	74,264	2.00	82,062	2.21
29	64,610	1.74	69,734	1.88	75,192	2.03	83,176	2.24
30	64,610	1.74	69,734	1.88	75,192	2.03	83,176	2.24
31	64,610	1.74	69,734	1.88	75,192	2.03	83,176	2.24
32	64,610	1.74	69,734	1.88	75,192	2.03	83,176	2.24
33	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
34	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
35	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
36	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
37	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
38	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
39	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27
40	65,352	1.76	70,922	1.91	76,121	2.05	84,290	2.27

Special Education	Additional 3% of base
Library	Extended time - 5 days
Guidance	Extended time, 150 hours paid at the employee's daily rate. Hours can be logged for all authorized work performed outside of the scheduled school day.
Home Economics	Additional 1/18
Vocational Agriculture	Extended time granted on basis of one (1) day per student (unduplicated student count) up to a maximum of 45 days. Student count is the number of students enrolled in Vocational Agriculture classes as of September 12th each school year.
Split Class	Additional 3% of base
Transitional Class	Additional 3% of base
Elementary Guidance	Additional 8% of salary (includes 6 extended service days per year).
Elem Music/Vocal Music	5% of B column-not a supplemental
Instrumental Music	16% of B column-not a supplemental

2026-27 Cory-Rawson Local Schools

Certified 3.50%

	B		B+30 150 hours		M		M +15	
	B	B Index	B+30	B +30 Ind	M	M Ind	M+15	M +15 Ind
0	38,432	1.00	40,161	1.05	42,275	1.10	43,428	1.13
1	39,969	1.04	41,891	1.09	44,197	1.15	45,734	1.19
2	41,507	1.08	43,620	1.14	46,118	1.20	48,040	1.25
3	43,044	1.12	45,350	1.18	48,040	1.25	50,346	1.31
4	44,581	1.16	47,079	1.23	49,962	1.30	52,652	1.37
5	46,118	1.20	48,809	1.27	51,883	1.35	54,958	1.43
6	47,656	1.24	50,538	1.32	53,805	1.40	57,264	1.49
7	49,193	1.28	52,268	1.36	55,726	1.45	59,570	1.55
8	50,730	1.32	53,997	1.41	57,648	1.50	61,876	1.61
9	52,268	1.36	55,726	1.45	59,570	1.55	64,181	1.67
10	53,805	1.40	57,456	1.50	61,491	1.60	66,487	1.73
11	55,342	1.44	59,185	1.54	63,413	1.65	68,793	1.79
12	56,879	1.48	60,915	1.59	65,334	1.70	71,099	1.85
13	58,417	1.52	62,644	1.63	67,256	1.75	73,405	1.91
14	59,954	1.56	64,374	1.68	69,178	1.80	75,711	1.97
15	61,491	1.60	66,103	1.72	71,099	1.85	78,017	2.03
16	63,028	1.64	67,832	1.77	73,021	1.90	80,323	2.09
17	63,797	1.66	68,716	1.79	73,982	1.93	81,476	2.12
18	63,797	1.66	68,716	1.79	73,982	1.93	81,476	2.12
19	63,797	1.66	68,716	1.79	73,982	1.93	81,476	2.12
20	64,566	1.68	69,562	1.81	74,942	1.95	82,629	2.15
21	64,566	1.68	69,562	1.81	74,942	1.95	82,629	2.15
22	64,566	1.68	69,562	1.81	74,942	1.95	82,629	2.15
23	65,334	1.70	70,446	1.83	75,903	1.98	83,782	2.18
24	65,334	1.70	70,446	1.83	75,903	1.98	83,782	2.18
25	65,334	1.70	70,446	1.83	75,903	1.98	83,782	2.18
26	66,103	1.72	71,291	1.86	76,864	2.00	84,935	2.21
27	66,103	1.72	71,291	1.86	76,864	2.00	84,935	2.21
28	66,103	1.72	71,291	1.86	76,864	2.00	84,935	2.21
29	66,872	1.74	72,175	1.88	77,825	2.03	86,088	2.24
30	66,872	1.74	72,175	1.88	77,825	2.03	86,088	2.24
31	66,872	1.74	72,175	1.88	77,825	2.03	86,088	2.24
32	66,872	1.74	72,175	1.88	77,825	2.03	86,088	2.24
33	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
34	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
35	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
36	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
37	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
38	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
39	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27
40	67,640	1.76	73,405	1.91	78,786	2.05	87,241	2.27

Special Education	Additional 3% of base
Library	Extended time - 5 days
Guidance	Extended time, 150 hours paid at the employee's daily rate. Hours can be logged for all authorized work performed outside of the scheduled school day.
Home Economics	Additional 1/18
Vocational Agriculture	Extended time granted on basis of one (1) day per student (unduplicated student count) up to a maximum of 45 days. Student count is the number of students enrolled in Vocational Agriculture classes as of September 12th each school year.
Split Class	Additional 3% of base
Transitional Class	Additional 3% of base
Elementary Guidance	Additional 8% of salary (includes 6 extended service days per year).
Elem Music/Vocal Music	5% of B column-not a supplemental
Instrumental Music	16% of B column-not a supplemental

Appendix B

Extra-Curricular Salary Schedule

The percent shown below will be applied to the experience level of each individual for that activityon the B.A. column of the Certified Salary Schedule.

Assistant Athletic Director (2)	10%
Head Football (1)	16%
1st Assistant - Football (1)	11%
Asst./Fr./Jr. Hi - Football (5)	8%
Head Volleyball (1)	11%
Assistant/JV Volleyball (1)	6%
Reserve/Freshman Volleyball (1)	4.5%
Jr. Hi Volleyball (2)	4%
Boys' Head Soccer (1)	9%
Boys' Asst. Soccer (1)	5%
Girls' Head Soccer (1)	9%
Girls' Asst. Soccer (1)	5%
Boys' Head Basketball (1)	16%
Boys' Assistant/JV Basketball (1)	10%
Boys' Reserve/Freshman Basketball (1)	8%
Boys' Jr. Hi Basketball (2)	6%
Girls' Head Basketball (1)	16%
Girls' Assistant/JV Basketball (1)	10%
Girls' Reserve/Freshman Basketball (1)	8%
Girls' Jr. Hi Basketball (2)	6%
Jr. Hi B Volleyball Coach (1)	3%
Girls' Jr Hi B Basketball Coach (1)	3%
Boys' Jr Hi B Basketball Coach (1)	3%
Head Wrestling (1)	12%
Assistant Wrestling (1)	8%
Jr. Hi Wrestling (1)	4%
Boys' Head Track (1)	10%
Boys' Assistant Track (1)	5%
Boys' Jr. Hi Track (1)	4%
Girls' Head Track (1)	10%
Girls' Assistant Track (1)	5%
Girls' Jr. Hi Track (1)	4%
Cross Country (1)	6%
Jr. Hi Cross Country (1)	3%
Indoor Track (1)	5%

Head Baseball (1)	10%
Assistant Baseball (1)	5%
Head Softball (1)	10%
Assistant Softball (1)	5%
Cheerleading (1)	9%
Assistant Cheerleading (1)	4%
Competition Cheerleading (1)	3%
Marching Band Assistant (1)	3%
Vocal Music Director (1)	3%
Show Choir (1)	5%
Asst Vocal Music Dir.-Show Choir (1)	3%
Show Choir Choreographer (1)	4%
Instr. Music Dir. (incl. Summer) (1)	16%
High School Drama (1)	3%
Assistant High School Drama (1)	2%
Junior High Student Council (1)	2%
High School Student Council (1)	3%
7-12 Honor Society (1)	4%
High School Musical (1)	4%
Assistant High School Musical (1)	3%
Orchestra Director for Musical (1)	2%
Elementary Musical Production (1)	2%
Tech. Dir. for HS Musical/Drama (1)	2%
Yearbook (1)	9%
Senior Class Advisor (1)	4%
Junior Class (1) / Prom Advisor	4%
Weight Training Supervisor (3)	2%
High School Quiz Bowl (1)	3%
Jr. Hi Quiz Bowl (1)	2%
High School Newspaper (1)	3.5%
Flag Corps Advisor (1)	2%
Art Club Advisor (1)	3%
Strength Coach (1)	6%
Freshman Class Advisor (1)	1%
Sophomore Class Advisor (1)	1%

Procedures:

1. A Cory-Rawson Head Coach with prior Head Coach experience in the same sport in another school district will receive credit for such years of prior coaching experience up to a maximumof seven (7) years.

2. A Cory-Rawson Assistant Coach with prior Assistant Coach experience in the same sport in another school district will receive credit for such years of prior coaching experience up to a maximum of five (5) years.

3. A Cory-Rawson Head Coach with prior Assistant Coach experience in the same sport in another school district will receive credit for one-half (1/2) of such years of prior coaching experience up to a maximum of seven (7) years.

4. A Cory-Rawson Head Coach with prior Assistant Coach experience in the same sport in Cory-Rawson will receive credit for one-half (1/2) of such years of prior coaching experience.

5. A Cory-Rawson Assistant Coach with prior Head Coach experience in the same sport in another school district will receive credit for such years of prior coaching experience up to amaximum of five (5) years.

6. A Cory-Rawson Assistant Coach with prior Head Coach experience in the same sport in Cory-Rawson will receive credit for all such years of prior coaching experience.

7. The above provisions apply to any person with no Cory-Rawson coaching experience in the particular sport prior to the 2005-06 school year. A person with Cory-Rawson coaching experience in the sport prior to the 2005-06 school year will continue to receive experience credit in accordance with the procedures prevailing prior to the effective date of this Agreement.

8. In the event a person has prior coaching experience in a sport that is not precisely the same sport for which he/she is currently awarded a coaching position but is substantially similar (forexample, softball and baseball), or if the person is employed in Cory-Rawson under a non- coaching supplemental contract and has prior experience in the same or substantially similar supplemental activity in another school district, the issue of what, if any, experience credit applies will be referred for resolution to the Labor Management Committee identified in ArticleV, Section I of this Agreement.

9. Alternative for head boys' and girls' track: Head Track (1) – 13%, 1st Asst. Track (1) – 7%.

10. Whenever a varsity head coach shall be employed as the head athletic director there will be a shift of some duties (to be decided amongst the athletic director, assistant athletic director, high school principal, and Superintendent) to the assistant athletic director. At the time of the decision, on which duties shall be shifted to the assistant athletic director, there will also be a corresponding shift in pay accomplished through combination of the athletic director and assistant athletic director pays and subsequent revision to pays that are commensurate with the duties - not unlike any other sport that has combined and shifted percentages (e.g., 18% + 10% = 28% which can then be split 16/12, 15/13, etc.).

11. Whenever one head coach at the high school level is also required to coach student-athletes from the junior high school in the same sport, the high school head coach shall be paid his/her head high school coach stipend and 50% of the junior high school stipend for the same sport. For example, if the head high school cross country coach is also required to coach a group of junior high school student-athletes in cross country because there are not enough junior high school student-athletes to form a junior high cross country team, the head high school cross country coach shall be paid his/her head cross country stipend (currently 6%) and 50% of the "Jr. Hi Cross Country" stipend (currently 3%*.50 = 1.5%).

CERTIFICATE
CREA Negotiated Agreement
July 1, 2024 Thru June 30, 2027

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

The undersigned, Treasurer and President of the Board of Education of the Cory-Rawson Local School District, Ohio, and the Superintendent of Schools of the Cory-Rawson Local School District, Ohio, hereby certify that the District has in effect for the three fiscal years of the term of the attached contract, the authorization to levy taxes, including the renewal of existing levies, which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel, programs and services essential to the provision of an adequate educational program on all of the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year.

This certificate is given is given in compliance with Sections 5705.41, 5705.412 and 5705.44 of the Revised Code.

Dated: March 21, 2024

Treasurer, Board of Education
Cory-Rawson Local School District, Ohio

President, Board of Education
Cory-Rawson Local School District, Ohio

Superintendent of Schools
Cory-Rawson Local School District, Ohio